

# Proceedings

## Nineteenth Convention

**San Francisco  
July 27-29, 1992**

**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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**EXECUTIVE SECRETARY-TREASURER  
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**TED HANSEN**

**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*

*Al Barkan*

*National AFL-CIO COPE,  
Washington, D.C.*

*Joe Belardi*

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

*W.C. (Bill) Demers*

*Communications Workers of  
America Dist. No. 11, Los  
Angeles and Los Angeles  
County Federation of Labor,  
AFL-CIO*

*Herman L. Griffin*

*United Food and Commercial  
Workers No. 1100, San  
Francisco and A. Philip  
Randolph Institute, San  
Francisco Chapter*

*Wayne Harbolt*

*Sacramento Central Labor  
Council and California Labor  
Federation, AFL-CIO*

*George Hardy*

*Service Employees International  
and SEIU No. 87, San  
Francisco*

*Max Mont*

*AFSCME No. 800, Santa Monica  
and Los Angeles County  
Federation of Labor, AFL-CIO*

*Art Mullett*

*Steelworkers International  
Union, Carmichael*

*Raymond K. Nelson*

*Lumber and Sawmill Workers  
No. 2592, Eureka and  
California Labor Federation,  
AFL-CIO*

*Kay Regas*

*Office and Professional  
Employees No. 3, San  
Francisco and California  
Labor Federation, AFL-CIO*

*Earl Robinson*

*Labor "Balladeer" who  
composed "Joe Hill"*

*J.J. Rodriguez*

*Los Angeles County Federation  
of Labor, AFL-CIO and  
Western Federation of  
Butchers*

*James E. Smith, Jr.*

*Napa-Solano Counties Building  
and Construction Trades  
Council, Vallejo*

*Tim Twomey*

*Hospital and Institutional  
Workers, No. 250, SEIU, San  
Francisco and California  
Labor Federation, AFL-CIO*

*Bill Tupper*

*United Food and Commercial  
Workers No. 428, San Jose  
and Federation of Retired  
Union Members*

*Ernest B. Webb*

*Painters Dist. Council No. 36,  
Long Beach and California  
Labor Federation, AFL-CIO*

# PROCEEDINGS of the Nineteenth Convention

## FIRST DAY Monday, July 27, 1992 MORNING SESSION

### CALL TO ORDER AND OPENING CEREMONIES

The Nineteenth Biennial Convention of the California Labor Federation, AFL-CIO, was called to order at 10:15 a.m. by Walter Johnson, executive secretary-treasurer of the San Francisco Labor Council, AFL-CIO. Secretary-Treasurer Johnson served as Temporary Chairman of the Convention.

After welcoming the delegates to San Francisco, Temporary Chairman Johnson called on the U.S. Marine Corps Color Guard of the 12th Marine District of San Francisco to present the colors. He then called on President Albin Gruhn, who led the delegates in reciting the Pledge of Allegiance to the Flag. The National Anthem was sung by Angela Randell, a vocalist from the San Francisco Opera. She was accompanied by pianist Ron Valentino of the San Francisco Opera Orchestra.

Temporary Chairman Johnson then introduced The Reverend Father James Goode, OFM, of the Church of St. Paul of the Shipwreck, who gave the invocation.

### Escort Committee for Mayor Frank Jordan

Temporary Chairman Johnson announced that Gunnar Lundeberg and Edward C. Powell, both vice presidents of the California Labor Federation, would escort the Mayor to the podium.

He then introduced the Mayor for his remarks to the Convention.

### Welcoming Remarks Frank Jordan, Mayor of San Francisco

Mayor Jordan welcomed the delegates to his city and assured them San Francisco's reputation as a union town made it a perfect choice for the Convention site.

Temporary Chairman Johnson then called on President Gruhn to begin the proceedings of the Convention.

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

President Gruhn officially opened the Convention as follows:

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

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

A special thanks to the United States Marine Corps Color Guard for the presentation of the flag and Reverend Father James Goode for the splendid invocation.

Our thanks to Angela Randell for her singing of the National Anthem and her accompanist at the piano, Ron Valentino.

Also, our thanks to Mayor Frank Jordan for his welcoming remarks and to Secretary-Treasurer Walter Johnson of the San Francisco Labor Council for his greetings and welcome to this Convention.

Thank you very much, Walter.

And welcome to the labor movement family, which we are, the brother and sister delegates to the Convention, and to the guests of this Convention.

Brothers and sisters, eight years of the Reagan/Bush administration, plus four years of the Bush/Quayle administration, have torn the economic

and social fabric of this nation asunder.

During the era of these administrations, the merchants of greed, the short-term profiteers, the fast buckers and hostile takeover artists have been in charge of the economic destiny of this country. They could care less about the future of our country and its people. In fact, they have no feeling at all about the ordinary people of this country, its workers, its youth, its elderly, its disadvantaged, its disabled and the families of this country.

### **Opportunity Knocks**

The suffering and despair they have wrought upon the ordinary people of this nation is beyond belief. The people of this nation have an opportunity to change this despicable direction of our beloved country at the ballot box on November 3rd, by electing Bill Clinton as president and Al Gore as the new vice president of the United States of America.

And for Quayle's information, Al Gore's name is spelled with an "e."

Bush and Quayle must be defeated in November, not only defeated, but so decisively defeated that their cohorts, the destroyers of our nation's economy, will rue the day of their complete contempt for the well-being of our nation's people.

Our labor movement, yes, our labor movement family, must play an important, vital role in the 1992 political elections once again, to truly make the United States of America a nation of the people, by the people and for the people, not a nation of the corporation and the greedy, by the corporation and the greedy and for the corporation and the greedy.

Our labor movement is a family with a heart and soul. It has a deep concern not only for its own members, but for the economic, social and political justice for all of this nation's people irrespective of their race, color, creed, ethnicity, national origin, sex, sexual orientation, the aged and the disabled.

In the economic and social affairs of our nation, our state and our communities, our labor movement only asks for fairness, an even playing field, to be treated as an equal partner with equal representation, not as second class citizens.

Our labor movement calls for fairness in the workplace, the enactment of legislation to bar the permanent replacement of strikers and to stop the scab culture that's been developing in this country; reform of the National Labor Relations Act and fairness in its administration and with eventual repeal of Section 14b of the National Labor Relations Act which allows states to enact so-

called "right-to-work" laws which prohibit union security provisions in collective bargaining agreements. (Applause)

Our labor movement calls for an economic policy that provides high wage jobs for all the people of this nation, able and willing to work. In other words, full employment with jobs that will create a purchasing power and a decent American standard of living.

Bush doesn't know what the need of purchasing power for people is. He never had to worry during his lifetime about having enough funds to take care of the basic needs of his family.

Purchasing power for the many, not just for the few is the key to revving up this nation's economic recovery motor to provide a robust economy for the future.

In this connection, our labor movement calls for fair trade, not free trade as proposed in Bush's so-called free trade agreement with Mexico.

Our labor movement calls for adequate, affordable and accessible universal health care for all the people of our country.

Our labor movement calls for adequate, affordable and accessible housing for all the people of this country. Housing is so basic to our people and to our families.

Our labor movement calls for equal access to all levels of education for every person who seeks and can benefit from that education. It recognizes the primary role that public education plays in the advancement of a free and democratic society.

### **Progressive Policy Statements**

These are only a few of the goals and objectives of our labor movement, not only for our members, but for all workers and all people of this state and nation. I believe that you will agree that these policy statements are among the most progressive and future-oriented statements of any state labor movement in this nation.

If the objectives in our policy statements are to be accomplished in the reasonable future, we must start by winning at the ballot box on November 3rd, by electing Clinton and Gore as president and vice president, Dianne Feinstein and Barbara Boxer as our United States senators and the labor-endorsed candidates for Congress and our State Legislature.

This will require our labor movement family, all of us, to register, to educate and to get out the vote of every eligible member and his or her family of our respective unions. One-on-one, the family approach can make the difference. The

success of this effort, a success that can be the margin of victory for our endorsed candidates on November 3rd.

### **Appreciation and Thanks**

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

For your leadership, Jack, in coordinating the legislative progress and program of the Federation in Sacramento, Jack has always quickly and fully responded to the calls for assistance and help from our affiliated unions. The Executive Secretary-Treasurer's report details these activities.

I and my colleagues on this Federation's Executive Council resent the recent comments in an editorial in the Tradewinds publication as wholly untrue and not only that, they do a complete disservice to Secretary-Treasurer Henning of our Federation, but also a disservice to the Federation and the trade union movement as a whole. We give our full and complete confidence and support to Executive Secretary-Treasurer Jack Henning. (Loud and sustained standing applause.)

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

I am continuing to serve as a labor member on the CAL/OSHA Advisory Committee as well as participating in other related matters pertaining to worker health and safety. I've served again as the Co-Chairman of the Recommendations Committee of the California Conference on Apprenticeship, a very important function related to our skilled worker training programs in California.

I continue to serve as vice president of the Consumer Federation and Labor Chair of the Campaign Cabinet of the United Way of the Bay Area, in that respect, always insisting that organized labor be given full credit for its activities in the United Way campaigns and that full recognition be given to our union members who make United Way campaign contributions at the various businesses, industries and corporations in this area.

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

attending and speaking to conferences and conventions of our affiliates.

It has also been my pleasure to meet and confer with many labor leaders from other parts of the world. It has been an honor and a privilege to serve as our president and I wish to express my deep appreciation and thanks to the officers and staff of this Federation for their support and cooperation and for the support and cooperation of our affiliated councils and unions and their officers and staff.

Let us always remember that in unity there is strength. United we stand, divided we fall. An injury to one is an injury to all. Unity, yes, united, yes, solidarity, yes. It all adds up to America works best when we say, "Union, Yes."

God bless all of you, our family of labor.

Thank you very much.

Now Chairman of the Convention, Chairman Gruhn called on Executive Secretary-Treasurer John F. Henning to make an announcement and to present the Convention Committee membership recommendations for approval by the delegates.

### **Announcement on Governor Clinton's Visit**

Secretary-Treasurer Henning announced that Governor Bill Clinton would address the delegates and guests of the Nineteenth Biennial Convention immediately prior to the recess of the day's session.

### **APPOINTMENT OF CONVENTION COMMITTEES**

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

#### **Committee on Credentials**

Loretta Mahoney, Chairperson, Hotel and Restaurant Employees No. 18, Santa Rosa.

Jack Baugh, Operating Engineers No. 3, Alameda.

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

Nancy Browning, HERE No. 30, San Diego.

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

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

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

Preston T. Epperson, S.W. Regional Council of

UFCW, Vallejo.

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

Mickey Harrington, IBEW No. 1245, Walnut Creek.

Harry Jordan, Laborers No. 89, San Diego.

John Moreno, GMP No. 82, Fremont.

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

Herb Sisti, UFCW No. 428, San Jose.

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

#### **Committee on Constitution**

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

Cass D. Alvin, United Steel Workers No. 2018, Downey.

James L. Brown, Alameda Building and Construction Trades Council, Oakland.

Marge Caldwell, UFCW No. 115, South San Francisco.

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

Dennis Kelly, United Teachers of San Francisco No. 61, San Francisco.

Leroy King, Northern California District Council of Longshoremen, San Francisco.

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

Gerald McTeague, UFCW No. 770, Los Angeles.

Larry Mazzola, Plumbers and Fitters No. 38, San Francisco.

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

Ken Orsatti, Screen Actors Guild, Hollywood.

Richard Sawyer, Santa Clara County Central Labor Council, San Jose.

Thomas Sweeney, Electrical Workers No. 595, Oakland.

John Valenzuela, Southern California District Council of Laborers, El Monte.

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

#### **Committee on Resolutions**

Jerry Cremins, Chairman, California State Building and Construction Trades Council, Pasadena.

Louie Bravo, Southern California District Council of Laborers, El Monte.

Sherri Chiesa, Hotel and Restaurant Employees No. 2, San Francisco.

Val Connolly, Hotel and Restaurant Employees No. 340, Burlingame.

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

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

E. Dennis Hughes, UFCW No. 428, San Jose.

Dallas Jones, Los Angeles County Fire Fighters No. 1014, South Gate.

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

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

Owen Marron, Alameda County Central Labor Council, Oakland.

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

Justin Ostro, Machinists and Aerospace Workers No. 727-L, Oakland.

Edward C. Powell, California State Theatrical Federation, San Francisco.

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

William Waggoner, Operating Engineers No. 12, Pasadena.

Janice Wood, Communications Workers No. 9000, Los Angeles.

#### **Committee on Legislation**

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

Mary Bergan, California Federation of Teachers, Burbank.

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

Felisa Castillo, Bakers No. 24, Redwood City.

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

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

Ben Hudnall, Engineers and Scientists of California, San Francisco.

Dolores Huerta, United Farm Workers, Keene.

Ken Major, CWA Southern California Council, Los Angeles.

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

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

Jim Quillin, California Conference of Machinists, Oakland.

Richard C. Robbins, Electrical Workers No. 2295, La Mirada.

John Smith, Laborers No. 1184, Riverside.

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

Dean Tipps, California State Council of Service Employees, Sacramento.

Armando Vergara, Southern California District Council of Carpenters, Los Angeles.

Richard Zampa, District Council of Iron Workers, Hercules.

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

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

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

Robert T. Anderson, Jr., San Mateo County Central Labor Council, Foster City.

Nick Bardes, Musicians No. 6, San Francisco

Paul Dempster, San Francisco Labor Council, San Francisco.

Catherine Drayton, Hotel and Restaurant Employees No. 340, Burlingame.

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

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

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

Ophelia McFadden, Service Employees No. 434, Vernon.

Rudy S. Meraz, Graphic Communications No. 583, San Francisco.

Charles Reiter, California State Building and Construction Trades Council, Pasadena.

Marina Secchitano, Inlandboatmen's Union, Marine Division, ILWU, San Francisco.

Jack Stowers, San Bernardino-Riverside Counties Central Labor Council, Riverside.

Archie Thomas, Northern California District Council of Laborers, Richmond.

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

John Woodworth, IATSE Local No. 166, San Mateo.

### **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.

### **PARTIAL REPORT OF COMMITTEE ON CREDENTIALS Loretta Mahoney, Chairwoman**

Chairwoman Mahoney reported as follows:

"Thank you Mr. Chairman and good morning to all. We have 391 delegates who are registered. Here are the changes:"

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

### **Partial Report Adopted**

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

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 require an affirmative vote of a majority of the duly qualified dele-

gates to the Convention present and voting. When once adopted, such standing rules shall remain in effect, unless suspended or amended as provided in these rules.

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

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

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

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

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

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

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

making or introducing same, if he or she so desires.

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

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

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

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

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

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

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

15. Recognition and Decorum of Delegates.

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

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

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

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

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

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

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

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

#### **Report Adopted**

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

#### **Escort Committee for Kathleen Brown, State Treasurer**

Chairman Gruhn then announced the Escort Committee members for State Treasurer Kathleen Brown, the next scheduled speaker: Mary Bergan, California Federation of Teachers and Jerry Cremins, California State Building and Construction Trades Council, both vice presidents of the Federation.

Chairman Gruhn called on Secretary-Treasurer Henning who introduced State Treasurer Brown.

#### **Address Kathleen Brown Treasurer, State of California**

Treasurer Brown told the delegates California is facing three crises: a budget crisis, a cash crisis and a crisis of confidence as a people.

We are in our third consecutive year of budget crisis, she said, starting with a \$100 million deficit, then last year's \$14 billion deficit and now this year's \$8-10 billion shortfall.

Now we are in a cash crisis, she pointed out, because the state no longer has sufficient internal borrowable resources. In short, we've run out of

money. As a consequence of the Governor's and Legislature's inability to reach a budget agreement, she said, the state resorted to issuing IOUs to pay its bills in July for the first time since the Great Depression.

The third, and most fundamental of all the crises, she observed, is our lack of confidence, direction and purpose as a state. We have risen to the challenge of natural disasters, she said, but then asked if we are able to face up to meeting the challenge of a man-made disaster, our current economic dilemma.

Treasurer Brown suggested we're in a transition period as profound as when we moved from an agrarian to an industrial society. She called for an economic plan, beginning with a change in administrations in Washington. At home, she said, the budget planners need to be looking at investments for the future, not just cutting expenses for today. We must treat workers as assets, not liabilities. When we sell bonds, she pointed out, we create jobs.

When bonds are sold for construction, whether it be for schools, water or sewer systems, she said, the workers should be paid prevailing wages. Payment of prevailing wages is good policy and a good investment, she stressed, and a policy the State Treasurer's office intends to enforce.

Upon completion of her address, Treasurer Brown received strong applause from the assembled delegates.

#### **Convention Photograph Taken**

Chairman Gruhn thanked Treasurer Brown for her address and announced that the Convention photograph would be taken before continuing the proceedings.

Following the taking of the Convention photograph, Chairman Gruhn called on Secretary-Treasurer Henning for announcements.

#### **Late Resolutions**

Secretary-Treasurer Henning reported the late resolutions submitted to the Convention:

"Support a National Comprehensive Health Care Plan with Long-Term Care Administered by a Health Care Commission," sponsored by Alameda County FORUM and the Alameda County Central Labor Council.

"High School Diploma," sponsored by California Federation of Teachers.

"Regarding Age Limits on the California Labor Federation's Executive Officers," sponsored by Tri-Counties Central Labor Council.



"Safeway Boycott," sponsored by SEIU No. 399.

"In Opposition to Racism and Anti-Labor Attacks," sponsored by CWA No. 9410.

"Compensate Overtime Work," sponsored by Alameda County Central Labor Council.

"Support Diamond Walnut Boycott," sponsored by Teamsters Joint Council No. 7.

"Support for Executive Secretary-Treasurer John F. Henning," sponsored by GMP No. 82.

### **Motion Carried**

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

### **Potomac Reception**

Secretary-Treasurer Henning then announced a reception to be held on the USS POTOMAC, the yacht of Franklin Roosevelt, now restored and made seaworthy by labor organizations in the Bay Area. The historic yacht, he said, is berthed for the reception at Pier 35. The reception is scheduled from 5 p.m. to 7 p.m. Tuesday, July 28.

### **Announcement**

Secretary-Treasurer Henning announced that there would be a caucus of the Building Trades Workers in front of the podium upon recess.

### **Recess**

Chairman Gruhn then called on Secretary-Treasurer Henning for a motion to recess the Convention until 2:00 p.m. The motion was seconded and carried.

## **AFTERNOON SESSION**

Chairman Gruhn called the Convention to order and asked Executive Secretary-Treasurer Henning to introduce Tom Donahue, secretary-treasurer of the national AFL-CIO for an address.

### **Address**

**Thomas R. Donahue**  
**Secretary-Treasurer, AFL-CIO**

Secretary-Treasurer Henning introduced Tom Donahue, secretary-treasurer of the national AFL-CIO, who then addressed the Convention, discussing many of the issues facing working people today. Upon completion of his address, he was met with a loud and sustained ovation.

### **Announcement**

Chairman Gruhn noted that a meeting of the Committee on Resolutions would convene, at the request of Chairman Jerry Cremins, in the San Francisco B Room immediately upon recess of the afternoon session.

**Escort Committee for**  
**John Garamendi**

Chairman Gruhn called on two vice presidents of the Federation, James Brown and Sherri Chies, to escort the next speaker, Insurance Commissioner John Garamendi to the platform.

### **Address**

**John Garamendi**  
**State Insurance Commissioner**

Secretary-Treasurer Henning introduced Insurance Commissioner Garamendi, who then spoke to the delegates about his struggles with the insurance industry and the need to put a new administration in Washington D.C. He received a strong

applause upon completion. Secretary-Treasurer Henning thanked him for his words of encouragement.

### **Remarks**

**Jack Otero, President**  
**Labor Council for Latin American**  
**Advancement**

President Otero, speaking for the one million members of LCLAA, brought greetings and good wishes to the Convention delegates.

He discussed the work of LCLAA and its relationship to the AFL-CIO. He emphasized that LCLAA activism is dedicated to making unions stronger and to uplifting the social and economic working conditions of Latino workers in America.

Upon completion of his remarks, he received a loud and standing applause.

### **Remarks**

**Lynn Woolsey,**  
**Candidate for the 6th**  
**Congressional District**

Candidate Woolsey told the delegates she had championed workers' rights for years. Her dedication to support workers' interests, she explained, springs from her background, once a single mother of three dependent children, underemployed and needing child care, health care and food stamps in order to keep her family together.

She pledged to fight for a national health care program and to help prevent the export of American jobs overseas.

She received an enthusiastic response from the delegates.

Following her remarks, Secretary-Treasurer Henning introduced the next speaker, Jose Ze Peruano, from the Rual Workers Union of the Brasileira/Acre region of Brazil.

#### **Remarks**

**Jose Ze Peruano**  
**Secretary General of the**  
**Rual Workers Union,**  
**Brasileia/Acre Region of Brazil.**

Secretary-General Ze Peruano wished the delegates great success in their efforts at the Convention and expressed a desire to establish closer links with the American labor movement in the future. He was given strong applause upon completion.

Secretary-Treasurer Henning thanked Secretary-General Ze Peruano for his words and proceeded to introduce the next speaker, Jimmy Herman, recently retired President of the International Longshoremen's and Warehousemen's Union.

#### **Remarks**

**Jimmy Herman**  
**Former President, ILWU**

Jimmy Herman, the successor to Harry Bridges as leader of the ILWU, now retired, spoke to the delegates about the ILWU rejoining the AFL-CIO and the advantages his union has derived from that renewed affiliation. As the issues become more complicated, he said, the wisdom of the rank and file's judgment in becoming a part of the AFL-CIO proves itself every day.

He then wished the delegates well in their deliberations throughout the Convention.

He received loud applause following his remarks.

Chairman Gruhn next called on Mary Bergan, Acting Chairwoman of the Committee on Legislation, for a partial report.

#### **PARTIAL REPORT** **OF COMMITTEE ON LEGISLATION** **Mary Bergan, Acting Chairwoman**

Chairwoman Bergan reported as follows:

#### **Resolution No. 6** **Health Care Crisis**

The Committee's report:

"Your Committee recommends amending the first line of the first Resolve by inserting immediately after the word 'solution' the phrase 'having been achieved'.

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

The motion was seconded and carried.

#### **Resolution No. 7** **Defend Post-Secondary** **Public Education**

The Committee's report:

"Your Committee recommends amending the sixth line of the second Resolve by deleting the word 'citizens' and inserting in its stead the word 'residents'.

"Your Committee further recommends amending the fourth Resolve by deleting the words 'Board of Regents and' and inserting in their stead the words 'Boards of Trustees of Post-Secondary Education'.

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

The motion was seconded and carried.

This concluded the Committee's partial report.

#### **Address** **Governor Bill Clinton**

Governor Clinton addressed the delegates and guests of the Nineteenth Biennial Convention of the California Labor Federation.

#### **Recess**

Secretary-Treasurer Henning then moved that the Convention be recessed until 9:30 a.m. Tuesday morning.

His motion was seconded and carried.

# PROCEEDINGS of the Nineteenth Convention

## SECOND DAY

Tuesday, July 28, 1992

## MORNING SESSION

### CALL TO ORDER

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

He then referred to the First Day's Proceedings and noted a correction:

### Correction to Daily Proceedings

Chairman Gruhn pointed out that the name of Yolanda Solari, California State Employees Assn. No. 1000, SEIU, Sacramento, was omitted and should have been included in the list of members of the Committee on Legislation.

### Announcement

The Legislation Committee would meet at 1:30 p.m., Chairman Gruhn said, in San Francisco B Room. He also announced that all Executive Council members would have a short session upon recess at the noon hour on the platform.

### Invocation

Chairman Gruhn next called on Rabbi Alan Lew of Congregation Beth-Sholom, who gave the morning's invocation.

After thanking Rabbi Lew for his invocation, Chairman Gruhn called on Secretary-Treasurer Henning, who introduced the morning's first speaker, Lloyd Aubry, director of the State Department of Industrial Relations.

### Address

#### Lloyd Aubry, Jr., Director Department of Industrial Relations

Director Aubry focused much of his address on the state's budget crisis and how budget cuts have affected activities of the Department of Industrial Relations. The ten billion dollar deficit must be solved this year, he said, so that next year different problems can be addressed. Important issues not being addressed this year effectively, he said, were tort reform, auto insurance reform, workers' compensation reform, and health care reform.

We need to keep California competitive, he said, by providing more jobs for our workers. Just to stay even with population growth, we need to

add 250,000 jobs a year, and over the last two years, we've lost 700,000 jobs, he said.

The Department of Industrial Relations, he said, runs three principal programs: the Labor Commissioner's Office, the Workers' Comp Adjudicative System and CAL/OSHA, all on a budget of \$170 million. The administration, he said, has asked each department of the state to cut back fifteen percent in general fund support, meaning about 150 layoffs in the D.I.R.

He then warned that although there is great concern about the condition of the workers' compensation program, particularly its benefit structure, he predicted that benefits would not increase again until there are savings realized in the system.

He concluded by updating activities in the Labor Commissioner's office, the CAL/OSHA program and the Division of Apprenticeship Standards.

He received a strong applause upon the conclusion of his remarks. Chairman Gruhn thanked him for his address and then called on Executive Secretary-Treasurer Henning for his report.

### Address

**JOHN F. HENNING**  
**Executive Secretary-Treasurer**  
**California Labor Federation, AFL-CIO**  
Executive Secretary-Treasurer Henning addressed the Convention as follows:

Mr. Chairman and delegates, my obligation is to submit a traditional report.

Before I do that, I would like to thank the local central labor councils for the great work they did last night in making sure that we had sufficient people here to impress Governor Clinton.

We had eight hundred chairs brought in, replacing the tables, and we filled those chairs. We had some 406 delegates at the last call. We asked the officials of the central labor councils of San Francisco, Santa Clara, San Mateo, Alameda

County, Contra Costa and Marin Counties to get on the phone and invite union members for the occasion. We had a capacity crowd and one of the greatest political rallies in the history of state federation conventions.

(Loud applause)

It was an inspiring thing. I believe that it had an impact on Governor Clinton and gave us a new look at what he could be as a political candidate.

Lloyd Aubry, the Director of the State Department of Industrial Relations, addressed us yesterday. I appreciated his remarks on workers' compensation. I would note, however, that the cry of the employers that workers' compensation costs are responsible for industries leaving the state, is false on the evidence. Employers don't move industries because of workers' comp. Mr. Aubry correctly described the high cost of medical care and treatment as the great cancer of the system. Until we have cost control on hospitals and doctors, our state compensation program will remain the second most costly in the nation. Not because of workers' benefits! Thirty-three states have benefits superior to those we have in California.

As to our Federation and the responsibility that rests with the Executive Secretary-Treasurer, I would note that the job embraces much more than legislation which is merely one phase of the operation.

If you review the reports submitted to the Convention in the name of the Secretary-Treasurer and the language of the reports, and if you review the fiscal statement, I submit that we are neither given to insolvency nor inadequacies in the conduct of our office.

### **Dissolution of Soviet Union**

There are issues of great importance to the labor movement to which I would speak. The most significant event historically in our time has been the dissolution of the Soviet Union. That dissolution has ramifications that have changed the course of the world. It has had a particular impact on freedom and democracy in the United States. If I may, I would refer to the address I gave to the national Convention of the AFL-CIO in Detroit last year where I indicated that in the battle against the North American Free Trade Agreement, and in other measures of great contest, we had a new point of liberation: the Moscow monkey was off our back. Which is to say that no more could democratic dissent exercised by and within the trade union movement be equated with treason. The day of McCarthyism is over! (Loud applause)

In that vein, Whitey Disley of the Marine Firemen's Union, reminded me this morning that all of the seagoing hiring halls and the longshore hiring halls on the coast are shut down today. And why?

### **Harry Bridges' Birthday**

It is the birthday of Harry Bridges! (Loud applause) He would be 90 years old today. I saw him just a week and two days before his death. He had been immobile and incapacitated for more than two months, but he was lucid. On the lighter side of things he said to me: "Well, I made 89."

He also told me of a story about when he was a small boy in Australia. His mother often sent him out to mail letters back to England and Ireland. His mother was born in Ireland, and he had relatives in Ireland and England. The mother would always advise him to buy fifteen stamps which actually would have been accomplished by the purchase of one stamp that bore the image of the King of England.

The inquiring Harry asked: "Why do you make me buy and lick fifteen stamps without the image of the King?" To which his mother replied: "Because I didn't raise my son to lick the ass of the King of England." (Laughter and loud applause)

Last evening Peter Sams, the Australian delegate to our Convention from the Labor Council of New South Wales, was more than impressed by the dramatic, exciting response of delegates to the presence of Governor Clinton. He said he would remember the evening as long as he lived. He was particularly impressed by the singing and chanting of the enthusiastic delegates.

The Australian labor movement, which Brother Sams represents, enjoys militant traditions. In a fashion foreign to our own system, delegates to their conventions address each other as comrades. More than that, they have placed in the Labor Party platform a pledge that if and when Australia becomes a Republic, the flag of the nation will be that of the Irish Miners who rose in militant and armed rebellion in Ballarat. They were suppressed by the army, but the experience suggests the nature of the Australian movement from which Harry Bridges came.

But remember this: four times the government of the United States sought either to deport or imprison him. And why? Because it was the policy of the government (and remember, it was under the Democrats) to equate dissent with treason.

There is no place in America for that, and there

is no place in the American labor movement for that. We are a free people! (Loud applause)

But we move on. Following the dissolution of the Soviet Union we could look to its founding. The Revolution of 1917 was not directed by those who sought tyranny. However, they were in large corrupted by the implementation of a system that gave to government the total concentration of production, distribution and exchange. The Revolutionists had become the authoritarian power and instrument of despotism. They had created a force before which no union, no dissenter could stand in opposition. They were devoured not by their innocence, but by the realities of power.

In our nation it developed that anyone who had sympathy for the Soviet Union was held in treason. Not merely because of how they acted. Not merely because of how they spoke, but indeed because of how they thought! We will never see that again, thank God!

Now the question remains: Why was the Soviet Union brought into being? It was in answer to tyranny of czarism. The United States sent troops into Soviet Union territory after that first world war to restore czarism. A little known chapter of our history. The revolutionary motive was also in defiance of the anti-semitism of the Czarist government. It was most of all an answer to the oligarchy of capitalism that dominated the Russian masses.

With respect to the matter of comparative systems, we were reared as young Americans to revere our Democratic institutions, particularly with respect to the Constitution and the Declaration of Independence of our founding Fathers.

### **Price of Capitalism**

It is simply truth that from the beginnings capitalism gave us the terrorism of our history. The pious Pilgrims came here as an escape from religious discrimination in England, and they soon found themselves waging armed war on the Native Americans.

It reminds me of a story I heard recently of a Native American who was asked: "What did you Americans call this country before the white man came?" The Native American said: "Ours." (Loud applause)

The most bestial expression of capitalism came in 1619 when twenty black slaves were delivered from West Africa to the first permanent English settlement in Jamestown. They weren't brought for any reason other than to satisfy the economic demands of the employer class: the cotton planters of the South held inordinate power at the

time of the writing of our Constitution.

That was capitalism. If the dissenter of the day challenged it, he was challenging capital's right to do what it wished with workers. That was and is capitalism.

Why should our children be taught to revere such a system?

So that we will understand: George Washington, the Father of our country, was a slave owner. Thomas Jefferson, who wrote and spoke eloquent defiance of many forces that would chain the human mind, was a slave owner. Patrick Henry who said: "Give me liberty or give me death," a slave owner.

Further, our Constitution, as initially adopted, held a black person to be only three-eighths of a human being.

### **Birth of Modern Labor**

Do we say: "Well, that was long ago?" No! For there came a violent exploitation of human labor with the advent of the industrial age with its birth of the factory system. There was rebellion. Workers dehumanized in the factories came out ready for battle and change. The modern labor movement was born.

But our work is not done. There is now the threat of the North American Free Trade Agreement and its espousal by Governor Clinton. We want him in the White House, but we don't accept his ideas on NAFTA. (Loud applause) We have always retained the right to differ with the White House. Harry Truman was a great president, but he called out the army against the railroad workers. We did not hold silence.

Tom Donahue, my old and good friend, in defending Clinton in his address of yesterday, reminded us that even Franklin Roosevelt and John Kennedy suffered from occasional flaws in labor policies. But their flaws were as nothing when compared to the taking of five hundred thousand American jobs and sending them into Mexico at the time of one of the highest unemployment periods in American history. We will go all the way for Clinton in the election, but we will not be silent when he is wrong. There is no question that we need him over the man in the White House. The man who is now, night and day, planning war in order to sustain his rule in Washington. (Loud applause) This is the man who said he would do anything to save his presidency, and thus he is now telling us what to do to save Kuwait. Kuwait? God Almighty. Kuwait is ruled by an absolute monarch. It has no parliament. No institutions of Democracy.

It would be a crime against history if any

American is ordered to die in the name of Kuwait. (Loud and sustained standing applause) So it is our obligation, brothers and sisters, to confine, to restrain the encroachments of capitalism on American foreign and domestic policies. It will be no easy task, for capitalists control the newspapers, the radio stations, the television stations, the media world. They own the instruments of media indoctrination. We know the enormity of our task, but labor has survived all of the employer abuses of history and still has within itself the power that will not accept surrender.

Indeed, it is the duty of the national labor movement to establish the guidelines for the curtailment of capitalism, to compel it to serve the will of the people and not merely the profits of the few.

In the years immediately before us we will need a fighting liberal Administration in Washington. Our movement must be a part of that. We must defend the interests of the masses and bring the wealthy to their knees and within the lasting controls of a Democratic society!

Thank you.

(Loud and sustained applause and standing ovation)

Upon the conclusion of Secretary-Treasurer Henning's report, Chairman Gruhn called on Jerry Cremins, chairman of the Resolutions Committee, for a report.

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

**Jerry Cremins, Chairman**

Chairman Cremins reported as follows:

### **Resolution No. 11**

#### **Age Limits for Federation Officers**

The Committee's report:

"Mr. Chairman, your Committee recommends nonconcurrence."

The motion for nonconcurrence was seconded.

Speaking in support of the Committee's recommendation were delegates Gwen Newton, OPEIU No. 30, Los Angeles and San Diego; Stan Smith, San Francisco Building and Construction Trades Council; Ted Rios, Electrical Workers No. 11, Pasadena, and Paul Makela, Carpenters No. 713, Hayward.

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

### **Resolution No. 12 Committee for the Future**

The Committee's report:

"Mr. Chairman, your Committee received from a representative of the proponent of this measure substantial suggested amendments such that the amended resolution would be read in full. I will read the amended resolution and you may follow in your booklet and you will see where the amendments have been made. As I said, the amendments are substantial. I will attempt to go slow so that you can follow:

"Whereas, In 1982 the AFL-CIO established the Committee on the Evolution of Work to review and evaluate changes taking place in America in the labor force, occupations, industries and technology; and

"Whereas, In 1992, we in the California Labor Federation, AFL-CIO, face many of the same issues examined by the National Federation a decade ago; and

"Whereas, The end of the Cold War, deregulation, privatization and a global economy are major structural changes which are changing the way private enterprise in the United States conducts business, now therefore be it

"Resolved, That this Convention of the California Labor Federation, AFL-CIO, authorize a "Committee For The Future" to conduct a review and evaluation of the programs and structure of the California Labor Federation and to make recommendations on those evaluations; and be it further

"Resolved, That the intent of such review and evaluation is to gather information and testimony on how the Federation can best meet the challenges facing labor as we move into the next century; and be it further

"Resolved, That this Committee is charged to:

1. Hold at least three hearings in (northern, southern and central regions) to solicit input from affiliates, union members and unorganized workers (where appropriate) to examine issues of concern to California workers.

2. Examine and make recommendations on such matters as:

A) Projections for the future of the California workforce.

B) The image of the labor movement and how the Federation can best publicize its actions and achievements.

C) How the California Labor Federation can improve the climate for affiliates to organize unorganized workers and examine what additional assistance the Federation may provide in such efforts, where requested.

D) How to encourage greater participation of affiliates in Federation programs and how to attract new affiliates to the Federation; and be it further

“‘Resolved, The Committee shall not be limited to the foregoing in making their examination; and be it further

“‘Resolved, That such resources as necessary be utilized to assist the Committee in gathering data, surveys and analysis; and be it further

“‘Resolved, That such Committee shall consist of Executive Council members and shall be reflective of the diverse membership of our movement; and be it finally

“‘Resolved, The Committee shall convene for the purpose of organizing its work no later than December 1, 1992 and shall prepare periodic reports to the Executive Council on its progress, with a final report to be made to the Executive Council by the Committee at least six months prior to the next Convention of the Federation.’

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

The motion was seconded.

Delegate Jim Gallagher, Electrical Workers No. 617, San Mateo, asked for clarification.

Chairman Cremins clarified the point for delegate Gallagher.

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

#### **Resolution No. 4 Establish a Labor Party**

The Committee recommended nonconcurrency.

The motion was seconded.

Speaking in opposition to the Committee's recommendation were delegates Richard Mellor, AFSCME Local 444, Oakland and Stan Smith, San Francisco Building and Construction Trades Council.

Speaking in support of the Committee's recommendation were delegates Dallas Jones, Los Angeles County Fire Fighters, No. 1014, South Gate; Claire Zvanski, United Public Employees

No. 790, SEIU, Oakland and San Francisco; Tom De Luca, Carpenters No. 713, Hayward; Committee Chairman Cremins and Secretary-Treasurer Henning.

Delegate Ted Rios, IBEW No. 11, Pasadena, called for the question. Delegate Stan Smith, San Francisco Building and Construction Trades Council, asked for a point of order on his motion to lay on the table.

Chairman Gruhn declared that a motion, duly seconded, had been made to 'lay on the table.' The motion to 'lay on the table' was then lost.

The motion on the previous question, duly seconded, was then carried.

#### **Recommendation Adopted**

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

This concluded the partial report of the Committee on Resolutions.

Chairman Gruhn then called on Secretary-Treasurer Henning, who introduced the next speaker, Assemblyman Terry Friedman.

#### **Address**

#### **Terry B. Friedman, Chair Assembly Labor and Employment Committee**

In his address, Chairman Friedman vowed to fight for the interests of California's 13 million working men and women. Over 130 bills will be passed or defeated in the Labor Committee this year, he said. They deal with employment rights, job training, occupational safety and health, labor standards and public works.

He described bills he's authored in support of workers: AB 1545, to hike CAL/OSHA penalties by 700 percent; AB 1754, giving contractors the right to sue the low bidder on a public works project who has not paid workers' comp or unemployment insurance benefits; ACR 37, advising Congress to stop the union-busting practice of hiring permanent replacements; AB 2601, to prevent employers from discriminating against workers on the basis of sexual orientation; AB 1542, to make a garment manufacturer responsible for the wage, hour, overtime and safety violations of its contractor; AB 1544, to create an enforcement unit to guarantee basic labor standards such as minimum wage and child labor laws in farm labor, and AB 2667, to outlaw exposure to second-hand smoke in the workplace.

He announced the defeat of AB 2528, a bill sponsored by the National Right-to-Work Committee. He vowed to kill AB 63X, a bill that would repeal the prevailing wage requirement for the

construction of new school classrooms, and promised to never vote to balance the state's budget on the backs of the unemployed, school teachers, state, city and county workers.

There is much at stake in the November elections, he said. Every piece of legislation mentioned will have a chance to pass or fail the legislative process, he said, and their fate depends largely on how well labor works to elect friends to offices in California and Washington D.C.

The delegates gave Assemblyman Friedman a loud, sustained applause at the conclusion of his remarks.

### **Recess**

Following Assemblyman Friedman's address, Chairman Gruhn called on Secretary-Treasurer Henning for a motion to recess the Convention.

Secretary-Treasurer Henning's motion to recess the Convention until 2:00 p.m. was seconded and carried.

## **AFTERNOON SESSION**

The Convention was called to order at 2:20 p.m. by Chairman Gruhn.

### **Announcement**

Chairman Gruhn called on Delegate Leon Olson, Typographical No. 21 Retirees, who told the delegates that the newspaper *U.S.A. Today* should be avoided if found in the area because it was produced under non-union conditions.

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

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

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

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

### **Report Adopted**

Chairwoman Mahoney's motion to adopt the further report of the Committee on Credentials was seconded. She then announced that there were 435 delegates. The motion was carried.

Chairman Gruhn next called on Secretary-Treasurer Henning, who introduced the next scheduled speaker, Peter Sams, Deputy Secretary of the Labor Council of New South Wales for his address.

### **Address**

#### **Peter Sams**

#### **Deputy Secretary**

#### **Labor Council of New South Wales Australia**

In the course of his address, Deputy Secretary Sams told the delegates he was proud to reaffirm the fraternal relationship between the Labor Council of New South Wales and the California Labor Federation, established years ago. He was given a strong ovation at the conclusion of his remarks.

### **Gifts Exchanged**

Secretary-Treasurer Henning then presented Deputy Secretary Sams with a Lennox China vase, made in the United States by union labor.

Deputy Secretary Sams presented Secretary-Treasurer Henning with a pictorial gift book of Australia.

### **Announcement on the Potomac Reception**

Chairman Gruhn then called on Vice President Owen Marron who reported that the Alameda County Building and Construction Trades Council, the Alameda County Central Labor Council, the Labor Committee of the Potomac and the San Francisco Labor Council were hosting a reception on the historic presidential yacht of Franklin D. Roosevelt between 5 and 7 p.m. at Pier 35. The yacht would also be on display Wednesday between 10 a.m. and 3 p.m.

Secretary-Treasurer Henning then introduced the next speaker, Tony Mazzocchi, Assistant to the President of the Oil, Chemical and Atomic Workers Union.

### **Address**

#### **Tony Mazzocchi, OCAW Labor Party Advocates**

Tony Mazzocchi proceeded to tell the delegates the purpose and mission of Labor Party Advocates. They listened to his words with great interest. Then Brother Mazzocchi fielded questions from the delegates, among whom were Jim Gallagher, Electrical Workers 617, San Mateo; Shelley Kessler, San Mateo County Central Labor Council and a member of the Machinists Union; Paul Makela, Carpenters No. 713, Hayward; and Sherri Chiesa, HERE Local 2, San Francisco, and a vice president of the Federation.

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



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

**Jerry Cremins, Chairman**

Chairman Cremins reported:

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

The Committee recommended concurrence.

The Committee's recommendation was adopted.

#### **Resolution No. 32 Safeway Boycott**

The Committee's report:

"Mr. Chairman, your Committee recommends the title be amended to read 'Grape Boycott', that the two Resolves be deleted and the following language be inserted in their stead:

"Whereas, State LCLAA has condemned Safeway for refusing to support the United Farm Workers' boycott of grapes, therefore be it

"Resolved, That the California Labor Federation, AFL-CIO, go on record condemning Safeway's refusal to meet halfway on the United Farm Workers' proposed compromise of no promotion of grapes; and be it finally

"Resolved, That the California Labor Federation promote the establishment of a committee to assist affiliates of the Federation in developing and promoting support for the grape boycott."

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

The motion was seconded.

Delegate Richard Mellor, AFSCME Local 444, Oakland, discussed the intent of the resolution.

Delegate Rudy Meraz, Graphic Communications No. 583, San Francisco, and Chairman Cremins spoke in support of the Committee's recommendation.

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

#### **Resolution No. 30 Support Diamond Walnut Boycott**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

#### **Resolution No. 29 Compensate Overtime Work**

The Committee's report:

"Mr. Chairman, your Committee recommends

amending the resolution by striking the third and fourth items of the Resolve and renumbering Item 5 of the Resolve. As so amended, your Committee recommends concurrence and I so move."

The motion was seconded and carried.

#### **Resolution No. 16 Support Live-Performing Arts Labor Relations Amendments and**

#### **Resolution No. 24 Support Live-Performing Arts Labor Relations Amendments**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

#### **Resolution No. 15 Support Live Union Music and**

#### **Resolution No. 23 Support Live Union Music**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

#### **Resolution No. 5 A Fighting Program for Labor**

Chairman Cremins moved for nonconcurrence and the motion was seconded.

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

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

Delegate Angi Burgess, CWA No. 9410, San Francisco, asked a question regarding the Committee's recommendation. Chairman Cremins explained the Committee's recommendation in fuller detail.

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

### **STATEMENT OF POLICY II Taxation**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

### **STATEMENT OF POLICY III International Affairs**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 1**  
**Grant Visas to Cuban Trade Unionists**  
 The Committee's report:

"Mr. Chairman, your Committee notes that this resolution and resolutions Nos. 2 and 3 deal with identical subject matter. Your Committee recommends that the three resolutions be consolidated and amended to read as follows:

"Whereas, In the interest of freedom of information, we wish to hear first-hand from Cuban unionists about the conditions facing Cuban workers today; and

"Whereas, The Santa Cruz County Central Labor Council, Local 415 SEIU and the San Francisco Labor Council, AFL-CIO, have called upon the U.S. State Department to grant visas to:

"Albis Nubia Favier Ramierez, Secretary-General of the public workers trade union in Santiago de Cuba;

"Angel Luis Mena Kindelan, Secretary-General of the Light Industry Workers Trade Union in Cuba; and

"Manuel Montero Bistilleiro, member of the Foreign Relations Division of the Central Trade Union of Cuba,

"To travel to the U.S. for a tour planned in September/October 1992; therefore let it be

"Resolved, That this consolidated resolution be referred to the incoming Executive Council for appropriate action in support of the actions taken by the Santa Cruz County Central Labor Council, Local 415, SEIU and the San Francisco Labor Council, AFL-CIO."

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

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**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

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

The Committee recommended concurrence.

The Committee's recommendation was adopted.

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

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 25**  
**Support a National Comprehensive Health Care Plan with Long-Term Care Administered by a Health Care Commission**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 20**  
**Defeat California Medical Association Health Initiative**

The Committee's report:

"Mr. Chairman, your Committee recommends that this resolution be amended by adding to the conclusion of the Resolve the phrase, 'contingent upon the position taken by the COPE Pre-General Election Convention this coming Wednesday evening.'

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

The motion was seconded and was carried.

**Resolution No. 19**  
**Assist Candidates Who Support Health Plan**

The Committee's report:

"Mr. Chairman, your Committee recommends that this resolution be amended by inserting in the second line of the Resolve, prior to the word 'candidates' the phrase, 'COPE endorsed' and by adding to the conclusion of the Resolve the phrase, 'or other acceptable program.'

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

The motion was seconded and was carried.

### **Resolution No. 13 Support Summit Strike**

The Committee's report:

"Mr. Chairman, your Committee recommends this resolution be filed due to the strike having been resolved and I so move."

The motion was seconded and carried.

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

The Committee recommended concurrence.

The Committee's recommendation was adopted.

This concluded the Committee's report.

The Chair then called on Secretary-Treasurer Henning, who introduced the next speaker, Barbara George, business agent for Teamsters No. 601 and an employee of the Diamond Walnut Company in Stockton, where the Teamsters have been on strike for the past ten months.

### **Address Barbara George Teamsters No. 601 Business Agent and Employee of Diamond Walnut Company**

Business Agent Barbara George told the delegates of the Teamsters struggle at the Stockton walnut company. She concluded her address by introducing some of the strikers at Diamond Walnut: Cynthia Zavala, Toni Escobedo, Faye Phillips, Earthle Henry and Linda Acevedo. She thanked the delegates for their attention and asked them not to buy Diamond Walnut products.

They responded to her request with a loud, sustained, standing applause.

### **Donations for Diamond Walnut Strikers**

Delegate Reeva Olson, Office and Professional Employees No. 3, San Francisco, paid tribute to the sister trade unionists just named and asked the delegates to help with financial assistance.

Delegate Eddie Powell, California State Theatrical Federation, donated \$500 to the cause in the name of his organization and asked that the California Labor Federation as well as any other affiliates that could afford it, to match his contribution.

More contributions were gathered by Delegate Shelley Kessler, San Mateo Central Labor Council. She too praised the strength of the striking women at Diamond Walnut.

Delegate Jerry Fitzpatrick, IATSE Local 44, North Hollywood, promised to go back to his local to seek a donation.

Secretary-Treasurer Henning then announced the California Labor Federation would make a \$5,000 contribution to the cause.

Delegate Frank Sontag, Motion Picture, Studio Electrical Lighting Technicians No. 728, Panorama City, declared he would go to his local for a donation.

Chairman Cremins declared that the State Building and Construction Trades Council would match the California Labor Federation's \$5,000.

Delegate Nancy Dolan-Parker, AFSCME Local 444, Oakland, noted that her local had already contributed \$500 and that she would seek a like amount in the near future.

Delegate Frank Sontag, Studio Electricians, asked how tax money was subsidizing the company.

Chairman Gruhn then called on Chuck Mack, President of Teamsters Joint Council No. 7, who answered that the walnut industry received substantial subsidies through the U.S. Department of Agriculture, and then thanked everybody for the generosity displayed in the last few minutes. He stressed that the Diamond Walnut Boycott would soon extend across international boundaries in order to apply as much pressure on the company as possible.

Delegate Darryl Holter, U.C.L.A. Faculty No. 1990, Los Angeles, also spoke in support of the striking workers at the company. He told Chairman Gruhn he could be of assistance through contacts in Europe.

Delegate Barbara George announced that, for those wanting to help, her address is: Teamsters Local 601, 745 East Minor, Stockton, CA 95202.

### **Recess**

Chairman Gruhn called on Secretary-Treasurer Henning, who moved that the Convention be recessed until 10 a.m. Wednesday morning.

The motion was seconded and carried.

# PROCEEDINGS of the Nineteenth Convention

## THIRD DAY Wednesday, July 29, 1993 MORNING SESSION

Chairman Gruhn called the Convention to order at 10:30 a.m.

He then called on The Reverend Lucy Kolin, Pastor, Resurrection Lutheran Church, Evangelical Lutheran Church in America, for the morning's invocation.

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

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

**Jerry Cremins, Chairman**

Chairman Cremins reported as follows:

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

The Committee recommended concurrence.

The Committee's recommendation was adopted.

#### **STATEMENT OF POLICY XII Labor Legislation**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

#### **STATEMENT OF POLICY XIII Agricultural Labor**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

#### **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. 14 Condemn Police Acquittal In Rodney King Case**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

#### **Resolution No. 17 Social and Economic Injustice And the Rodney King Verdict**

The Committee's report:

"Mr. Chairman, your Committee recommends that since this resolution deals with the same subject as Resolution No. 14, which has been concurred in by the Convention already, that this Resolution No. 17 be filed and I so move."

The motion was seconded and carried.

#### **Resolution No. 28 In Opposition to Racism And Anti-Labor Attacks**

The Committee's report:

"Mr. Chairman, your Committee recommends amending the Resolution by inserting the words 'racism by' immediately following the word 'and' in the fourth line of the resolve. As so amended, your Committee recommends concurrence and I so move."

The motion was seconded.

Delegate Nancy Dolan-Parker (AFSCME No. 444, Oakland) asked the Chair for clarification.

Chairman Cremins responded with a fuller explanation of the meaning of the recommended amendment.

Speaking in support of the Committee's recommendation, were delegates Richard Mellor (AFSCME No. 444, Oakland) and Joan Moore (Communications Workers No. 9410, San Francisco).

The Committee's recommendation was then adopted.

This completed the Committee's partial report.

### **Introduction of David Sickler**

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

#### **Address David Sickler Regional Director AFL-CIO Region VI**

Director Sickler told the delegates of conflicts successfully resolved by labor over the last two years: the Summit Hospital at Oakland; Safeway stores; Ravenswood, West Virginia; Kroeger's in Detroit; the New York Daily News; the Los Angeles hotel and restaurant workers; and the Pittsburgh Press, all significant struggles that bode well for the strikers at Diamond Walnut at Stockton and the Frontier Hotel in Las Vegas. He concluded his remarks by warning of the dangers of President Bush's proposed North American Free Trade Agreement, and how important it is for labor to get the word out to oppose it. He received enthusiastic applause at the conclusion of his address.

Chairman Gruhn thanked Director Sickler for his address and proceeded to introduce the next speaker, Candy Brown of the AFL-CIO Union Privilege program.

#### **Address Candy Brown Field Coordinator Union Privilege, AFL-CIO**

Candy Brown told the delegates of the union privilege benefits available to union members through their internationals, and how the associate membership program can help unions in their organizing campaigns. She received loud applause from the Convention delegates.

Chairman Gruhn thanked Candy Brown for her address and next called on Jack McNally, chairman of the Committee on Constitution for a further report.

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

Chairman McNally reported as follows:

#### **Resolution No. 21 Printed Daily Convention Proceedings** The Committee recommended concurrence.

The Committee's recommendation was adopted.

This concluded the work of the Constitution Committee. Chairman McNally read the mem-

bers' names, then moved they be discharged with thanks. The motion was seconded and carried.

Chairman Gruhn then called on Secretary-Treasurer Henning to introduce the next speaker, Glen Arnodo of the HERE International Union.

#### **Remarks Glen Arnodo Organizer Hotel Employees and Restaurant Employees International Union**

Glen Arnodo told the delegates of the progress made in the ten month long strike at the Frontier Hotel at Las Vegas, involving over 500 workers including culinary workers, bartenders, teamsters, operating engineers and carpenters. He invited the western labor movement to come to Las Vegas for a show of solidarity planned in the coming months. He was treated to a strong ovation from the delegates.

Secretary-Treasurer Henning then called on Larry Simcoe, the democratic candidate running for the 61st Assembly District in the November general election.

#### **Remarks Larry S. Simcoe Candidate, State Assembly**

Candidate Simcoe, the labor-endorsed candidate for the Assembly's 61st district, greeted the Convention delegates and asked for their support. He received loud applause.

#### **Introduction of Jerry Cremins**

Secretary-Treasurer Henning thanked Larry Simcoe for his remarks and proceeded to introduce the next scheduled speaker, Jerry Cremins, president of the California State Building and Construction Trades Council.

#### **Address Jerry Cremins, President California State Building and Construction Trades Council**

In his address, President Cremins emphasized that California is in an economic crisis and that the unemployment rate is much higher than that reported by government agencies. He called for labor to act in a collective fashion in addressing the problems facing our state. He called for a California health care plan and warned of a concerted attack planned on the state's prevailing wage laws, as well as continued deterioration of our education system. Increased voter registration and turnout at the polls is essential, he said, for labor to be victorious in the coming presidential election. President Cremins received a loud

and sustained applause upon completion of his address.

Chairman Gruhn next called on Secretary-Treasurer Henning for announcements.

### **Announcements**

Secretary-Treasurer Henning announced that a rally would be held in Union Square in support of the Diamond Walnut strikers at the noon break. He also noted that the California Labor COPE

endorsing session was scheduled for 7:30 p.m. that night.

### **Recess**

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

His motion was seconded and carried.

## **AFTERNOON SESSION**

Chairman Gruhn called the Convention to order at 2:35 p.m. and asked Loretta Mahoney, chairwoman of the Committee on Credentials for a final report.

### **FINAL REPORT OF COMMITTEE ON CREDENTIALS Loretta Mahoney, Chairwoman**

Chairwoman Mahoney announced there were 443 registered delegates at the Convention. She then reported the additions to and deletions from the Preliminary Roll of Delegates. (See completed Roll of Delegates.)

#### **Final Report Adopted**

Chairwoman Mahoney's motion to approve the Committee's report was seconded and carried. She thanked the Committee members for their work and read their names.

Chairman Gruhn also thanked the members and took the opportunity to thank the members of the Committee on Rules and Order of Business and its chairman, Steve Edney, for its work earlier in the Convention proceedings. He then called on Jerry Cremins for a further report of the Committee on Resolutions.

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

Chairman Cremins reported as follows:

#### **STATEMENT OF POLICY XVI Housing**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

#### **STATEMENT OF POLICY XVII Education**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

### **Resolution No. 8 Support Labor in the Schools Projects**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

### **Resolution No. 9 Labor Representation on the University of California Board of Regents**

The Committee's report:

"Your Committee recommended addition of a resolve to call for introduction of legislation to require appointment of working people and their elected labor representatives to the Board of Regents. The resolution has been referred to the Committee on Legislation for consideration of such an additional resolve."

Chairman Gruhn explained that the delegates would hear the final recommendation on this resolution from the Committee on Legislation later on in the proceedings.

### **Resolution No. 10 Promote Labor Education Programs**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

### **Resolution No. 18 Support Pro-Education Candidates**

The Committee's report:

"Your Committee recommends that this resolution be amended by inserting in the second line of the resolve, prior to the word 'candidates', the phrase, 'COPE endorsed' and by inserting in the third line of the resolve, prior to the word 'funding', the word 'adequate'. As so amended, your Committee recommends concurrence, and I so move."

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

### **Resolution No. 26 High School Diploma**

The Committee's report:

"Your Committee recommends amending the resolution by deleting the words 'to negotiate into

future contracts a wage step or differential' in the second and third lines of the resolved, by deleting the phrase 'which specifically recognizes and rewards,' in the fourth and fifth lines of the resolve, inserting in its stead the phrase 'to recognize' and by adding to the conclusion of the resolve the phrase 'or its equivalent.'

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

The motion was seconded.

Delegate Dennis Kelley (United Educators of San Francisco, AFT, No. 61) moved to amend the Committee's report so that the resolution would read as it was introduced and printed.

Chairman Gruhn asked for the amendment.

Delegate Kelly read it as follows: "I would like to amend Resolution 26 as presented by the Committee by deleting the language specifically mentioned by the Committee report and reinserting the original language as printed in your booklet."

The motion to amend the Committee's report was seconded.

Delegate Kelly then spoke in support of his proposed amendment to the Committee's report.

Chairman Gruhn then read the resolve as originally printed, for clarification:

"Resolved, That the California Labor Federation urge affiliated unions to negotiate into future contracts a wage step or differential, wherever appropriate, which specifically recognizes and rewards a worker's attainment of a high school diploma."

Delegate Justin Ostro (Machinists and Aerospace Workers No. 727-L, Burbank) raised a point of order.

Chairman Gruhn declared that the amendment was in order and it had been seconded.

Speaking in support of the Committee's report were delegates Justin Ostro, Steve Edney (United Industrial Workers-Cannery Division, Wilmington) and Tom Stapleton (Operating Engineers No. 3, San Francisco).

Delegate David Oberweiser (United Educators of San Francisco, AFT, No. 61) explained the resolution's intent.

Delegate Mary Bergan (California Federation of Teachers, Burbank) spoke about the problems discussed in the resolution concerning education and the workforce.

The previous question was called for by Delegate Ted Rios (Electrical Workers No. 11, Pas-

adena). His motion was seconded and carried.

Jerry Cremins, chairman of the Committee on Resolutions, spoke in support of the Committee's recommendation.

### **Amendment Lost**

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

### **Report Adopted**

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

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

The Committee recommended concurrence.

The Committee's recommendation was adopted.

## **STATEMENT OF POLICY XIX Energy**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

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

The Committee recommended concurrence.

The Committee's recommendation was adopted.

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

The Committee recommended concurrence.

The Committee's recommendation was adopted.

This concluded the partial report of the Committee on Resolutions.

## **NOMINATION AND ELECTION OF OFFICERS**

Chairman Gruhn advised the delegates that the time had arrived to nominate and elect the officers of the California Labor Federation, AFL-CIO.

He called on 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 Archie Thomas (Northern California District Council of Laborers, Richmond), and Gwen Newton (Office and Professional Employees No. 30, Los Angeles).

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 Steve Edney (United Industrial Workers-Cannery Division, Wilmington), and Loretta Mahoney (Hotel and Restaurant Employees No. 18, Santa Rosa).

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 he then declared John F. Henning elected Secretary-Treasurer by the Convention.

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

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

### **Geographical Vice Presidents**

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

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

District No. 1--Richard Robbins (Electrical Workers No. 2295, La Mirada).

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 Firefighters No. 1014, Southgate).

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

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

District No. 4--Armando Vergara (Southern California District Council of Carpenters, Los Angeles).

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

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

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

District No. 8--Val Connolly (Hotel and Restaurant Employees No. 340, Burlingame).

District No. 9--E. Dennis Hughes (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 and Restaurant Employees No. 2, San Francisco).

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

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--James L. Brown (Alameda County Building and Construction Trades Council, Oakland).

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

District No. 13--Loretta Mahoney (Hotel and



Restaurant Employees No. 18, Santa Rosa).

District No. 14--Jack Loveall (United Food and Commercial Workers, Retail Clerks No. 588, Roseville).

The nominations were seconded by Nick Bardes (Musicians No. 6, San Francisco).

There being no further nominations for Geographical 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 as nominated by Secretary-Treasurer Henning.

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

#### **At Large Vice Presidents**

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

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

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

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

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--Yolanda Solari (California State Employees Association, SEIU No. 1000, Sacramento).

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

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

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

Office J--Mary Bergan (California Federation of Teachers, Burbank).

Office K--Margaret Shelleda (United Public Employees, SEIU, 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 Terry Hart (Teamsters and Auto Truck Drivers No. 85, San Francisco) and Shelley Kessler (San Mateo Central Labor Council, Foster City).

There being no further nominations for 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 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.

Chairman Gruhn next called on Secretary-Treasurer Henning to make a motion in lieu of a nomination for Convention City, 1994.

#### **Convention City**

On Secretary-Treasurer Henning's motion, duly seconded and carried, the Executive Council was given authority to select the site of the next biennial Convention.

Chairman Gruhn next called on Walter Johnson, executive secretary-treasurer of the San Francisco Labor Council to make a presentation.

#### **Tribute to Lou Webb**

##### **Community Service Representative**

Executive Secretary-Treasurer Walter Johnson announced that Lou Webb was retiring from her position as Community Service Representative and thanked her for her many years devoted to helping people. He gave her a plaque which was inscribed: "Presented to Lou Webb for 22 years of service to the union members of the City and County of San Francisco. Thanks for the memory. San Francisco Labor Council, AFL-CIO, July 29, 1992."

Lou Webb thanked Executive Secretary-Treasurer Johnson and those in attendance. She was greeted with a loud and sustained applause.

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

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

##### **Resolution No. 27**

##### **Regarding Age Limits on the California Labor Federation's Executive Officers** The Committee's report:

"Mr. Chairman, your Committee recommends

the resolution be filed, and I so move.”

The motion was seconded and carried.

**Resolution No. 31  
Support for  
Executive Secretary-Treasurer  
John F. Henning**

The Committee's report:

“Mr. Chairman, your Committee recommends the resolution be filed, and I so move.”

The motion was seconded and carried.

**Report Adopted as a Whole**

On Chairman Cremins's motion, duly seconded and carried, the report of the Committee on Resolutions was adopted as a whole.

Chairman Cremins thanked the delegates for going through all the resolutions, thanked the Committee members for their work and read their names.

Chairman Gruhn also thanked the members of the Committee for their diligence and hard work.

He next called on Mary Bergan, chairwoman of the Committee on Legislation, for a report.

**FINAL REPORT OF COMMITTEE ON  
LEGISLATION**

**Mary Bergan, Chairwoman**

**Resolution No. 9  
Labor Representation on the  
University of California  
Board of Regents**

The Committee's report:

“In response to the request of the Committee on Resolutions, your Committee on Legislation recommends amending the resolution by adding a final resolve stating, ‘And be it finally resolved, to refer this resolution to the Advisory Committee on Legislation and Standing Committee on Legislation to develop a strategy to implement this policy.’ As so amended, your Committee recommends concurrence and I so move.”

The motion was seconded and carried.

**Resolution No. 22  
Support Talent Agency Act**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

This completed the Committee's report.

**Report Adopted as a Whole**

Chairwoman Bergan moved that the Committee's report be adopted as a whole. The motion was seconded and carried.

She read the members' names, and then moved that the Committee be discharged with thanks. The motion was seconded and carried.

Chairman Gruhn noted a correction: Yolanda Solari of California State Employees Association No. 1000, SEIU, Sacramento, was also a member of the Committee on Legislation.

**In Memoriam**

Chairman Gruhn asked the delegates to stand in memory of those trade unionists who had passed away since the last Convention.

He then read the names of those who had died:

**Al Barkan**, National AFL-CIO COPE, Washington, D.C.

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

**W.C. (Bill) Demers**, Communications Workers of America Dist. No. 11, Los Angeles and Los Angeles County Federation of Labor, AFL-CIO.

**Herman L. Griffin**, United Food and Commercial Workers No. 1100, San Francisco and A. Philip Randolph Institute, San Francisco Chapter.

**Wayne Harbolt**, Sacramento Central Labor Council and California Labor Federation, AFL-CIO.

**George Hardy**, Service Employees International and SEIU No. 87, San Francisco.

**Max Mont**, AFSCME No. 800, Santa Monica and Los Angeles County Federation of Labor, AFL-CIO.

**Art Mullett**, Steelworkers International Union, Carmichael.

**Raymond K. Nelson**, Lumber and Sawmill Workers No. 2592, Eureka and California Labor Federation, AFL-CIO.

**Kay Regas**, Office and Professional Employees No. 3, San Francisco and California Labor Federation, AFL-CIO.

**Earl Robinson**, Labor “Balladeer” who composed “Joe Hill”.

**J.J. Rodriguez**, Los Angeles County Federation of Labor, AFL-CIO and Western Federation of Butchers.

**James E. Smith, Jr.**, Napa-Solano Counties Building and Construction Trades Council, Vallejo.

**Tim Twomey**, Hospital and Institutional

Workers, No. 250, SEIU, San Francisco and California Labor Federation, AFL-CIO.

**Bill Tupper**, United Food and Commercial Workers No. 428, San Jose and Federation of Retired Union Members.

**Ernest B. Webb**, Painters Dist. Council No. 36, Long Beach and California Labor Federation, AFL-CIO.

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 for their work and read their names:

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

Claire Caldwell (Transport Workers No. 250-A, San Francisco)

Hugh Crandall (Sailors Union of the Pacific, San Francisco)

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

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

Fred Young (Operating Engineers No. 12, Pasadena)

### **Special Thanks for Mike Henneberry**

Secretary-Treasurer Henning extended his appreciation for Mike Henneberry of the Alameda County Central Labor Council, for his work in connection with the strike at Summit Hospital in Oakland.

### **INSTALLATION OF OFFICERS**

**Lou Webb**

#### **Community Service Representative San Francisco**

Chairman Gruhn next called on Lou Webb to install the newly-elected officers of the California Labor Federation, AFL-CIO. She requested all the officers to stand and raise their right hand while she led them in recitation of the Oath of Office 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."

### **Recess**

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

His motion was seconded and carried.

**THIRD DAY  
EVENING SESSION  
(Pre-General Election Convention)  
Wednesday, July 29, 1992**

**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.

Chairman Gruhn explained the purpose of the Pre-General evening session:

“This portion of the Convention of the California Labor Federation, AFL-CIO is for the purpose of consideration of recommendations of the Standing Committee on Political Education of the California Labor Federation, in offices for the United States Senate for a two-year term and a six-year term, for all of the offices in the United States House of Representatives, for the odd-numbered seats in the State Senate, and for all of the district offices in the State Assembly. In addition to those issues, we will have the Executive Council recommendations for the propositions

that will be on the ballot November 3, 1992.”

**Endorsement Procedure Explained**

Chairman Gruhn then described the endorsement process to be used. Secretary-Treasurer Henning would read the names of the candidates recommended by the Executive Council for the offices of United States Senate, United States Representatives in Congress, the State Senate, State Assembly and the Executive Council's recommendations for each of the ballot propositions. If any delegate had a disagreement or question concerning a particular district, he said, that person should ask that that district be set aside to be taken up after the other districts were acted upon.

He then called on Secretary-Treasurer Henning to present the 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 Francisco, July 29, 1992**

The Executive Council of the California Labor Federation, AFL-CIO, met in the Grand Hyatt Hotel, San Francisco, on July 24, to consider candidates for election to the offices of United States Senator (2 seats), positions on the statewide ballot propositions and local central body COPE recommendations for election to the United States House of Representatives, the State Senate, and the State Assembly, on the Tuesday, November 3, 1992 general election ballot.

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

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

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

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

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

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

## **United States Senator**

**(Full Term — 6 Years)**

**Barbara Boxer (D)**

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

## **United States Senator**

**(Short Term — 2 Years)**

**Dianne Feinstein (D)**

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

Chairman Gruhn next asked Vice President Janice Wood and Vice President Mary Bergan to escort Dianne Feinstein, now an endorsed candidate, to the platform for an address.

Secretary-Treasurer Henning then introduced Dianne Feinstein to the delegates for an address.

**Address  
Dianne Feinstein  
Candidate**

**U.S. Senate-2 Year Term**

Dianne Feinstein told the delegates she supported labor's position on the issues of striker replacement, family leave and the North American Free Trade Agreement. She urged a five-year plan for investing money now being spent on the military to fund new transportation projects, schools, new technology and worker retraining.

She advised availing ourselves of bullet train high technology, and put our people back to work while providing America with the transportation system it needs.

She called for employer-provided child care,

prevention of teen pregnancy, welfare reform that doesn't drive fathers out of the house, and a Head Start program for every child who needs it. All of these things, she said, would add up to a family policy desperately needed in this country.

The delegates responded with a standing ovation.

Chairman Gruhn then requested Vice President Justin Ostro and Vice President Sherri Chiesa to escort Barbara Boxer, the endorsed candidate for the six-year term in the U.S. Senate, to the platform for an address.

He next called on Secretary-Treasurer Henning who introduced Barbara Boxer to the delegates.

**Address  
Barbara Boxer  
Candidate**

**U.S. Senate-6 Year Term**

Barbara Boxer predicted an historic victory in November when she and Dianne Feinstein would be elected to both U.S. Senate seats, giving California a strong team for working families, for all the people of the state.

There are much deeper reasons for the American dream to slip away than the persistent recession, she said. Those reasons could be laid at the feet of the governments in Washington and Sacramento for the last several years. American competitiveness declined dramatically during the Reagan-Bush years, she said, at the same time the American education system dropped in ratings comparing it with those of other countries. Incredibly, her opponent, Bruce Herschenson, wants to abolish the U.S. Department of Education.

She warned that Bush's proposed North American Free Trade Agreement is a plan that lacks necessary protections for American jobs and the environment and that it shouldn't be passed until safeguards are provided. At the same time, she pointed out, we must plan to move from a mili-

tary-based economy to a civilian-based economy.

She said she wanted to go to the U.S. Senate to fight for California's agenda and asked for labor's help to get there.

Her request was met with a loud, sustained

ovation.

Chairman Gruhn thanked Barbara Boxer for her address and 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. Dan Hamburg (D)
- \* 2. Elliot Roy Freedman (D)
- \* 3. Vic Fazio (D)
4. Patricia Malberg (D)
5. Robert T. Matsui (D)
6. Lynn Woolsey (D)
7. George Miller (D)
8. Nancy Pelosi (D)
9. Ronald V. Dellums (D)
10. Wendell H. Williams (D)
11. Patricia Garamendi (D)
12. Tom Lantos (D)
13. Fortney (Pete) Stark (D)
14. Anna G. Eshoo (D)
15. Norm Mineta (D)
16. Don Edwards (D)
- \*17. Leon E. Panetta (D)
18. Gary A. Condit (D)
19. Rick Lehman (D)
- \*20. Calvin Dooley (D)
21. Deborah A. Vollmer (D)
22. Gloria Ochoa (D)
23. Anita Perez Ferguson (D)
24. Anthony C. Beilenson (D)
25. James H. (Gil) Gilmartin (D)
26. Howard L. Berman (D)

### District

27. Doug Kahn (D)
28. Al Wachtel (D)
29. Henry A. Waxman (D)
30. Xavier Becerra (D)
31. Matthew G. Martinez (D)
32. Julian C. Dixon (D)
33. Lucille Roybal-Allard (D)
34. Esteban E. Torres (D)
35. Maxine Waters (D)
36. Jane Harman (D)
37. Walter R. Tucker (D)
38. Evan Anderson Braude (D)
39. Molly McClanahan (D)
40. Donald M. (Don) Rusk (D)
41. Bob Baker (D)
42. George E. Brown, Jr. (D)
43. Mark A. Takano (D)
44. Georgia Smith (D)
45. Patricia McCabe (D)
46. No Endorsement
47. John F. Anwiler (D)
48. Michael Farber (D)
49. Lynn Schenk (D)
50. Bob Filner (D)
51. Bea Herbert (D)
52. Janet M. Gastil (D)

None of the Congressional Districts was set aside.

### Recommendations Adopted

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

U.S. Representatives in Congress was seconded and carried.

He then read the Executive Council's recommendations for the State Senate:

## State Senate

### District

- \* 1. Thomas (Tom) Romero (D)
3. Milton Marks (D)
5. Patrick Johnston (D)
7. Daniel E. Boatwright (D)
9. Nicholas C. Petris (D)
11. Frank W. Trinkle (D)
13. Alfred E. Alquist (D)
- \*15. Henry J. Mello (D)
17. William M. Olenick (D)
19. Henry Phillip Starr (D)

### District

21. Rachel J. Dewey (D)
23. Tom Hayden (D)
25. Teresa Hughes (D)
27. Open
29. Sandy Hester (D)
31. No Endorsement
33. Samuel D. Eidt (D)
35. Dorianne Garcia (D)
- \*37. Jim Rickard (D)
39. Lucy Killea (I)

Upon request, Senate District No. 35 was set aside.

### **Recommendations Adopted**

With the exception of State Senate District No. 35, Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendations for the State Senate was seconded and carried.

### **District No. 35**

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation of *Dorianne Garcia, Democrat*.

His motion was seconded.

Speaking in opposition to the Executive Council's recommendation were delegates Scott Hanlon (Electrical Workers No. 47, Diamond Bar) and Mary Bergan (California Federation of Teachers, Burbank).

Speaking in support of the Executive Council's recommendation were delegates Ken Major (Communications Workers Southern California Council, Los Angeles) and T Santora (Communications Workers No. 9000, Los Angeles).

### **Recommendation Adopted**

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

### **Recommendations Adopted as a Whole**

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

He next introduced the State Democratic Party Chairman, Phil Angelides, for an address.

### **Address**

#### **Phil Angelides, Chairman California Democratic Party**

Chairman Angelides underscored the importance of victory in the November election. Without California, he said, the Presidency is not within reach for our candidate. There are startling choices between the Democratic and Republican candidates vying for the two U.S. Senate seats, he declared.

He warned that in the State Assembly, the Republican goal is to break Willie Brown and the Democratic majority.

He described the state's bleak economic picture and stressed that we have a long way to go before turning things around. But with labor's help, he said, we could do it together. A big effort to bring young people into the Democratic Party through college campus organizing was well underway, he said. Labor's help will be essential.

There is no substitute for hard work, he pointed out. The art of politics is very simple, he said. It really means going out into the community, the streets, knocking on doors, getting on the phone and getting people to the polls. That done, he predicted victory for the Democratic Party and working people in November.

Chairman Gruhn thanked Phil Angelides for his address and delegate Paul Makela (Carpenters No. 713, Hayward) praised him for his good work as chairman of the California's Democratic Party.

Chairman Gruhn next called on Secretary-Treasurer Henning who introduced the next speaker, Kent Wong, chairman of the Asian Pacific Labor Alliance, for a review of APALA's work.

### **Remarks**

#### **Kent Fong, Chairman Asian Pacific Labor Alliance**

Chairman Fong said 1992 signals the dawn of a new era for APALA. For 150 years Asian Pacific Americans have been a part of our country's workforce, he said, but now for the first time in history they have their own national organization.

Also this year we witnessed civil rebellion in Los Angeles, a period when the rich got richer and the poor got poorer. Now there is the certainty that the Reagan-Bush era will end come November.

It was also the year of the woman, he observed. He predicted that the election of Barbara Boxer and Dianne Feinstein to the United States Senate will do much to break open the male bastions of power.

He called for solidarity among workers of all colors. Unions, he said, are among the few organizations where workers of all colors stand side by side, fighting for our common interests. In this watershed year, he said, we have an opportunity to build on racial unity within the labor movement, an opportunity to make a difference and change the political scenery to advance our common agenda.

Secretary-Treasurer Henning thanked Chairman Fong for his address and then introduced David Gregory, Director of Region VI COPE, the next speaker.

### **Address**

#### **David Gregory, Director Region VI COPE**

Director Gregory thanked the delegates for carrying out their important work of evaluating and endorsing candidates, a vital part of the process that will lead to victory in November.

An important contribution to the election

effort, he said, has been the development of the retirees program which focuses on registration, education and getting out the vote. None of this could happen without necessary funding provided by the California Labor Federation, the Machinists, Services Employees, Laborers, Communications Workers and Auto Workers unions, he pointed out.

We should be prepared for a hard-fought campaign, he said. The President had declared he would do anything necessary to get elected, and that was fair warning, Gregory said.

People with good jobs have been losing them because there was no union in place. So more is at stake than just good jobs. We must fight for good jobs that come with a union contract, he said.

Secretary-Treasurer Henning thanked Director Gregory for his address and proceeded to introduce the next speaker, Don Hightower, field coordinator for the Federation, to review the black effort through the A. Philip Randolph Institute.

#### **Address**

**Don Hightower**

**Staff Representative**

**California Labor Federation, AFL-CIO**

Don Hightower told the Convention delegates that the road into the 21st century is filled with barricades and broken promises. President Bush's

actions over the last four years has shown us his agenda, so we now need to work to change it.

The A. Philip Randolph Institute, a non-partisan organization, has programs that include voter registration, education and get-out-the-vote. Together, working with APALA, CLUW and LCLAA, he said, all of us can participate in programs that call for active involvement in discussing the issues and electing candidates who will support workers' rights.

The leadership of these organizations can set the agenda we need to see that our families grow and the labor movement succeeds in achieving its goals, he said.

We must refuse to back down, he warned, until we are all treated fairly. The weapon, he said, is the ballot box. We need to adopt a program to achieve change in November, he said, called *Solidarity at the Ballot Box*.

By working together, the election of Bill Clinton will restore to us the dreams of peace, love, justice, truth, brotherhood and sisterhood, he declared.

Secretary-Treasurer Henning thanked Don Hightower for his address and then read the Executive Council's recommendations for State Assembly.

## **State Assembly**

### **District**

1. Dan Hauser (D)
- \* 2. William (Bill) Brashears (D)
- \* 3. Lon Hatamiya (D)
4. Mark A. Norberg (D)
5. B. T. Collins (R)
6. Vivien Bronshvag (D)
7. Valerie Brown (D)
8. Thomas M. Hannigan (D)
9. Phillip Isenberg (D)
10. Kay Albani (D)
11. Bob Campbell (D)
12. John L. Burton (D)
13. Willie L. Brown, Jr. (D)
14. Tom Bates (D)
15. Open
16. Barbara Lee (D)
17. Michael Machado (D)
18. Johan Klehs (D)
19. Jackie Speier (D)
20. Delaine Eastin (D)
21. Byron D. Sher (D)
22. John Vasconcellos (D)
23. Dominic L. (Dom) Cortese (D)
24. Jim Beall, Jr. (D)

### **District**

25. Margaret E. Snyder (D)
26. Sal Cannella (D)
- \* 27. Sam Farr (D)
- \* 28. Rusty Areias (D)
29. No Endorsement
30. Jim Costa (D)
31. Bruce Bronzan (D)
32. Irma Carson (D)
33. John B. Ashbaugh (D)
34. Joe Green (D)
35. Jack O'Connell (D)
36. Arnie Rodio (D)
37. Roz McGrath (D)
38. Howard Cohen (D)
39. Richard Katz (D)
40. Barbara Friedman (D)
41. Terry B. Friedman (D)
42. Burt Margolin (D)
43. Elliott Graham (D)
44. Jonathan S. Fuhrman (D)
45. Richard G. Polanco (D)
46. Louis Caldera (D)
47. Gwen Moore (D)
48. Marguerite Archie-Hudson (D)



## State Assembly (cont'd)

### District

- 49. Diane Martinez (D)
- 50. Martha M. Escutia (D)
- 51. Curtis R. Tucker, Jr. (D)
- 52. Willard H. Murray, Jr. (D)
- 53. Debra Bowen (D)
- 54. Betty Karnette (D)
- 55. Juanita M. McDonald (D)
- 56. Bob Epple (D)
- 57. Hilda L. Solis (D)
- 58. Grace Musquiz Napolitano (D)
- 59. Louise Gelber (D)
- 60. Stan Caress (D)
- 61. Larry S. Simcoe (D)
- 62. Joe Baca (D)
- 63. Open
- 64. Jane Carney (D)

### District

- 65. No Endorsement
- \*66. Patsy Hockersmith (D)
- 67. Ken Leblanc (D)
- 68. Linda Kay Rigney (D)
- 69. Tom Umberg (D)
- 70. Jim Toledano (D)
- 71. Bea Foster (D)
- Mickey Conroy (R) (Dual)
- 72. Paul Garza, Jr. (D)
- \*73. Lee Walker (D)
- \*74. No Endorsement
- \*75. Open
- 76. Mike Gotch (D)
- 77. Tom Connolly (D)
- 78. Deirdre (Dede) Alpert (D)
- 79. Steve Peace (D)
- 80. Julie Bornstein (D)

Assembly District No. 5 was set aside upon request.

### Recommendations Adopted

On Secretary-Treasurer Henning's motion, duly seconded, with the exception of District No. 5, the Executive Council's recommendations for the State Assembly were adopted.

### District No. 5

Secretary-Treasurer Henning moved to adopt the Executive Council's recommendation of *B.T. Collins, Republican*, for Assembly District No. 5. His motion was seconded.

Delegate Leon Wurzer, Jr. (Communications Workers No. 9431, Auburn) spoke in opposition to the Executive Council's recommendation. He also questioned whether the Sacramento Central Labor Council had intended to endorse Collins in the general election.

Secretary-Treasurer Henning noted that the Central Labor Council of Sacramento, the interviewing body, had voted to endorse B.T. Collins, Republican, and did not endorse the Democrat, Joan Barry, in that race. He urged adoption of the Executive Council's recommendation.

The vote was taken and Chairman Gruhn declared the motion to adopt the Executive Council's recommendation had carried.

### Division of the House

A Division of the House was called for.

Chairman Gruhn then called for a Division of the House on the vote just taken.

The Sergeants-at-Arms counted 30 delegates in favor of the Executive Council's recommenda-

tion and 33 in opposition, and Chairman Gruhn declared that the Executive Council's recommendation had been rejected.

Delegate Paul Makela (Carpenters No. 713, Hayward) asked if there was another candidate who could be endorsed. Chairman Gruhn replied that a motion to endorse another candidate had not been made.

### Joan Barry, Democrat, Endorsed

Delegate Jerry Fillingim (Social Services No. 535, SEIU, Oakland) moved to endorse *Joan Barry, Democrat*, for Assembly District No. 5.

His motion was seconded by Delegate Leon Wurzer (Communications Workers No. 9431, Auburn). The motion was then carried.

### Recommendations Adopted as a Whole and as Amended

On Secretary-Treasurer Henning's motion, duly seconded, the Executive Council's recommendations for the State Assembly as amended, were adopted.

Chairman Gruhn then called on Secretary-Treasurer Henning to announce the Executive Council's recommendations for the ballot propositions on the November 3, 1992 general election ballot.

### Request to Adopt Recommendations for All Ballot Propositions

Delegate Justin Ostro (Machinists & Aerospace Workers No. 727-L, Burbank) asked if the Chair would accept his suggestion that the recommendations of the Executive Council for all the

state ballot propositions be accepted unless someone wished to have one set aside.

Chairman Gruhn stated the Chair had no objection. Delegate Ostro deferred to Secretary-Treasurer Henning to make the motion.

### **Ballot Propositions Adopted as a Whole**

Secretary-Treasurer Henning moved that the Executive Council's recommendations for the ballot propositions be adopted as a whole.

His motion was seconded and carried.

## **BALLOT PROPOSITIONS**

The Executive Council of the California Labor Federation, AFL-CIO, makes the following recommendations regarding the propositions which will appear on the November 3, 1992 General Election ballot.

### **PROPOSITION NO. 155**

#### ***1992 School Facilities Bond Act***

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

**Official Summary:** This act provides for a bond issue of nine hundred million dollars (\$900,000,000) to provide capital outlay for construction or improvement of public schools. Appropriates money from state General Fund to pay off bonds. (SB 34)

### **PROPOSITION NO. 156**

#### ***Passenger Rail and Clean Air Bond Act of 1992***

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

**Official Summary:** This act provides for a bond issue of one billion dollars (\$1,000,000,000) to provide funds for acquisition of rights-of-way, capital expenditures, and acquisitions of rolling stock for intercity rail, commuter rail, and rail transit programs.

Proceeds will fund the second phase of the long-range transportation plan, approved by voters in 1990.

Appropriates money from state General Fund to pay off bonds. (AB 973)

### **PROPOSITION NO. 157**

#### ***Toll Roads and Highways. Legislative Constitutional Amendment.***

#### **Recommendation: No Recommendation**

**Official Summary:** Provides that any toll road or toll highway owned by the state and leased to a private entity shall be permanently toll free upon

the expiration of the lease or after tolls have been collected for a total of 35 years, whichever occurs first.

Legislature may suspend the application of the foregoing provision to any toll roads or toll highways by a statute passed in each house by a two-thirds vote of membership.

**Estimate of Fiscal Impact:** This measure would result in the potential loss of a revenue source of highway maintenance and operations, beginning no earlier than the year 2030.

Potential loss could be tens of millions of dollars annually. (SCA 27)

### **PROPOSITION NO. 158**

#### ***Office of California Analyst. Legislative Constitutional Amendment.***

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

**Official Summary:** Creates the Office of California Analyst replacing the present Legislative Analyst.

Requires new California Analyst to assist the Legislature in fiscal and policy functions, and to make state operations more effective and efficient by making recommendations on the state's budget and organization.

Authorizes Joint Legislative Budget Committee to appoint California Analyst and its employees.

Requires employees to be hired and promoted on the basis of merit and professional qualifications.

Requires work to be conducted in strictly non-partisan manner.

Excludes expenditures of Office from Constitution's limit on legislative expenditures adopted by Proposition 140.

Estimate of Fiscal Impact: Potential state costs and savings, depending on actions in annual budget process. Net impact is unknown, but probably not significant. (SCA 33)

### **PROPOSITION NO. 159**

#### ***Office of the Auditor General. Legislative Constitutional Amendment.***

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

**Official Summary:** Creates Office of Auditor General to replace present Auditor General.

Requires Office to conduct independent, non-partisan, professional audits.

Provides Legislature appoint or remove Auditor General after recommendation by a joint committee composed of no more than 50% of one political party.

Limits expenditures for Office to conducting audits, duties under the Reporting of Improper Governmental Activities act, and related expenses.

Excludes expenditures for Office from Constitution's limit on legislative expenditures adopted by Proposition 140.

Exempts staff from civil service but requires hiring and promotions to be based on merit and professional qualifications.

Estimate of Fiscal Impact: Potential state costs and savings from expanded audit activity. Net impact is unknown, but probably not significant. (SCA 34)

### **PROPOSITION NO. 160**

#### ***Property Tax Exemption. Legislative Constitutional Amendment.***

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

**Official Summary:** Amends Constitution to permit Legislature to exempt from property taxation the home of a person or a person's spouse (including unmarried surviving spouse) who has died while on active duty in the military service as a result of service-connected injury or disease.

Exemption may not be authorized by Legislature if the home is receiving another real property exemption.

Estimate of Fiscal Impact: The measure would

have no direct fiscal impact on state and local governments.

If the Legislature establishes a new exemption that is similar to the one now provided totally disabled veterans, the measure would reduce local property tax revenues by potentially millions of dollars annually. (ACA 40)

### **PROPOSITION NO. 161**

#### ***Physician-Assisted Death. Terminal Condition. Initiative Statute.***

#### **Recommendation: No Recommendation**

**Official Summary:** Authorizes mentally competent adult to request in writing "aid in dying", as defined, in event terminal condition is diagnosed. Establishes rules for executing, witnessing, revoking request.

If properly requested, authorizes physician to terminate life in "painless, humane and dignified manner"; provides immunity from civil or criminal liability for participating health care professionals, facilities.

Allows physicians, health care professionals, privately owned hospitals to refuse assistance in dying if religiously, morally, ethically opposed.

Provides requesting, receiving authorized assistance "not suicide."

Prohibits existence or non-existence of directive from affecting insurance policy terms, sale, renewal, cancellation, premiums.

Estimate of Fiscal Impact: Potential costs and savings to state and local government health programs. Net impact is unknown, but probably not significant.

### **PROPOSITION NO. 162**

#### ***Public Employees' Retirement Systems. Initiative Constitutional Amendment.***

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

**Official Summary:** Grants the board of a public employee retirement system sole and exclusive authority over investment decisions and administration of the system.

Requires board to administer system so as to assure prompt delivery of benefits to participants and beneficiaries. Provides that board's duty to

participants and beneficiaries takes precedence over any other duty. Grants board sole and exclusive power to provide for actuarial services.

Prohibits changing number, terms, and method of selection or removal of members of board without approval of voters of the jurisdiction in which participants of the retirement system are employed.

Estimate of Fiscal Impact: Unknown fiscal effect from giving public pension boards complete authority over assets and administration of the systems.

Potential costs to employers as a result of public pension system giving highest priority to providing benefits to members and their beneficiaries.

Annual savings of \$1 million to \$3 million to the state's Public Employees' Retirement System for actuarial services.

### **PROPOSITION NO. 163**

#### ***Taxation of Food Products. Initiative Constitutional Amendment and Statute.***

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

**Official Summary:** Amends Constitution to prohibit state and local governments from imposing sales or use taxes on food products which are exempt from such taxation under existing statutes or this initiative.

Adds statute exempting candy, bottled water, and snack foods from sales and use taxes.

Estimate of Fiscal Impact: Reduces sales and use tax revenue to the state by \$210 million in the current year (1992-93) and \$330 million annually thereafter.

Reduces sales and use tax revenue to local governments by \$70 million in the current year and \$120 million annually thereafter.

### **PROPOSITION NO. 164**

#### ***Congressional Term Limits.***

#### ***Initiative Statute.***

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

**Official Summary:** Excludes from ballot for United States House of Representatives any person who has represented California congressional

district(s) as member of the House during six or more of previous eleven years.

Excludes from ballot for United States Senate any person who has represented California as Senator during twelve or more of previous seventeen years.

Congressional service prior to 1993 is not counted.

Full current and previous terms are counted even if person resigned during term.

Term limits do not restrict "write-in" candidacies.

Estimate of Fiscal Impact: This measure would have no direct fiscal impact on state or local governments.

However, to the extent that the measure results in more write-in candidates, counties would have additional elections-related costs for counting write-in votes. These costs probably would not be significant on a statewide basis.

### **PROPOSITION NO. 165**

#### ***Budget Reform: Procedural and Substantive Including Welfare. Initiative Constitutional Amendment and Statute.***

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

**Official Summary:** Amends Constitution to allow Governor to declare "fiscal emergency" when budget not adopted or deficit exceeds specified percentages. Grants Governor, with certain restrictions, powers to reduce expenditures to balance budget including state salaries but not education (Proposition 98).

Amends statutes to eliminate or limit automatic cost of living adjustments in specified welfare programs.

Reduces AFDC by 10%, then 15% after six months on aid. Limits aid for new residents. Provides teen-age recipients school attendance incentives.

Gives counties discretion to set general assistance.

Implements as federal law permits. Other provisions.

Estimate of Fiscal Impact: Potential state savings, or costs of up to several hundred million or billions of dollars in some years, depending on the budget situation.

Annual savings of about \$680 million to the state General Fund and \$35 million to counties, due to changes in the Aid to Families with Dependent Children (AFDC) Program. The savings are due primarily to grant reductions. Savings in years beyond 1993-94 could increase by an unknown, but potentially significant, amount, due to the effect of certain provisions.

Potential annual savings beginning in 1996-97 — up to several hundred million dollars to the state and several million dollars to counties — due to elimination of automatic cost of living adjustments in the AFDC Program and the Supplemental Security Income/State Supplementary Program (SSI/SSP).

Unknown annual savings to counties — probably over \$75 million and potentially several hundred million dollars — due to payment limits and funding discretion in general assistance (GA) programs. These savings would be partly offset by additional GA costs of up to \$30 million annually, due to the effects of the measure's AFDC provisions.

### **PROPOSITION NO. 166**

#### ***Basic Health Care Coverage.***

#### ***Initiative Statute.***

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

**Official Summary:** Requires employers to provide basic health care coverage for employees working specified hours, and their dependents, as permitted by federal law.

Provides phase-in period.

Employee contributions shall not exceed 2% of wages; eliminates duplicate coverage; specifies type of health care benefits, including prescription services.

Subjects health carriers to enforcement powers of Insurance Commissioner or Commissioner of Corporations and prohibits exclusion based upon prior disease, disorder, or condition.

Establishes Health Care Coverage Commission and panels for Medical Policy, Cost Containment, and Technology.

Provides employer tax credits.

Makes appropriations for commission support.

**Estimate of Fiscal Impact:** Potential state general tax revenue losses of tens to hundreds of millions of dollars annually, in the short term.

The longer-term impact on general tax revenues is unknown.

State revenue losses of hundreds of millions of dollars annually from expanded use of the small business health care tax credit.

State savings in the range of \$250 million annually to the Medi-Cal Program.

County savings of potentially more than \$100 million annually.

### **PROPOSITION NO. 167**

#### ***State Taxes. Initiative Statute.***

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

**Official Summary:** Increases state tax rates for maximum personal income taxpayers and alternative minimum personal income taxpayers. Temporarily suspends indexing on top personal income tax brackets. Increases income tax rates for corporations and premium tax rates on insurers. Defines corporate income to include specified excess employee compensation. Increases tax liability of banks and corporations doing business within and outside California. Provides reappraisal of corporate-owned real property upon specified change in ownership interests. Imposes new oil severance tax. Changes tax rules related to oil and gas production. Repeals 1991 sales tax increases. Provides for renters' tax credits.

**Estimate of Fiscal Impact:** Increases state tax revenues by roughly \$340 million in 1992-93, and \$210 million annually through 1995-96. Additional annual revenue increases of roughly \$1 billion beginning in 1996-97.

Replaces state expenditures on schools with increased local property tax revenue of \$350 million to \$700 million annually beginning in 1993-94.

Increases property tax revenue to local governments by \$750 million to \$1.4 billion annually, beginning in 1993-94. Reduces sales tax revenue to local governments by about \$95 million in 1992-93 and \$200 million annually thereafter.

The actual fiscal impact could differ significantly from these estimates, depending on how individuals and businesses respond to the measure's tax changes.

#### **Union Hotel Workers Thanked**

Chairman Gruhn then thanked members of the Hotel Employees and Restaurant Employees Union, who, as employees of the Grand Hyatt on Union Square, had served the Convention dele-

gates well during their time at the hotel. He then called on Secretary-Treasurer Henning for a motion to adjourn the Convention.

### **Adjournment**

Secretary-Treasurer Henning then moved that

the Convention be adjourned sine die.

His motion, duly seconded, was carried, whereupon, the Nineteenth 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 1992 Convention.*

## **DIGEST**

### **I THE ECONOMY**

The Bush recession is the longest since the 1930's. Yet the administration's only reponse has been to tinker with interest rates. 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 a government fiscal stimulus program for job creation and retention through public works projects, by spending for education and training, and by building housing for low and moderate income Americans. A long-term industrial policy is required to increase America's global economic presence, to rebuild America's infrastructure and restore our industrial base, to reconvert from military spending, and to guarantee good jobs in the future.

Adopted, p. 20.

### **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 twelve years. Taxes for the rich have fallen, while taxes on the poor have increased.

Adopted, p. 20.

### **III INTERNATIONAL AFFAIRS**

The close of the Cold War has removed the basic premises of the foreign policy of the Reagan and Bush administrations. Communism in Eastern Europe fell by its own weight once repressive force was no longer used to shore it up.

George Bush's "new world order" would place the U.S. in the role of military policeman, but it fails

to address the new realities of the global economy.

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, a cornerstone of democracy is the ability of workers around the world to exercise their fundamental right to form free unions.

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

Adopted, p. 20.

#### **IV WORKERS' COMPENSATION**

The Workers' Compensation Reform Act of 1989 provided California's injured workers with new benefits totaling 1.5 billion dollars. However, California's Workers' 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. 21.

#### **V UNEMPLOYMENT INSURANCE**

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

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.

Adopted, p. 21.

#### **VI UNEMPLOYMENT COMPENSATION DISABILITY INSURANCE**

The 46 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 UCDI program, to insure that workers do not suffer undue financial loss from sickness, injury or disease. A Federation-sponsored bill, passed in 1989, increased the maximum weekly benefit from \$224 to \$336.

Adopted, p. 21.

#### **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. The Family Leave Act of 1991 is a major breakthrough for working women. It provides workers with a measure of job security when family duties require time off from work. Women must be a visible and increasing part of the union movement's face to the public on all issues, not just on a narrow set of "women's issues."

Adopted, p. 21.

## **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 to assure beneficiaries of the safety of their assets.

Adopted, p. 21.

## **IX HEALTH CARE**

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

The California Labor Federation recognizes that collective bargaining alone cannot fulfill our health care needs. At the state and national level, we must work in cooperation with consumer health organizations to achieve universal access to health care. Such care must provide essential benefits regardless of price, eliminate restrictions on eligibility, contain cost control mechanisms, and keep the worker's share of costs manageable without taxing benefits.

Adopted, p. 21.

## **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. 22.

## **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. 23.

## **XII LABOR LEGISLATION**

Banning permanent replacements for strikers is essential for equitable labor relations in the nation. At the state level, the Federation supports a number of pro-worker proposals, including legislation to combat the state's \$30 billion a year underground economy, and protections against wrongful discharge.

Adopted, p. 23.



### **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. 23.

### **XIV PUBLIC EMPLOYEES**

Hostility toward public employees continues on several fronts. Huge federal budget deficits and state revenue shortfalls have led to opposition to government services and attacks on the jobs, pay, legal rights and dignity of public workers, while the real inequities in the tax system go unresolved. The Federation opposes attempts to reduce budget deficits by cutting public employees' pay and benefits. Public employees need protection from the increasing practice of contracting-out. The Federation calls for extending public employees full collective bargaining rights, including the right to strike, the right to negotiate the agency shop, enforcement of prevailing rate laws, repeal of the federal Hatch Act, and reform of the California Public Employment Relations Board.

Adopted, p. 23.

### **XV CIVIL RIGHTS**

Twelve years of reactionary government and economic decline have led to deep racial division in society. The California Labor Federation stands with our nation's minorities in opposing attacks on their economic, political and civil rights. We call for an expansion of affirmative action and pay equity, enforcement of civil rights legislation and job protection for gay and lesbian workers. We encourage the participation and leadership of women and minorities at all levels of the union movement.

Adopted, p. 23.

### **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 3 million Americans are homeless, living in the streets without a roof over their heads. In California, 72 percent of households do not earn enough to buy a median priced home. Republican administrations at both the federal and the 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. 25.

### **XVII EDUCATION**

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

The Federation reaffirms its commitment to the adequate funding of public education, to universal

early childhood education, to adequate child care facilities, to increased funding for the arts and to oppose tuition increases within California's higher education system.

Adopted, p. 25.

## **XVIII ENVIRONMENT AND SAFETY AND HEALTH**

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 safety and health. The California Labor Federation opposes all attempts to gut environmental protections and workplace safety and health regulations. We need more stringent regulations and greater enforcement.

Adopted, p. 26.

## **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 public control of the energy and utility industry.

Adopted, p. 26.

## **XX COMMUNITY CONCERN AND SERVICE**

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

Adopted, p. 26.

## **XXI RIGHTS OF PEOPLE WITH DISABILITIES**

The Americans with Disabilities Act, enacted with strong support from organized labor, is the bill of rights for people with disabilities. The Federation supports the Americans with Disabilities Act and urges its vigorous enforcement, prohibiting discrimination against people with disabilities in employment and by mass transit providers, continued enforcement of federal legislation prohibiting discrimination against people with disabilities in educational opportunities and the adoption of a national health policy which is sensitive to the needs of our nation's physically challenged population.

Adopted, p. 26.

## I THE ECONOMY

In 1990, the bill for the Reagan-Bush decade of greed came due. The current recession has lasted almost two years, the longest since the Great Depression of the 30's. Official unemployment reached 7.8 percent in June 1992, highest since 1984. In California, official unemployment reached 9.5 percent.

The economic malaise is the direct result of the administration's policies during the 1980's. Reagan era tax policies robbed the federal treasury, fostered speculative excesses and encouraged corporate leveraged buyouts and hostile acquisitions.

Rather than reinvest in technological and productivity improvements, big business burdened itself under crushing debt loads. Wall Street deal makers and savings and loan executives enriched themselves at the expense of workers, taxpayers and consumers.

Cynical Reagan-Bush administrations ran up huge federal deficits which they used as a club to hold down social spending on vital programs. Over 38 million Americans don't have health insurance. There's a scandalous lack of support for our schools. Our housing supply has deteriorated and our roads and bridges are collapsing from lack of maintenance and repair.

In many cases, the policies have deliberately hurt workers, as in the use of unemployment to fight inflation and depress wages. 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.

Reagan-Bush deregulation policies hurt workers and consumers. The savings and loan industry collapsed as a direct result of deregulation. Airline deregulation resulted in fewer jobs at lower wages, and higher ticket prices. Deregulation of trucking has wiped out good paying jobs and has made our highways more dangerous. We oppose Bush administration moves to deregulate oil and gas, telecommunications, banks, and other industries.

The flooding of downtown Chicago and the uprising in Los Angeles are two inevitable outcomes of the malign neglect of our cities and its inhabitants. The former was the result of the failure of government to maintain and repair the city's water system. The latter was the result of an economic system that allows executives to loot our banks and corporations while it eliminates

social programs and crushes the hope for a better life for our urban poor. After denying the existence of the recession for 18 months, the Bush administration has confined itself to monetarist interest rate cuts that have thus far produced almost no relief. The administration's solution is premised on enriching the very wealthy through capital gains tax cuts and other incentives for the privileged class of investors. The President is rigidly committed to the trickle-down mentality that produced the economic decline we suffer under.

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

Labor's alternative program is:

1. Full employment must be the primary objective of national policy. Full employment is a precondition for the health and well-being of all Americans. We urge Congress to appropriate \$60 billion for direct spending on public works projects, on education and training, to build new housing for low- and moderate-income Americans, to aid state and local governments to forestall further public service cutbacks, and to extend unemployment benefits to victims of the recession.
2. Job growth alone is not sufficient if the bulk of jobs created are at low wages, do not pay fringe benefits, or are only temporary. We support efforts to require employers to provide supportive benefits, such as health insurance and parental leave. Part-time, temporary, and independent contract workers make up almost one-third of the nation's workforce, yet on average they only earn 60 percent of the hourly wage of full-time workers.

Average weekly earnings, adjusted for inflation, are 15 percent lower than in 1977. The de-industrialization of our nation has wiped out over 2 1/2 million good paying manufacturing jobs.

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

Investment decisions which lead to plant closings must be closely regulated. We support stronger laws to protect workers from plant closings and to help dislocated workers find new jobs at comparable pay without having to leave their communities.

3. Trade policy and industrial policy are inseparable. The trade deficit is a major component of America's economic woes. The \$66 billion trade deficit in 1991 represents 1.4 million U.S. jobs lost, and communities devastated through plant shutdowns. The Bush administration's North American Free Trade Agreement (NAFTA) will worsen our trade imbalance by opening the floodgates for a U.S. job hemorrhage to Mexico. Lured by cheap land, the lack of environmental controls and the ready availability of poverty level wages in Mexico and elsewhere in the third world, U.S. industry has chosen to make profits off cheap labor instead of reinvesting at home and achieving greater productivity through job training to improve the skill of experienced U.S. workers.

The General Agreement on Tariffs and Trade (GATT) and other trade agreements must not be based upon free trade but upon the concept of fair trade, with retaliatory measures against other nations that erect artificial barriers to importation of U.S. goods or who engage in predatory export policies. Governmental agencies should be prohibited from buying foreign goods wherever possible. Imports and exports should be transported on U.S.-built flag ships staffed by U.S. crews. Retraining, extended health benefits, income maintenance programs and early retirement must be provided by corporations to workers who are dislocated through plant closures when U.S. facilities move overseas.

4. The end of the cold war provides an historic opportunity to redirect military spending toward human needs. We reject calls to rebate defense cuts for a one-time windfall for taxpayers. Defense industry workers need retraining and defense plants need retooling for civilian production. By building high speed trains instead of bombs, we can improve the quality of life for all. Industrial policy must focus on rededicating this skilled workforce for infrastructure revitalization, and housing, transportation, communications, and other public spending projects.
5. At both the federal and state levels, we support an increase in the minimum wage. In December 1987 the united efforts of labor, religious and community groups won an increase in the California minimum wage to \$4.25 an hour, thus giving California the nation's highest minimum wage. 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 which would still leave the worker below the official federal poverty level. To

make the minimum wage a living wage, as is required by law, the minimum wage must be increased substantially. The minimum wage should be set at no lower than 50 percent of the average weekly wage, and should be indexed for inflation. As of October, 1991, this would require a \$5.97 per hour minimum 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.
2. Pursue policies to revitalize our urban areas and attract both manufacturing and service sector jobs into the inner cities. Blacks, Asians and Latinos will soon together make up the majority of California's population, and should have the right to participate equally in our economy.
3. Restore state services that have been cut back, pursue public works projects such as housing development and rehabilitation, clean water and sewage treatment facilities and other projects designed to conserve energy and protect the environment while also creating jobs. Government-assisted housing programs are needed for low- and moderate-income families to relieve the housing shortage and subsidies are needed to aid the homeless.
4. Pursue pay equity for women and minority workers.
5. We reject efforts by big business to scapegoat state regulations, including protective labor legislation, under the guise of "California competitiveness." Special legislative efforts should be undertaken to preserve vital industries, including aerospace, manufacturing, and film and broadcast industry, providing such legislation does not undermine established labor standards.

Adopted, p. 20.

## 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.

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

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

The result: The workers 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.

Workers' incomes, adjusted for inflation, have fallen 16 percent since the 1970's. Yet, taxes paid by workers have increased, due to regressive shifts in income, sales and Social Security tax increases. Pre-tax income for the richest one percent rose by 77 percent between 1977 and 1989. Yet, the federal tax rate for the richest one percent decreased by 25 percent.

The Bush administration persists in advocating a capital gains tax cut as a magic cure for the recession. Taxpayers with incomes over \$200,000 would reap over 2/3 of all capital gains tax cuts. Members of this privileged group would receive tax cuts 83 times the size of the cut for the few taxpayers earning under \$50,000 who have any capital gains at all. The Federation opposes the Bush capital gains tax cut.

We believe the bill for the speculative orgy of the 1980's must be paid by the few who attended the party, the very rich. Federal income taxes on high income persons should be raised to 38 percent, with a 10 percent surtax on those earning a million dollars or more. At 38 percent, the top bracket would be about half of what it was in 1977.

Recent increases in federal payroll (FICA) taxes hit the poor particularly hard. For many poor families, payroll taxes take more than federal income taxes. Preserving the social security system is essential. In 1992, the FICA retirement tax is regressive, because it is assessed at a flat rate up to a maximum income of \$53,400. High income earners thus pay FICA taxes at a lower effective rate than moderate and low income earners.

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.

At the state level, the Federation supports Proposition 167, the initiative for tax fairness that will appear on the November 1992 general election ballot. It calls for:

1. A 1/4 percent cut in the state sales tax.
2. Repeal of any reduction in the renter's income tax credit.
3. A 12 percent tax bracket for the super-rich.

4. Closing Proposition 13 corporate tax loopholes.

5. An increase in the tax on corporate profits to 10.3 percent.

6. An oil severance tax.

7. A limit on corporate tax deductibility of salaries of executives who are excessively paid.

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

Adopted, p. 20.

### III

## INTERNATIONAL AFFAIRS

We rededicate ourselves to the defense and advancement of human rights, both at home and abroad. We are committed to movements for economic justice, democracy and human rights wherever they occur—to the anti-apartheid and the black trade union movements in South Africa as well as to the student and worker pro-democracy movements in Thailand and China and to the democracy movements in Mexico and the labor movement in South Korea. We condemn all manifestations of a revival of global anti-Semitism and ethnic nationalism. We make no excuses for the enemies of human rights. Whether they be capitalist, fascist or communist, a single standard must apply.

The close of the Cold War has removed the basic premises of the foreign policy of the Reagan and Bush administrations. The communist governments of Eastern Europe fell by their own weight once the Red Army ceased to be a force for repression. The Soviet Union and the Warsaw Pact are defunct.

At a time when there is no longer any national security rationale for the present \$300 billion military budget, and when there is a great public need for a "peace dividend" to help deal with domestic needs, Bush is footdragging in reversing the militarization of U.S. foreign policy which was the cornerstone of the Reagan era.

Arms reduction has moved slowly, and Bush has been embarrassed into announcing some cuts in response to unilateral reductions by the former Soviet states. Far reaching arms reduction and control agreements should be sustained.

The communist bogeyman has been replaced by dictators formerly supported by Reagan, including Manuel Noriega and Saddam Hussein, as Bush searches for new rationales for militarization and intervention in the third world.

Democratic processes have shown promise in

El Salvador, South Africa, and Eastern Europe. However, death squad activities and government-sponsored terrorism remind us that steps taken towards democracy remain fragile, and the threat of government crackdowns always looms large.

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

George Bush's new world order is a frightening enigma. Bush hails the Soviet collapse as a new era with U.S. troops free to intervene unchallenged by the Soviets in any theater of combat. But it lacks a coherent premise. Thus, Saddam Hussein's Iraq allowed a convenient occasion for the U.S. to flex our new world muscles. A megalomaniacal butcher, Hussein was an easy enemy to rally the world against. The Persian Gulf war has left Hussein in power, Kuwait a repressive monarchy, and failed to fulfill its promise of a lasting Israel-Arab peace agreement.

Kuwait has reneged on its commitment to employ U.S. civilian workers at prevailing rates in its rebuilding program, preferring to employ members of the U.S. military.

U.S. foreign policy must be based on the pursuit of democracy and human rights, including the right of workers to organize unions and engage in collective activities.

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

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

We support the struggle of the African National Congress and the Congress of South African Trade Unions to free South Africa from the scourge of apartheid.

We support COSATU'S call for a renewed commitment to divestment and continued economic sanctions. We hope apartheid can be abolished through peaceful means, yet, under the circumstances, we recognize the legitimacy 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.

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

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 our long-standing and unswerving commitment to the security of the State of Israel and U.S. support for its survival. We applaud the repeal by the United Nations of the obscene resolution which held that "Zionism is Racism."

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 support U.S. loan guarantees to help Israel resettle Jewish populations fleeing persecution in the former Soviet Union and famine and civil war in Ethiopia.

We are concerned, however, with the continuing stalemate on the issue of Palestinian self-determination and are dismayed by both the unprovoked attacks by Palestinians on Israeli civilians and by the many deaths that have resulted from the Israeli government's measures to control Palestinian 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 Israel, the Arab states and Palestinians to the bargaining table and reach a just settlement of Palestinian demands within the context of a lasting peace in the region.

In the new world economy, to compete with Asia 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. 20.

## IV WORKERS' COMPENSATION

Workers' compensation insurance was designed to promptly guarantee specific levels of compensation to injured workers for losses due to work-related injuries.

The system should make full provision for securing safety in places of employment and full provision for medical, surgical, hospital and other remedial treatment. The system should be administered to accomplish substantial justice in all cases expeditiously, inexpensively and without encumbrance.

Unfortunately, despite labor's efforts to make the system work over the years it fell into a state of bad disrepair. Benefits were inadequate. 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 medical and insurance companies' profits. California's workers' compensation costs will top \$12 billion in 1992.

The 1989 Workers' Compensation Reform law, negotiated by the California Labor Federation, brought about many improvements in the system.

Benefits payable to injured workers were significantly increased. Maximum weekly temporary disability benefits increased from \$224 to \$336. Death benefits increased from \$70,000 to \$95,000 for one dependent and from \$95,000 to \$115,000 for multiple dependents. Maximum permanent partial disability benefits increased from \$140 a week to \$148 for employees with disabilities rated at 25 percent or more. Workers with injuries rated at over 25 percent receive an additional weekly payment for each percent of permanent disability above 25 percent. The bill resulted in total benefit increases of \$1.5 billion. The 3 day waiting period for temporary disability benefits—previously compensated retroactively if someone is disabled in excess of 21 days—is paid if a temporary disability lasts more than 14 days.

Delivery of benefits was speeded up, and staffing of the administrative agency was beefed up.

Much still needs to be done to bring the workers' compensation system into good working order. Despite the 50 percent 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.

Maximum benefits should be increased to no less than the state's average weekly wage, and should be indexed to keep pace with inflation.

The Federation supports efforts to curtail skyrocketing workers' compensation premium costs. However, we reject those recommendations of the Governor's Council on California Competitiveness that limit workers' rights or access to benefits.

The major factors pushing up workers' compensation premium costs are increased payments to doctors, hospitals and insurers, not increased benefits. Between 1975 and 1990, insurers increased their portion of all premium costs from 23.5 percent to 27.7 percent. Doctors and hospitals increased their share of premium costs from 27.4 percent to 33.2 percent. The portion paid to workers dropped from 47.5 percent to 34.7 percent.

We support legislation to eliminate referrals by medical practitioners to laboratories, testing and treatment clinics in which they hold ownership interest. Self-referrals by doctors cost the workers' compensation system \$350 million a year in excessive billing. Other measures must also be explored to limit the rapid increases in medical treatment costs.

We support eliminating the expense loading and minimum premium rating factors which guarantee the insurance industry windfall profits and eliminates competition among insurance carriers.

Disabling mental stress is a reality in the modern workforce. We reject the employers' campaign to shift the blame for stress-related disabilities to the injured workers and to severely limit their access to workers' compensation benefits. Disabling stress should be compensable if tied to the workplace.

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

Adopted, p. 21.

## V UNEMPLOYMENT INSURANCE

California's unemployment insurance system is failing its mission of providing adequate economic support for those who have lost their jobs.

Our system provides 47 percent of the unemployed with benefits, as opposed to the national average of 37 percent, but 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 percent of his or her average earnings based on full-time employment, and that the maximum benefit should be not less than two-thirds of a state's average weekly wage. In 1991, California's average weekly benefit of \$141 represented only 28 percent of our average weekly wage. Only two other states had lower replacement rates.

As of January 1989, 37 states had higher maximum weekly benefits than ours. After repeatedly vetoing Federation-sponsored benefit increase bills, Governor Deukmejian signed our 1989 bill which increased maximum weekly benefits from \$166 to \$230. Currently 21 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. California's benefits are not indexed, and thus may fall further behind other states as cost of living increases produce automatic benefit increases in these states.

The reason for the inadequacy of California's unemployment insurance benefits lies not with economics but with politics. In contrast to underfunded U.I. Trust Funds in many states, California's U.I. Fund is projected to have a balance in excess of \$3.3 billion at the end of 1992.

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, 30 states have a higher tax than ours. Our unemployment insurance tax rate as a percentage of total payroll is 0.6 percent. The U.S. average is 0.7 percent. Thirty five 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.

Last year, the national AFL-CIO succeeded in enacting an emergency Federal Unemployment Compensation Act, which provided 13 to 20 weeks of extended benefits. In February 1992, that program was continued until July 4, 1992, providing 13 more weeks of extended benefits. In July, 1992, a new federal law was enacted that provides extended benefits of 20 to 26 weeks to the newly unemployed. The new law will expire in March, 1993.

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

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

1. The weekly benefit amounts should be

increased so as to equal at least 50 percent of the worker's earnings in the highest quarter of earnings and the maximum benefit should be increased to equal at least two-thirds of the state's average weekly wage, and should 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, or locked out its employees.
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. 21.

## VI UNEMPLOYMENT COMPENSATION DISABILITY INSURANCE

California's 46 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 1992 is 1.25 percent of the first \$31,767 in earnings (a maximum of \$397.08). The contribution level may vary from year to year depending on the balance in the disability insurance fund.

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 1992, a total of 10,825,000 workers are covered by the state plan and another 583,000 by voluntary plans.

More than \$2.5 billion in benefits were paid to 976,000 California workers in 1991 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 in 1989 from \$224 a week to \$336 a week. 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 14 days, benefits will be paid retroactively to cover the waiting period.

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. 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.

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.

Adopted, p. 21.

## 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 47 percent of the paid workforce, yet they bear a disproportionate share of economic hardship. On an annual basis women earn only 71 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. In recent years, women's earnings relative to men's have improved slightly. However this reflects principally a drop in the average earnings of male workers, not a real increase for women workers. 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.

The Clarence Thomas confirmation hearings brought the issue of sexual harassment into the nation's spotlight. Sexual harassment and sexual abuse of women workers are widespread. Unions

must defend workers who are victims, and must educate their members to help eradicate this problem. Employers must be held accountable for this ugly form of sex discrimination.

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

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

Many women workers are employed in 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, family leave, flexible work hours and expanded sick leave.

Policies that benefit working women, in fact assist all workers by improving the quality of life for working families.

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 on a narrow set of "women's issues."

Specifically, the Federation supports coalition with women's rights groups to achieve the following objectives:

1. Passage of the Equal Rights Amendment.
2. Equal opportunity for women in employment and promotion.
3. 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. Free quality child care to meet the needs of all working parents who require such services.
5. Equal pay for work of comparable value.
6. State legislation and increased collective bargaining protection to combat sexual harassment in any form in the workplace.

In light of increasing attacks on women's reproductive rights, we urge the national Federation to reconsider its position of neutrality on the issue, and support the Federal Freedom of Choice Act.

Adopted, p. 21.

## 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.
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 to total earnings of high-wage earners. Only about 90 percent of all earnings in Social Security-covered employment is now taxable.
9. Rectifying an inequity in reduced benefits suffered by those persons who were born between the years 1917 and 1926, known as the "notch years."

Adopted, p. 21.

## IX HEALTH CARE

Thirty seven million Americans, including six million Californians, do not have health insurance. Most of these are workers and their dependents. In 1992, health care costs will consume 14 percent of the gross national product. For many years, the cost of medical care has increased at a rate almost twice that of all other goods and services. Comprehensive health benefits now

represent 14 percent of an employer's payroll, up more than 280 percent since 1980. These costs are a major factor in our nation's weakness as an economic power. The U.S. spends on a per capita basis, 40 percent more than Canada, 95 percent more than Germany and 125 percent more than Japan on health care. These nations provide universal health care, unlike the U.S.

More and more employers shift the burden of health insurance on to their employees, as medical costs skyrocket. Fifty five percent of major strikes in 1990 involved disputes over health benefits. The percentage of uninsured Californians has increased by 50 percent since 1980.

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 percent of annual premium increases.

Many unions are experiencing cost increases in their health plans of 20% to 30% a year. The absence of universal health care is robbing us of wage increases and other needed benefits.

The California Labor Federation supports efforts at the state and federal levels to establish universal access to health care.

Minimum basic benefits must include all necessary medical procedures, regardless of price.

We need cost control mechanisms including, 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.

All employers should be required to contribute fairly to the cost of care.

Workers below 200 percent 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 percent of the poverty level. We oppose any taxes on workers' benefits.

California's system of 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.

For over two years, the Federation met with health consumer groups, medical providers,

employers, insurers and others, with a goal of reaching a consensus on legislation that would provide health care to all Californians. In 1991, the California Medical Association bolted from the coalition group, thereby ending coalition efforts, and is now sponsoring a ballot initiative for the November 1992 election.

The doctor's lobby is pushing Proposition 166, a pre-emptive measure designed to exploit the public outcry for health care, but it falls far short of our goals. The CMA's initiative is self-serving and trade unionists should reject it at the polls. We remain committed to recommencing our coalition efforts. We will continue to support legislation such as SB 308 (Petriss) that furthers our goal of universal health care.

We support union negotiated employee wellness programs, other preventive measures, and early intervention programs which are both cost effective and reduce the incidence of illness.

Adopted, p. 21.

## X WELFARE

Today over 34 million Americans live in poverty. In California about 14 percent of the state's population, 4.2 million people, are in poverty.

Children account for 40 percent of the poor.

The situation is even worse than the unacceptable picture painted by the official statistics. The government's 1992 poverty guideline for a family of four is \$13,950 a year. Millions of families with incomes of fourteen, fifteen and sixteen thousand dollars a year or more 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 Wilson is sponsoring an initiative for the November 1992 ballot that scapegoats welfare recipients for the state's huge budget shortfall, by tightening welfare eligibility standards.

The California Labor Federation believes it is the duty of the state in a democratic society to provide an adequate income for those who work but whose earnings are insufficient to keep them above poverty.

To 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.

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. Eligibility rules should be expanded to restore coverage to those cut from assistance, including workers on strike.
2. Economic policies to foster full employment at good wages, educational and job training programs targeted to the economically disadvantaged, and protective legislation and support services that will eliminate the necessity of workers having to choose between keeping their jobs or caring for their families.
3. Restoration of the minimum wage to 50 percent of the state average weekly wage and automatic indexing.
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 prevent many of the needy from receiving help.

Adopted, p. 22.

## XI CONSUMER PROTECTION

The Federation reaffirms its traditional support for consumer rights under the law. We pledge our best efforts to maintain and expand the rights of consumers, to support adequate staffing and budgets for consumer agencies, and to seek assurance that agencies will act with independence and integrity in advancing the consumer 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. The "free market" will not insure product safety without government intervention. Moves to relax consumer product safety requirements are greedy attempts to raise business profits at the direct expense of the consumers.

The California Labor Federation supports efforts to:

1. Abolish false and misleading advertising and to require labels to show ingredients, nutritional values, expiration dates, durability and 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. We endorse the Consumer Federation of California.
4. Enact legislation to create boards to represent consumers before the Insurance Commission and Public Utilities Commission. Such legislation must recognize the key protective role collective bargaining plays for workers in the utility industry.
5. Support proposals for regulation 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. 23.

## XII LABOR LEGISLATION

Our hard-won laws to protect the rights of workers to organize into unions and bargain collectively are threatened by anti-union administrative policies at the federal and state levels.

Employers violate these laws with impunity, knowing that procedural delays prevent enforcement for years and that the price of settling charges will be cheap.

We support the national AFL-CIO's legislative

campaign to ban the permanent replacement of strikers. The use of permanent strikebreakers makes a mockery of laws guaranteeing workers the right to organize and bargain collectively. Under the NLRA, workers have been stripped of weapons such as the secondary boycott, hot cargo agreements and sitdown strikes. To partially restore a level playing field in labor relations, federal law must prohibit permanent replacement of strikers.

We also support labor law reforms, including the following: prompt resolution of representation questions; effective remedies for employer interference with employee free choice; a prohibition on corporate manipulations, particularly "double breasting," to evade contract terms; an end to employer misuse of the bankruptcy system; and a fair and realistic definition of the legal primary activity that is outside the ban on secondary boycotts.

We support AFL-CIO legislation to change the Fair Labor Standards Act to reduce the workweek to 35 hours and increase the overtime premium under FLSA to triple time to discourage abuse of overtime.

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. The IWC is poised to extend the 12 hour day to the broadcast and retail industries, and to agricultural processing.

The Federation calls for a reversal of all 12 hour provisions either by the IWC or by legislative action.

We oppose efforts to dismantle the half-century old California Apprenticeship Program.

We also support legislation and/or administrative action to:

1. Combat the state's \$30 billion a year underground economy.
2. Strengthen prevailing rate and apprenticeship laws.
3. Prevent the PUC from interfering with collective bargaining in their rate making process.
4. Increase funds for job training provided by the Employment Training Panel and the Job Training Partnership Act.

We oppose the use of prison labor at the expense of "free" labor, and will vigorously monitor the implementation of Proposition 139, which overturned a constitutional ban on private industry employment of prisoners.

We are alarmed by the growing proliferation of

sweatshops in California's garment industry, where more than 100,000 labor, and we call for legislation making manufacturers jointly liable for labor law violations in the shops of their sewing sub-contractors, and for increased resources to wipe out violations in these sweatshops.

Adopted, p. 23.

### XIII AGRICULTURAL LABOR

California's unique Agricultural Labor Relations Act of 1975 was the culmination of years of struggle in the fields and on the boycott picket lines. Under this law, scores of elections were held and farm workers overwhelmingly chose the United Farm Workers of America, AFL-CIO, as their bargaining representative.

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 10 years to weaken the ALRA through legislative action.

Yet, through staff cuts and the domination of the ALRB by pro-grower members and a General Counsel hostile to the interests of farm workers, the Deukmejian and Wilson administrations succeeded in converting the Board from a protector of workers' interests to a protector of growers' interests.

Still, the legal framework which enabled many farm workers to reap the benefits of collective bargaining could become useful if future appointments provide a balanced Board and a fair General Counsel.

We pledge our continued support to the UFW in their difficult task of organizing the more than 300,000 farm workers working in California's fields and vineyards.

We also support the boycott of non-union table grapes, which underscore the union's demands for safe, healthful working conditions and its efforts to ban dangerous pesticides from the fields.

Conditions in the fields have also been worsened by the increase in farm labor contractors in this state. Farm labor contractors are, in many instances, unscrupulous operators whose function is to insulate the grower from liability for payment of good wages, benefits and social insurance.

The Federation supports legislation to make growers liable for labor law violations committed by farm labor contractors.

Adopted, p. 23.

## 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. 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.

Huge revenue shortfall projections at the state and federal level have resulted in job cuts for public workers. Last year, the projected state budget shortfall topped \$13.6 billion. This year, projections of state shortages of up to \$11 billion have produced job cuts and takeaway demands as politicians refuse to raise the revenues needed to provide public services. Governor Wilson attempted to raid the State Public Employees Retirement System (PERS) trust fund to subsidize the state budget. He failed in his effort to seize political control of the PERS board.

Balancing government budgets on the backs of public employees is totally unacceptable. Public employees are not responsible for the deficits, and their pay and benefits are not legitimate targets for the budget cutting axe.

It is necessary to create a fair and equitable system of taxation, so that the cost of government falls on those most able to pay - the corporations and wealthy individuals.

Public employees continue to contend with attempts to contract-out their work 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. Proposition 162 on the November 1992 ballot sponsored by public employee unions to safeguard PERS from political manipulation by the governor.
4. Adoption of legislation prohibiting the contracting-out of work traditionally performed by public employees.
5. Strict enforcement of prevailing rate laws in work performed under public contracts.
6. Repeal of the federal Hatch Act to extend full political rights and safeguards to federal employees as are enjoyed by all other American citizens.
7. Extension of the federal Occupational Safety and Health Act to provide mandatory coverage of all public employees not covered by state OSHA programs.
8. Reform of the California Public Employment Relations Board to ensure timely issuance of board decisions.

Adopted, p. 23.

## XV CIVIL RIGHTS

Since 1980, we've witnessed a reversal of many of the political and economic gains won by women and minorities in the previous three decades. The conservative ideology and policies of the Reagan and Bush administrations have exacerbated inequality and encouraged prejudice.

As the economic situation worsened, the administration and the New Right have attacked the programs and legal institutions set up to fight discrimination. Appointees to sensitive positions in government have been 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. The U.S. Commission on Civil Rights has been completely undermined by appointees openly opposed to affirmative action and pay equity.

The administration has inflamed racial passions by creating a phony issue of job quotas for minorities. This classic right wing response to economic hardship is to set one group of workers against another, based on race or ethnicity, and thus preclude a common front among working people against their class enemies. The Administration cynically manipulated the Clarence Thomas confirmation hearings. This man, who has a history of collaboration with such career racists as Strom Thurmond, charged, when confronted with evidence of his sexual misconduct, that he was being "lynched."

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.

Unions offer women and minorities the means to defend themselves against economic hardship,

racism, sexism and sexual harassment in the workplace. The Federation calls on all affiliates to make a renewed, committed effort to organize women and minority workers. To succeed, the labor movement must encourage the participation and leadership of women and minorities at all levels of union activity and office.

The California Labor Federation strongly supports the implementation of affirmative action programs to overcome historic discrimination and employment barriers which have denied women and minorities equal employment opportunities.

Jobs that are predominantly held by women and minorities are generally underpaid when compared to other jobs of comparable skill, effort and responsibility. To address this problem, we urge all affiliates to work for comparable worth or "pay equity."

While demanding fair trade and an even playing field with Japan, Korea and other exporting nations, unions must be vigilant against racist attacks on Asian workers. We welcome the creation of APALA, the Asian Pacific American Labor Alliance as a vehicle to champion the role of Asians in unions and to build labor-Asian community solidarity.

Gays and lesbians deserve protection from discrimination as workers and as citizens. To combat homophobia, the California Labor Federation supports legislation to outlaw job discrimination based on sexual orientation. Last year, AB 101 (Terry Friedman) was vetoed by the Governor. We are striving to have a comparable bill enacted this year, AB 2601 (T. Friedman), and urge our affiliates to defend this basic right.

There is no place in this country for racism, sexism, anti-semitism, 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.

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, and the physically disabled.
2. Full support to the continuing efforts to see the Equal Rights Amendment placed into the U.S. Constitution.
3. Enactment of legislation to guarantee the civil rights of persons who have tested HIV positive from discrimination in employment, housing, credit, public accommodations and public service.
4. Additional resources for schools located in

depressed areas to insure equal educational opportunities for all.

5. Increased support for and cooperation with the Leadership Conference on Civil Rights, A. Philip Randolph Institute, Labor Council for Latin American Advancement, the Asian Pacific American Labor Alliance, the National Urban League, National Association for the Advancement of Colored People, Coalition of Labor Union Women, National Organization for Women, and similar community organizations that have visions of a just and fair society.
6. Active involvement of retired union members in senior organizations such as the Federation of Retired Union Members and the Congress of California Seniors, National Council of Senior Citizens, and the continued efforts by the Federation's outreach program to organize retired workers on issues reflecting the concerns of the aging.

Adopted, p. 23.

## 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 March 1992, an estimated 72 percent of California households could not afford the statewide median priced home of \$199,390. Nationwide, 48 percent of households cannot afford the U.S. median priced home of \$104,000. In Los Angeles County, only 25 percent of local households could afford to buy a median priced home costing \$222,540. In the Bay Area, the median home price of \$248,520 was out of reach to all but 22 percent of households.

The phenomenon of homelessness has become a national disgrace.

In California, as many as 250,000 are homeless. An additional 6 million poverty level households in the U.S. spend more than one-half of their incomes on housing.

Most new construction is being aimed at upper income buyers. New housing starts dropped from 1.8 million in 1986 to one million in 1991, lowest since 1945. Federally subsidized housing dropped from 183,000 unit starts in 1980 to 16,000 in 1990.

The policies of the Reagan and Bush administrations are in large part responsible for the

decline in low-income housing.

Our Federation supports Rep. Gonzales's (D-Texas) proposal for direct assistance to first-time buyers under the federal Homeownership Trust which was enacted in 1990, but never funded. Funding at \$500 million a year would provide down payment assistance and interest rate buy down aid to 50,000 moderate-income families who would not otherwise qualify to buy a home. Unlike the Bush administration's proposed \$5,000 tax credit over two years for first-time home buyers, the Gonzales plan is highly targeted to those in need, and provides up-front assistance at the time of purchase, when aid is most needed.

California has the nation's worst rental affordability. In Los Angeles, over one-third of the city's renters, more than 300,000 families, live in units considered unaffordable by government standards. NIMBYism in suburban communities has created zoning policies that drastically restrict low cost and subsidized housing.

A 1989 study estimated that California was the nation's third worst state in terms of the gap between the supply of low cost housing and what people could afford. Fifty eight percent of California renters cannot afford the average two bedroom rental unit. Yet California ranks next to last, behind Utah, on spending on housing assistance for very low-income households.

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.
3. Address imbalances in current state housing assistance programs to ensure that a greater share of benefits go to low-income households.
4. Restore and increase the amount of the renter's state income tax credit.
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. Expand the use of employee pension funds for housing construction, built by workers paid at prevailing rates.
9. Prohibit discrimination in housing against single parent households, students, families with children, the elderly, minorities, gays and lesbians, and people with disabilities.
10. Provide that renters cannot be evicted without just cause. In cities with rent control, we support vacancy control so landlords do not have an economic incentive to evict tenants in order to raise rents.
11. Require strict building safety, health and plumbing codes enforcement in construction and rehabilitation.
12. Ban the use of plastic pipe in all housing construction.
13. 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 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.

Adopted, p. 25.

## XVII EDUCATION

The California labor movement has long recognized the primary role that public schools play in the advancement of a free and democratic society. Labor was a major force in destroying the notion of education being the privileged preserve of the rich alone and has consistently worked to expand and improve the offerings of the public education system.

Education is an investment in the future of America, with a better trained, more productive workforce and a well informed citizenry. The goal of the California Labor Federation is to insure equal access to all levels of education for every person who seeks and can benefit from that education. We seek further to eradicate forever all barriers of race, sex, ethnicity, economic status and neighborhood in order to provide quality of access.

All public school personnel should be organized and covered by collective bargaining agreements. 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.

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.

George Bush told us in 1988 he wanted to be known as the "education President." Four years later, public faith in our educational system has plummeted.

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.

California school systems have faced bankruptcy in Richmond, Oakland, San Jose, Los Angeles and elsewhere. If Californians don't properly fund our schools, we are compromising our children's futures.

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.

Thousands of new classrooms and new teachers are needed to house and teach the rapidly growing student population.

The Federation calls for new revenues to be generated from a more progressive state income tax system to fund education at an adequate level. Quick fixes such as funding by lottery are no solution to the problem of funding education. 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 the school voucher initiative in circulation this year. 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.

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 must consider local economic conditions and be developed in cooperation with the labor movement. Emphasis must be on the preparation for high skill, high wages jobs. Transition from school to work should be an integral part of the curriculum of the last two years of

high school.

Cutbacks in college financial aid and the rising costs of university education are turning our state's system of higher education into a haven for the rich alone.

The ultimate goal for the state and nation must be free college tuition in higher education if all working people are to be assured of equal opportunity.

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. 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 instructional assistants. It is also the policy of the California Labor Federation that all non-certificated employees be included in staff development programs funded by both the federal and state governments.

In reaffirmation of our support of quality education for all citizens as a civil right, we also endorse:

1. Continuation of the growth of adult and life long education.
2. Programs designed to dramatically reduce the current high rate of student truancy and drop-outs through expansion of remedial, clinical and guidance services.
3. Presentation of organized labor's contribution to this nation's history throughout the curriculum and in all instructional materials.
4. Opposition to the growing tendency by higher education institutions to "casualize" teaching jobs by these schools' refusal to grant tenure to a greater number of instructors and by the staffing of courses with ever-increasing numbers of part-time employees.
5. Funding to expand the arts on an equitable basis with other disciplines throughout the public school curriculum from pre-school through adult education.
6. Adequately funded and supported programs to meet the educational needs of limited- and non-English speaking students.

7. Adequately funded programs for the education of the developmentally disabled.
  8. Opposition to the policy of granting tax exemptions to schools which discriminate on the basis of race.
  9. Labor involvement in job and skill training with respect to school-to-job transition.
- Adopted, p. 25.

## XVIII ENVIRONMENT AND SAFETY AND HEALTH

The concerns of the labor movement and of environmentalists have too often been seen to be contradictory. The California Labor Federation affirms its support for a wide range of environmental issues. We salute the contribution of environmental groups in the struggle for workplace safety and health.

We oppose attempts by industry to pit workers' jobs against environmental policies. We can both protect the environment, and have full employment. Short-sighted, environmentally destructive policies cannot be the basis of a healthy economy.

At the same time, the California Labor Federation insists that sound environmental programs — which are intended to benefit society as a whole — must not impose disproportionate burdens on workers. Organized labor must be involved in the shaping of environmental programs, to safeguard against the diminishing of the standard of living of any workers.

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.

The Wilson administration has seized upon the notion of "California Competitiveness" to attack environmental regulations. The record shows that there is no job flight out of California to neighboring states with lax regulations. The decline in manufacturing jobs in California is shared by Utah, Nevada and other states, and is tied to the current recession and structural defects in the U.S. economy.

At both the state and federal level we support tougher enforcement of environmental and health and safety laws and stronger penalties for violators.

The California Labor Federation joins with the national AFL-CIO in supporting:

1. Reform of federal OSHA to extend coverage to all workers, enhance enforcement authority, and mandate employer safety programs with worker participation.
  2. Faster progress by the EPA in cleaning up hazardous waste sites, while maintaining adequate worker training in health and safety.
  3. Subsidized research and installation of new technologies to reduce acid rain caused by existing coal burning facilities.
  4. A strengthening of the federal pesticide law requiring full testing of pesticides and restriction of those products which pose adverse health and environmental effects.
  5. An increase in the level of funds for waste water treatment projects to the level of the late 1970's and early 1980's.
  6. Implementation and strictly enforced rules to regulate releases of hazardous chemicals from chemical plants.
  7. Expansion of the asbestos removal program to include private buildings.
  8. Inclusion of provisions in all trade agreements, including the U.S.-Mexico Free Trade Agreement, that guarantee American companies operating outside the U.S. observe adequate worker safety and health and environmental standards.
  9. Increased assistance from developed countries and international lending institutions to less developed countries for ecologically sound development.
- At the state level, the Federation supports:
1. The development of a comprehensive solid waste management resource recovery system.
  2. 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.
  3. Affording emergency response personnel access to inspect the Material Safety Data Sheets of any user, manufacturer, producer or seller of a hazardous substance.
  4. 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.
  5. Legislation to improve safety and health for VDT users including employer paid eye exams, ergonomic furniture, proper lighting, anti-glare shields and rest breaks.

Adopted, p. 26.

## XIX ENERGY

The policies of the Reagan and Bush administrations 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, pricing, and delivery have 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 Utilities Commission to revitalize conservation programs at California utilities, through true least-cost energy planning for residential rate payers and putting conservation providers on the same footing as power providers.
2. The increased government funding of research geared towards the development of more effective energy conserving technologies, products and services.
3. The establishment of temperature, lighting and ventilation standards which could be effectively enforced in industry and commercial buildings and which would lead to energy conservation in heating, lighting and cooling, and would prevent indoor air pollution.
4. Mandatory energy efficiency standards for all buildings and enforcement of Congressionally mandated efficiency standards for appliances.
5. The strengthening and enforcement of automobile efficiency 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.
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.

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.

More comprehensive safety inspections, licensing procedures and government regulation of nuclear power plants must be implemented to minimize the probability of accidents. There must be increased research of viable solutions to the serious problem of nuclear waste storage. Should any of California's operating nuclear plants be closed due to safety problems, the utilities owning the plants should be responsible for finding comparable jobs for all plant employees.

It is 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. The reinstatement of a federal windfall profits tax on oil and natural gas.
2. Stronger environmental safeguards on energy derived from coal and nuclear energy sources.
3. Continuation of the Alaska oil export ban and further environmentally sane development of Alaskan oil resources.
4. Protection for residential rate payers from adverse deregulation efforts.

Adopted, p. 26.

## XX COMMUNITY CONCERN AND SERVICE

The labor movement must be actively concerned with the welfare of the less fortunate and with issues such as crime, alcoholism and drug abuse. These issues affect trade unionists on the job, and in the communities in which they live.

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. 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. Employers are

currently pushing random or blanket drug testing which violates 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.

Charity is not a substitute for justice. It is the ethical obligation of government to assist those less fortunate economically and socially, whether in chronic distress or suffering the temporary effects of natural disasters or human-caused chaos. While opposing Bush's "thousand points of light," which shifts government's responsibilities to private citizens, labor unions should cooperate with charitable organizations including the United Way, International Guiding Eyes, and others of similar merit. Such support is contingent upon these organizations' active support of the right of workers in non-profit social service agencies to organize unions and bargain collectively.

These organizations must give proper public recognition to organized labor's financial assistance. Workplace fundraising efforts must be non-coercive and must contain safeguards to assure that workers' contributions are strictly voluntary. Labor reiterates its long-standing support of the American Red Cross. We urge the national agency to reinstate the labor liaison positions that it eliminated this year.

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. Relief for victims of earthquake, drought, hurricane, fire, civil war, and famine around the world.
4. 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.
5. Cooperation with community and local labor groups to gain access to Cable TV and other media.
6. Cooperation with joint AFL-CIO-American Red Cross and other programs to enlist union blood donations and provide workplace education on AIDS.

Adopted, p. 26.

## 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 physically challenged persons are sick and unable to work or are not intellectually capable of participating in the mainstream of life. These prejudices have resulted in massive unemployment and underemployment.

Organized labor strongly supported passage of the Americans with Disabilities Act. This new law provides basic civil rights to the disabled. We urge the vigorous enforcement of ADA.

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 physically challenged persons the California Labor Federation will continue to support legislation removing institutional barriers and discriminatory practices in all phases of employment and non-work related activities.

In addition, we specifically support:

1. Legislation prohibiting discrimination against persons with disabilities by local transit providers who receive federal funding since the disabled have the right and need for access to transportation in order to obtain employment.
2. The adoption of a national health policy which will provide benefits for all persons with disabilities without respect to age, type of disability or income.
3. State legislation to amend the Fair Employment Act to include mentally handicapped persons as a protected group.
4. Expanded state and county support of community programs for the mentally and developmentally disabled to ensure that those individuals have adequate services to continue to live outside of institutions.
5. Expanded state and federal funding of rehabilitation and vocational rehabilitation programs so that individuals with disabilities have the maximum opportunity of entering the workforce.
6. Accessibility by qualified individuals with

- disabilities to union employment and apprenticeship programs.
7. Expansion of efforts to bring union representation to sheltered workshops for persons with disabilities and to workers at community group homes and private convalescent facilities housing and caring for persons with disabilities.
  8. Expanded efforts to fund county operated attendant care programs so that individuals employed as attendants can earn a wage adequate for their life needs and the attendant care workforce resulting in improved quality of care to persons with disabilities. This requires efforts to unionize the attendant care workforce.

Adopted, p. 26.

# RESOLUTIONS

## Grant Visas to Cuban Trade Unionists

**Resolution No. 1** — Presented by Santa Cruz County Central Labor Council, Santa Cruz.

Whereas, In the interest of freedom of information we wish to hear first-hand from Cuban unionists about the conditions facing Cuban workers today; therefore let it be

Resolved, That Santa Cruz County Central Labor Council call upon the U.S. State Department to grant visas to:

Albis Nubia Favier Ramierez, secretary-general of the Public Workers Trade Union in Santiago de Cuba;

Angel Luis Mena Kindelan, secretary-general of the Light Industry Workers Trade Union in Cuba; and

Manuel Montero Bistilleiro, member of the foreign relations division of the Central Trade Union of Cuba,

To travel to the U.S. for a tour planned in September/October 1992; and let it be further

Resolved, That we forward this resolution to the San Francisco Labor Council, the California Labor Federation State Convention in July 1992, and to the Executive Council of the AFL-CIO for concurrence and action.

Referred to Committee on Resolutions.

Consolidated, amended and referred to incoming Executive Council, p. 21.

## Grant Visas to Cuban Trade Unionists

**Resolution No. 2** — Presented by Service Employees No. 415, Santa Cruz.

Whereas, In the interest of freedom of information we wish to hear first-hand from Cuban unionists about the conditions facing Cuban workers today; therefore let it be

Resolved, That Local 415 SEIU call upon the U.S. State Department to grant visas to:

Albis Nubia Favier Ramirez, secretary-general of the public workers trade union in Santiago de Cuba;

Angel Luis Mena Kindelan, secretary-general of the light industry workers trade union in Cuba; and

Manuel Montero Bistilleiro, member of the foreign relations division of the Central Trade Union of Cuba,

To travel to the U.S. for a tour planned in September/October 1992; and let it be further

Resolved, That we forward this resolution to the San Francisco Labor Council, the California Labor Federation State Convention in July 1992, Service Employees International Union and to the Executive Council of the AFL-CIO for concurrence and action.

Referred to Committee on Resolutions.

Consolidated, amended and referred to incoming Executive Council, p. 21. (See Resolution No. 1.)

## Grant Visas to Cuban Trade Unionists

**Resolution No. 3** — Presented by San Francisco Labor Council, San Francisco.

Whereas, In the interest of freedom of information we wish to hear first-hand from Cuban unionists about the conditions facing Cuban workers today; now therefore be it

Resolved, That the San Francisco Labor Council AFL-CIO call upon the California Labor Federation to join with this Council in calling upon the U.S. State Department to grant visas to:

Albis Nubia Favier Ramirez, secretary General of the public workers trade union in Santiago de Cuba;

Angel Luis Mena Kindelan, secretary-general of the light industry workers trade union in Cuba; and

Manuel Montero Bistilleiro, member of the foreign relations division of the central trade union of Cuba,

To travel in the U.S. for a tour planned in September/October 1992; and be it further

Resolved, That this resolution be forwarded to the California Labor Federation State Convention in July 1992, and to the Executive Council of the AFL-CIO for concurrence and action.

Referred to Committee on Resolutions.

Consolidated, amended and referred to incoming Executive Council, p. 21. (See Resolution No. 1.)

## Establish a Labor Party

**Resolution No. 4** — Presented by AFSCME No. 444, Oakland.

Whereas, The most recent recession has brought about the severest job losses in California on a percentage basis since 1945 as well as a loss of 90,000 jobs nationally in 1992 alone; and

Whereas, General Motors will lay off 74,000

workers by 1993 adding to unemployment and intensifying the present crisis in U.S. society; and

Whereas, Between 1978 and 1990 U.S. workers lost \$1.50 per hour in real wages; and

Whereas, This fall in real wages occurred during Democratic and Republican administrations alike; and

Whereas, Unemployment, homelessness and poverty have become a permanent fixture in U.S. society and a shorter workweek and full employment will never be fought for by the two parties of big business, the Republicans and Democrats who collaborated in the State of California to steal \$1.6 billion from the state pension fund; and

Whereas, The private sector has proved itself incapable of managing the economy and society as a whole and the policy of the California Labor Federation is that the government should provide jobs and fair wages in this situation; and

Whereas, Brother Jack Henning, executive secretary-treasurer of the California Labor Federation, stated at the Federation's Eighteenth Convention that "the basic interests of employers never have been and never shall be the basic interests of workers;" and

Whereas, At the Eighteenth Convention of the California Labor Federation, it was decided that internal education on the question of a Labor Party would be undertaken, yet nothing of any significance has been done as the attacks on all workers have increased; 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 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 shall call such a statewide Convention for the establishment of such a Labor Party within California; and be it finally

Resolved, That the goal of this Labor Party be to end the domination of big business over U.S. politics and society.

Referred to Committee on Resolutions.  
Nonconcurrence, p. 18.

### **A Fighting Program for Labor**

**Resolution No. 5** — Presented by AFSCME No. 444, Oakland.

Whereas, Between 1978 and 1990, U.S. workers lost \$1.50 per hour in real wages; and

Whereas, By the end of the 1980's the 2.5 million North Americans at the top end of the income scale were taking in as much as the 100 million at the bottom; and

Whereas, The real value of the minimum wage fell 36 percent between 1981 and 1989, and in 1992 one in five children under the age of fifteen lives in poverty and a staggering 50 percent of all black children under the age of six live in poverty; and

Whereas, Only organized labor has the power and 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 such a campaign is necessary to strengthen the unions and organize the unorganized; therefore be it

Resolved, That the California Labor Federation shall launch a campaign for an immediate \$5.00 per hour wage raise or a \$10.00 per hour minimum wage whichever is greater, for all workers; for a full uncapped C.O.L.A. and for a 32 hour workweek with no loss in pay (as a first step toward 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 and youth, union and non-union alike, to fight on their own behalf around such a program; and be it finally

Resolved, That this body recognize that the U.S. 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.20.

### **Health Care Crisis**

**Resolution No. 6** — Presented by Santa Clara County Central Labor Council FORUM, San Jose.

Whereas, The health care crisis in the United States and in California is deepening day by day; and

Whereas, The health care coverage of most working people is contingent upon their employment; and

Whereas, Added hundreds of thousands of

people have become unemployed, thus losing health coverage for themselves and their families; and

Whereas, These workers are now added to the great army of "working poor" — those who have minimum wage jobs with no health coverage at all; and

Whereas, The practice by employers to make health care a "takeaway" issue due to sky-rocketing costs is making contract negotiations more difficult; and

Whereas, Some twenty-five percent of our health care dollar is appropriated by the insurance industry; and

Whereas, Senator Nick Petris's bill (formerly SB 36, now SB 308 and currently in the Assembly) by calling for a single-payer plan would effectively correct many of the glaring flaws in our health care delivery system in California, as would HR 1300 (Russo) on a national scale; now therefore be it

Resolved, That in lieu of a national solution at this time, that this Nineteenth Biennial Convention of the California Labor Federation, AFL-CIO, goes on record in support of SB 308 (Petris); and be it further

Resolved, That in the words of the Federation's Executive Secretary-Treasurer Jack Henning (when testifying for SB 36, the predecessor of SB 308) "We consider each legislator's vote on this bill the litmus test for election support."

Referred to Committee on Legislation.  
Adopted as amended, p. 13.

### **Defend Post-Secondary Public Education**

**Resolution No. 7** — Presented by UCLA Faculty, AFT No. 1990, Los Angeles.

Whereas, Organized labor has always fought for a good public education system not only to strengthen our economy, but to better our lives; and

Whereas, The combination of back-to-back recessions, unfair tax policies, and conservative economic strategies has left the public education systems of our nation in financial crisis, forcing layoffs of teachers and other workers, causing overcrowding, and making it harder and harder for our children to get a decent education; and

Whereas, New technology and the globalization of the economy underscore the necessity for education and training beyond the high school level; and

Whereas, Thousands of students find themselves unable to take courses they need to graduate because of cuts in course offerings and

layoffs; and

Whereas, The proposed cuts in state educational funding, including the University of California system, the California State University and College system and the Community Colleges of California will further reduce access and erode quality at the very time that we should be investing in our future; and

Whereas, The labor organizations representing employees in the institutions of post-secondary education in California and affiliated with the national AFL-CIO and the California Labor Federation, AFL-CIO, have vowed to oppose the proposed cuts and to fight for their members and the quality of education; therefore be it

Resolved, That the Nineteenth Biennial Convention of the California Labor Federation, AFL-CIO, oppose cutbacks in funding for public education, including public, post-secondary education; and be it further

Resolved, That the affiliates of the California Labor Federation, AFL-CIO, join with unions representing post-secondary education employees in legislative efforts to defeat the proposed cuts and to take legislative action that guarantees access and quality to the citizens of our state; and be it further

Resolved, That the California Labor Federation, AFL-CIO, communicate our position to Governor Wilson, the state legislature, and the various Boards of Regents and in the systems of post-secondary education in California.

Referred to Committee on Legislation.  
Adopted as amended, p. 13.

### **Support Labor in the Schools Projects**

**Resolution No. 8** — Presented by UCLA Faculty, AFT No. 1990, Los Angeles.

Whereas, Several "Labor in the Schools" projects have been initiated in the last few years in the state of California in an effort to integrate the philosophy, practice, and history of the union movement into the classroom curriculum; and

Whereas, The California Federation of Teachers' Labor in the Schools Committee serves as a clearinghouse for instructional materials and organizes workshops for teachers on how to bring labor's message to our students; and

Whereas, The Labor Education Project in Los Angeles, made up of union representatives from several unions affiliated with the AFL-CIO, is sponsoring a Collective Bargaining Institute for 100 high school students on November 25, 1992; therefore be it

Resolved, That the Nineteenth Biennial Con-



vention of the California Labor Federation, AFL-CIO, endorse and support these Labor in the Schools projects; and be it further

Resolved, That the California Labor Federation, AFL-CIO, inform its affiliates about the Labor in the Schools programs and their importance in helping students to understand the role played by unions in our society and economy.

Referred to Committee on Resolutions.  
Adopted, p. 25.

### **Labor Representation on the University of California Board of Regents**

**Resolution No. 9** — Presented by UCLA Faculty, AFT No. 1990, Los Angeles.

Whereas, The Constitution of the state of California mandates that the Board of Regents of the University of California be "broadly reflective of the economic, cultural, and social diversity of the state;" and

Whereas, Brother Cornelius Haggerty, Lathers Local 42, who served as Secretary-Treasurer of the California State Federation of Labor beginning in 1943, was named by Governor Earl Warren to a position on the University of California Board of Regents in 1950 and served as a Regent until 1966; and

Whereas, Brother Einar O. Mohn, International Brotherhood of Teamsters Joint Council 42, was named by Governor Edmund G. (Pat) Brown to a position on the University of California Board of Regents in 1966; and

Whereas, Brother John Henning, Executive Secretary-Treasurer of the California Labor Federation, AFL-CIO, was named by Governor Edmund G. (Jerry) Brown, Jr., to a position on the University of California Board of Regents in 1977 and served for 12 years until 1989; and

Whereas, Between 1950 and 1989 both Republican and Democratic governors made certain that there was usually a representative of organized labor on the University of California Board of Regents; and

Whereas, At least eight of the current 18 Regents are business persons (and several are spouses of business persons) while none are representatives of organized labor; now therefore be it

Resolved, That the Nineteenth Biennial Convention of the California Labor Federation, AFL-CIO, state our belief that representation on the University of California Board of Regents should extend to working people and their elected labor representatives as was done for most of the forty-

year period from 1950 to 1989; and be it further

Resolved, That the California Labor Federation, AFL-CIO, communicate this position to the Governor, the Legislature, the Regents, and the President of the University of California system.

Referred to Committee on Resolutions.  
Re-referred to Committee on Legislation, p. 25.  
Adopted as amended, p. 29.

### **Promote Labor Education Programs**

**Resolution No. 10** — Presented by UCLA Faculty, AFT No. 1990, Los Angeles.

Whereas, Labor education programs in the state of California have a long tradition of serving the educational needs of California's workers and unions; and

Whereas, Many of these programs are facing (and will continue to face) grave fiscal difficulties arising from the general crisis in funding for education in our state; and

Whereas, Funding shortfalls could jeopardize our labor education programs with budget reductions, lay-offs, hiring freezes, and other actions that will weaken these programs and make it harder for unionists to benefit from labor education; therefore be it

Resolved, That the Nineteenth Biennial Convention of the California Labor Federation, AFL-CIO, call upon the California Labor Federation, AFL-CIO, and all its affiliated unions and central bodies to promote California's labor education programs and urge our members to participate in these programs; and be it further

Resolved, That the officers, leadership, and staff of the California Labor Federation, AFL-CIO, will work closely with local labor organizations and the faculty of the various labor education centers to plan and promote the educational programs our members need and to defend these labor education programs against fiscal cutbacks.

Referred to Committee on Resolutions.  
Adopted, p. 25.

### **Age Limits for Federation Officers**

**Resolution No. 11** — Presented by Stanislaus and Tuolumne Counties Central Labor Council, Modesto.

Whereas, Companies and many unions have top officers who see the importance of stepping aside for new leadership and fresh ideas; and

Whereas, If we are to compete effectively against younger, more aggressive opposition leaders, we need similar leaders from labor; and

Whereas, Very few of us can truly say that we expect to be as alert and capable at age sixty-six

as we were at ages forty to sixty, while being aware that retaining a leadership position after age 66 prevents the filling of that position by someone who will hopefully have new ideas and the drive to make the labor movement more effective; and

Whereas, Federal law clearly permits age limits on high paying officer positions such as president and chief executive officer; and

Whereas, We approach the twenty-first century it is important for the California Labor Federation to be a forward looking organization that will continue to change with the times and be responsive to new generations of workers; therefore be it

Resolved, That no individual shall serve as executive secretary-treasurer or president of the California Labor Federation, AFL-CIO, after reaching age eighty and shall not be eligible to be a candidate for these positions if the individual will have reached age eighty prior to the fulfillment of the term of office; and,

Effective January 1, year 2000, no individual shall serve as executive secretary-treasurer or president of the California Labor Federation, AFL-CIO, after reaching age sixty-six and shall not be eligible to be a candidate for these positions if the individual will have reached age sixty-six prior to the fulfillment of the term of office; and,

Effective January 1, year 2000, no individual shall serve as vice-president of the California Labor Federation, AFL-CIO, after reaching age sixty-six.

Referred to Committee on Resolutions.  
Nonconcurrence, p. 17.

### Committee for the Future

**Resolution No. 12** — Presented by United Public Employees No. 790, SEIU, Oakland and San Francisco.

Whereas, In 1982 the AFL-CIO established the Committee on the Evolution of Work to review and evaluate changes taking place in America in the labor force, occupations, industries and technology; and

Whereas, That committee concluded: "the labor movement must demonstrate that union representation is the best available means for working people to express individuality on the job and their desire to control their own working lives, and that unions are democratic institutions controlled by their members and that we have not been sufficiently successful on either score;" and

Whereas, In 1992, we in the California Labor

Federation, AFL-CIO, face many of the same issues examined by the national federation a decade ago; as well as a continuing decline in union membership; and

Whereas, The end of the Cold War, de-regulation, privatization, and a global economy are major structural changes which are changing the way private enterprise in the United States conducts business; and

Whereas, The AFL-CIO Executive Council conducted a self-analysis and examination in their report of "The Changing Situation of Workers and Their Unions;" now therefore be it

Resolved, That this Convention of the California Labor Federation, AFL-CIO, authorize a "Committee for the Future" to conduct an examination and evaluation of the programs and structure of the California Labor Federation and to make recommendations on those evaluations; and be it further

Resolved, That the intent of such examination and evaluation is to determine what changes, if any, are needed to best meet the challenges labor faces as we move to the next century, and to revitalize the California Labor Movement to make it a forceful and attractive labor organization; and be it further

Resolved, That this Committee is charged to:

1. Hold at least three hearings (in northern, southern and central regions) to solicit input from union members and unorganized workers to examine issues of concern to workers in California;

2. Examine and make recommendations on such issues and concerns as:

a) Projections and goals for the future of the California workforce,

b) The image of the California labor movement,

c) The role the California Labor Federation could play in promoting and assisting affiliates in organizing more workers into unions,

d) What services and programs should be provided to the affiliates by the California Labor Federation,

e) Attracting new affiliates,

f) Proposals/Goals for legislative activity,

g) Organizing responses and speaking with one voice to problems facing workers of California,

h) Workforce diversity programs and organizations.

3. Evaluate and make recommendations on the structure and governance of the California Labor

Federation, such as:

a) The coordination and efficiency of the lobbying activity,

b) The coordination and efficiency of addressing health and safety, education, and public employee issues; and be it further

Resolved, That the Committee shall not be limited to the foregoing in making their examination; and be it further

Resolved, That such resources as necessary be utilized to assist the Committee in gathering data, surveys, and analysis; and be it further

Resolved, That such Committee shall be composed of 25 members, with representation from not more than 5 members of the California Labor Federation Executive Council; 7 representatives from local Central Labor Councils (3 from Northern California, 3 from Southern California, and 1 from the Central Valley); and 13 representatives from affiliated Local Unions; and shall elect its own Chair and Secretary; and be it finally

Resolved, The Committee shall convene for the purpose of organizing its work no later than December 1, 1992 and shall prepare periodic reports to the Executive Council on its progress, with a final report to be made by the Committee at least 6 months prior to the next Convention of the Federation.

Referred to Committee on Resolutions.  
Adopted as amended, p. 18.

### **Support Summit Strike**

**Resolution No. 13** — Presented by San Francisco Labor Council, San Francisco.

Whereas, 1,700 union members of SEIU Local 250, ILWU Local 6, OPEIU Local 29, HERE Local 28 and the California Nurses Association have been on strike against Summit Medical Center since May 26 over the fundamental issue of collective action and the right to honor sanctioned picket lines; and

Whereas, The actions of Summit's management and their Board of Directors have left little doubt that they are attempting to break the unions at the medical facility; and

Whereas, Summit has refused to meet with or accept the mediation of Oakland Mayor Elihu Harris, County Supervisor Mary King, Assembly Member Barbara Lee, Vice Mayor Leo Bazile, or the Reverend J. Alfred Smith, Jr., and has further refused the mediation offer from the Reverend Jesse Jackson; and

Whereas, The issues in the Summit strike are fundamental to the entire Labor Movement in the

United States; now therefore be it

Resolved, That all affiliated locals take all action necessary to support the Summit strike and to inform and mobilize their members in defense of the right to strike; and be it further

Resolved, That local unions with trust funds offering Summit as a Preferred Provider take immediate steps to drop Summit as an option; and let it finally be

Resolved, That this Resolution be sent to the other central labor councils in Northern California for similar action, and that it be forwarded to the California Labor Federation for action.

Referred to Committee on Resolutions.  
Filed, p. 22.

### **Condemn Police Acquittal**

#### **In Rodney King Case**

**Resolution No. 14** — Presented by the San Francisco Labor Council, San Francisco.

Whereas, The Rodney King beating and the acquittal of the officers who viciously attacked him — along with hundreds of other similar cases nationwide — are symptomatic of the racism afflicting U.S. society and particularly the police and criminal justice system; and

Whereas, The uprising that followed this unjust verdict put a spotlight on widespread and worsening unemployment and poverty — no jobs for millions of workers ... discrimination against people of color ... plant closings ... permanent layoffs ... the busting of unions ... lower wages and benefits ... and a crisis in housing, education and health care; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, formally condemns the verdict acquitting Los Angeles police officers in the videotaped beating of Rodney King, and calls for prosecution of his attackers on Federal Civil Rights charges; and be it further

Resolved, That the Federation calls for genuine community control of law enforcement, through civilian review boards elected by the community; and be it further

Resolved, That the Federation joins with other labor unions in calling for a National Jobs Program, paying union wages, to rebuild our communities ... to educate and retrain our youth and working-age people ... a jobs program providing access for *all* people to union jobs ... a jobs program that could be financed by reducing the bloated military budget; and be it finally

Resolved, That the Federation urge federal

authorities to enforce and implement the Employment Act of 1946 and the Full Employment and Balanced Growth Act of 1978, which call on the government to ensure a job for every person of working age who needs one, on the basis that "a job is a right."

Referred to Committee on Resolutions.  
Adopted, p. 23.

### **Support Live Union Music**

**Resolution No. 15** — Presented by Musicians Union No. 6, San Francisco.

Whereas, Disk jockeys have appropriated a major share of employment opportunities from professional musicians; and

Whereas, Disk jockeys use the very products created by union musicians — with absolutely no compensation to the recording artists; and

Whereas, Buying union is one of the fundamental precepts of the labor movement; and

Whereas, There has been an alarming trend recently for labor councils and local unions to plan events using disk jockeys rather than live union music; therefore be it

Resolved, That the Nineteenth Biennial Convention of the California Labor Federation, AFL-CIO, urge its members to demonstrate solidarity and help create and save the jobs of union members by using live music performed by union musicians at all functions where music is to play a part.

Referred to Committee on Resolutions.  
Adopted, p. 20.

### **Support Live-Performing Arts**

#### **Labor Relations Amendments**

**Resolution No. 16** — Presented by Musicians Union No. 6, San Francisco.

Whereas, For nearly 30 years, the American Federation of Musicians has been hampered in its efforts to represent and protect professional musicians working as single engagement or club-date musicians; and

Whereas, These same musicians have been effectively denied the right to bargain collectively to improve their wages and working conditions; and

Whereas, The club-date industry that once provided a decent living for thousands of musicians has become a den of diminishing opportunities and declining wages, where musicians, in some cases, are *paying* club owners for the privi-

lege of playing; and

Whereas, A waiver of the 30-day employment stipulation under the Taft-Hartley Act, a waiver granted many years ago to other workers in short-term industries, and the legalization of "pre-hire" agreements, a step taken by Congress in 1959 for the construction industry, will restore to live performing artists the ability to exercise the right to bargain collectively; therefore be it

Resolved, That the Nineteenth Biennial Convention of the California Labor Federation, AFL-CIO, go on record as supporting S. 492 and H.R. 2223, the Live-Performing Arts Labor Relations Amendments, which will extend to musicians working in short-term, episodic employment the same rights as are enjoyed by other workers whose employment situation is similar.

Referred to Committee on Resolutions.  
Adopted, p. 20.

### **Social and Economic Injustice and the Rodney King Verdict**

**Resolution No. 17** — Presented by Central Labor Council of Alameda County, Oakland.

Whereas, The Rodney King beating and subsequent acquittal of the Los Angeles Police Officers who beat him is illustrative of the racism and injustice which pervades U.S. society especially with regards to law enforcement and the court system; and

Whereas, The reaction to the unjust verdict reinforced and brought to light widespread and worsening unemployment and poverty in the U.S. ... racism ... economic dislocation ... depressed wages and living standards ... and a crisis in housing, education and health care; therefore let it be

Resolved, That the California Labor Federation, AFL-CIO, go on record condemning the acquittal of the Los Angeles Police Officers who were videotaped beating Rodney King and call for the prosecution of those officers on Federal Civil Rights charges; and be it further

Resolved, That the California Labor Federation, AFL-CIO, go on record supporting programs and actions which will eradicate the root causes of brutality and racism including the institution of a meaningful jobs program to rebuild the country which means the implementation of the 1946 Employment Act and the Full Employment and Balanced Growth Act of 1978 leading to good paying permanent jobs for all who desire one.

Referred to Committee on Resolutions.  
Filed, p. 23.

### **Support Pro-Education Candidates**

**Resolution No. 18** — Presented by United Food and Commercial Workers No. 648 Retirees, San Francisco.

Whereas, Our education system, National and State, is being destroyed by cuts in funding; and

Whereas, Programs have been cut or eliminated and class size has been increased; therefore be it

Resolved, That the California Labor Federation, AFL-CIO give all-out assistance to candidates who support funding for education at all levels, pre-school through college in the public schools.

Referred to Committee on Resolutions.  
Adopted as amended, p. 25.

### **Assist Candidates Who**

#### **Support Health Plan**

**Resolution No. 19** — Presented by United Food and Commercial Workers No. 648 Retirees, San Francisco.

Whereas, Many of our Representatives in Congress and our Senators have not or will not commit themselves on National Health Care based on the Canadian Health Plan; and

Whereas, Many of our State Assembly Members and State Senators have not or will not commit themselves on SB 308, based on the Canadian Health Plan; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, give total support to candidates who work for passage of a single-pay health plan based on the Canadian Health Plan.

Referred to Committee on Resolutions.  
Adopted as amended, p. 21.

### **Defeat California Medical**

#### **Association Health Initiative**

**Resolution No. 20** — Presented by United Food and Commercial Workers No. 648 Retirees, San Francisco.

Whereas, The California Medical Association Initiative is ineffective and will not contain health care costs and will cause unnecessary health care rationing; and

Whereas, Some six million (6,000,000) residents of California will have no health care coverage; therefore be it

Resolved, That the California Labor Federa-

tion, AFL-CIO go all-out to defeat the CMA Initiative.

Referred to Committee on Resolutions.  
Adopted as amended, p. 21.

### **Printed Daily Convention Proceedings**

**Resolution No. 21**—Presented by Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Be It Resolved, That Article XIV(D) beginning on Page 45 of the Constitution and Rules of Order of Business of the Federation be amended as follows:

Amend Section 3 on Pages 45-46 by striking in the first sentence the words, "the proceedings" and adding in their place the words, "a synopsis of the proceedings".

Referred to Committee on Constitution.  
Adopted, p. 24.

### **Support Talent Agent Act**

**Resolution No. 22**—Presented by California State Theatrical Federation, AFL-CIO, San Francisco.

Whereas, The State of California has been the innovator and leader with respect to the Regulation of Talent Agents for nearly half a century; and

Whereas, All responsible elements in the entertainment Industry feel it vital to retain such Regulation, including the Association of Talent Agents and its members, the Alliance of Motion Picture and Television Producers and its members, Screen Actors Guild, the American Federation of Television and Radio Artists, the Writers' Guild of America West, the Directors Guild of America, Actors' Equity Association, and the Musicians Union; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, supports the Industry and all of the Industry's labor organizations in their firm position that the Talent Agent Act remain intact and unimpaired.

Referred to Committee on Legislation.  
Adopted, p. 29.

### **Support Live Union Music**

**Resolutions No. 23**—California State Theatrical Federation, San Francisco.

Whereas, Disk jockeys have appropriated a major share of employment opportunities from professional musicians; and

Whereas, Disk jockeys use the very products created by union musicians — with absolutely no compensation to the recording artists; and

Whereas, Buying union is one of the fundamental precepts of the labor movement; and

Whereas, There has been an alarming trend recently for labor councils and local unions to plan events using disk-jockeys rather than live union music; therefore be it

Resolved, That the Nineteenth Biennial Convention of the California Labor Federation, AFL-CIO, urge its members to demonstrate solidarity and help create and save the jobs of union members by using live music performed by union musicians at all functions where music is to play a part.

Referred to Committee on Resolutions.  
Adopted, p. 20.

### **Support Live-Performing Arts Labor Relations Amendments**

**Resolution No. 24**—Presented by California State Theatrical Federation, San Francisco.

Whereas, For nearly 30 years, the American Federation of Musicians has been hampered in its efforts to represent and protect professional musicians working as single engagement or club-date musicians; and

Whereas, These same musicians have been effectively denied the right to bargain collectively to improve their wages and working conditions; and

Whereas, The club-date industry that once provided a decent living for thousands of musicians has become a den of diminishing opportunities and declining wages, where musicians, in some cases, are *paying* club owners for the privilege of playing; and

Whereas, A waiver of the 30-day employment stipulation under the Taft-Hartley Act, a waiver granted many years ago to other workers in short-term industries, and the legalization of "pre-hire" agreements, a step taken by Congress in 1959 for the construction industry, will restore to live performing artists the ability to exercise the right to bargain collectively; therefore be it

Resolved, That the Nineteenth Biennial Convention of the California Labor Federation, AFL-CIO, go on record as supporting S. 492 and H.R. 2223, the Live-Performing Arts Labor Relations Amendments, which will extend to musicians working in short-term, episodic employment the same rights as are enjoyed by other workers whose employment situation is similar.

Referred to Committee on Resolutions.  
Adopted, p. 20.

### **Support a National Comprehensive Health Care Plan with Long-Term Care Administered by a Health Care Commission**

**Resolution No. 25**—Presented by Alameda County Central Labor Council FORUM, and Alameda County Central Labor Council, Oakland.

Whereas, Health care costs in the United States has risen steadily reaching 12% of our Gross National Product, denying 37 million Americans health care coverage and 55 million inadequate access to health care, and 6 million Californians of whom are 2 million children have no health coverage; and

Whereas, 11 million California workers, both union and non-union, are fighting a losing battle to be able to afford decent health coverage; an

Whereas, 92% of all strike sanction requests before the Alameda County Central Labor Council in 1991, health coverage costs was the major issue; and

Whereas, Poll after poll taken across the country and in California finds an average of 74% of Americans are in favor of a national health care system; and

Whereas, There are bills in our State Legislature and U.S. Legislature that would regulate the health care costs and cover every citizen with comprehensive benefits, including preventive care, mental health and long-term care services; and

Whereas, State Senator Petris' bill, SB 308 and the Universal Health Care Act of 1991 (HR 1300), are being considered in committees, if passed would correct our ailing health care system; therefore be it

Resolved, That the Alameda County Federation of Retired Union Members, AFL-CIO, has voted to go on record to request all candidates in this year's election campaign to endorse and actively support universal health care as described above; and therefore be it further

Resolved, That this resolution be submitted to the Nineteenth Biennial Convention of the California Labor Federation, AFL-CIO, for its endorsement.

Referred to Committee on Resolutions.  
Adopted, p. 21.

### **High School Diploma**

**Resolution No. 26**—Presented by California Federation of Teachers, AFL-CIO, Oakland.

Whereas, The United States economy depends on a competent and educated workforce in order to progress; and

Whereas, A high school diploma is a hallmark of persistence and achievement in academic and related studies and symbolizes the attainment of education and competency; therefore be it

Resolved, That the California Labor Federation urge affiliated unions to negotiate into future

contracts a wage step or differential, wherever appropriate, which specifically recognizes and rewards a worker's attainment of a high school diploma.

Referred to Committee on Resolutions.  
Adopted as amended, p. 25-26.

### **Regarding Age Limits on the California Labor Federation's Executive Officers**

**Resolution No. 27**—Presented by Tri-Counties Central Labor Council, Goleta.

Whereas, Organized labor has a commitment to the working men and women of California to not discriminate with respect to race, religion, creed, gender, and age; and

Whereas, The California Labor Federation and its affiliates need to respect and uphold the same laws and rules that we set forth in our collective bargaining contracts; and

Whereas, In the offices of President and Executive Secretary-Treasurer, the knowledge, wisdom, and political relationships formed over 30 and 20 years respectively, far outweighs the alertness of the officer; and

Whereas, Alertness, progressiveness, knowledge, aggressiveness, wisdom, capability cannot be measured by age. Many of our finest and most progressive leaders are over the age of 66; and

Whereas, The California Labor Federation can compete effectively in a unified and cohesive manner, whatever the age of the leadership is; therefore be it

Resolved, That no time limit shall be set forth in our Constitution to prevent the executive officers from continuing to serve organized labor in their elected positions; therefore be it further

Resolved, That this body, the California Labor Federation, shall uphold and live by all the basic social principles we have fought for so hard, long, and diligently; therefore be it further

Resolved, That the Tri-Counties Central Labor Council of San Luis Obispo, Santa Barbara, and Ventura Counties is on record as unanimously supporting Mr. Al Gruhn for President and Mr. John Henning for Executive Secretary-Treasurer of the California Labor Federation.

Referred to Committee on Resolutions.  
Filed, p. 28-29.

### **In Opposition to Racism and Anti-Labor Attacks**

**Resolution No. 28**—Presented by Communications Workers of America No. 9410, San Francisco.

Whereas, Anti-Japanese statements by U.S. politicians and corporate executives as well as anti-U.S. worker statements by Japanese politicians and corporate executives have led to the

recurrence of nationalism and racism on both sides of the Pacific; and

Whereas, Starting with U.S. President George Bush's 1991 December trip to Japan, frustrated with U.S. demands, Yoshio Sakurachi, Japan's House Speaker, said on January 19th, "American workers' quality is low and their illiteracy rate is 30 percent." On the other hand, U.S. Senator Earnest Hollings said on March 2nd, "(American workers) should draw a mushroom cloud and put under it 'made in America by lazy and illiterate Americans and tested in Japan'." These highly inflammatory and chauvinistic statements are only a few examples of the remarks made by influential politicians and corporate executives in the United States and Japan within a couple of months. The increasing economic malaise and trade and investment conflicts between the two countries are now being used as an excuse to whip up anti-Japanese and anti-U.S. worker sentiments; and

Whereas, Mass unemployment, runaway plant closures, lack of health care, and the issuance of "junk bonds" in the United States are not caused by Japan. Increasing stress and death on the job, the lack of adequate housing, and employment discrimination in Japan are not caused by the United States. The systemic problems within the world economy that have tremendous negative impact on workers, are neither the fault of U.S. nor Japanese workers; and

Whereas, It is the multinational corporations and the governments, both American and Japanese, that have sought economic priorities and profits at the expense of workers' welfare. "Japan-bashing" and "America-bashing" simply serve to hide irresponsible corporate investments and practices while pitting workers of both countries against each other for the few benefits that remain; and

Whereas, Trade unionists and workers in the United States and Japan must stand against increasing racism and chauvinism which threaten solidarity both within respective countries and across the Pacific. If unchecked, current tensions will lead to another major confrontation in which workers on both sides of the Pacific will become losers; therefore be it

Resolved, That the Nineteenth Convention of the California Labor Federation, AFL-CIO, joins our brother and sister workers in the United States and Japan in denouncing chauvinism and building unity among workers within our respective countries and beyond.

Referred to Committee on Resolutions.  
Adopted as amended, p. 23.

### **Compensate Overtime Work**

**Resolution No. 29**—Presented by Alameda

County Central Labor Council, Oakland.

Whereas, Organized labor has historically been the champion of the 8-hour day and the 40-hour week for all workers, organized or unorganized; and

Whereas, The Industrial Welfare Commissions of the last two governors have gutted a large part of the 8-hour day protection and left workers subject to abusive overtime; and

Whereas, Abusive overtime is destructive of the family life of workers, particularly single parent families; and

Whereas, The unorganized workers of this State have no truly effective protection from such abuse; now therefore be it

Resolved, That the California Labor Federation, AFL-CIO, shall take all appropriate steps where collective bargaining has not provided otherwise

(1) to eliminate all 12-hour days;

(2) to require overtime pay for all hours worked in excess of 8 hours;

(3) to require overtime pay for Saturday and Sunday work;

(4) to require overtime pay for all hours over 40, and

(5) to secure effective enforcement of all wage and hour laws.

Referred to Committee on Resolutions.  
Adopted as amended, p. 20.

#### **Support Diamond Walnut Boycott**

**Resolution No. 30**—Presented by Teamsters' Joint Council No. 7, San Francisco.

Whereas, 500 Teamster Union workers at Diamond Walnut were forced out on strike and permanently replaced; and

Whereas, Six years ago, these same faithful employees took severe wage cuts of over 30% to bail out and save their failing company; and

Whereas, This bailout helped make the company profitable producing record profits for the company today and windfall bonuses for its top management; and

Whereas, The strike is now in its eleventh month with overwhelming solidarity and support of the strikers; therefore be it

Resolved, That this Convention direct a communication to the United States Department of Agriculture protesting the use of millions of dollars of taxpayers' money to subsidize the advertising and marketing of Diamond Walnut products to European and Pacific rim countries.

Referred to Committee on Resolutions.  
Adopted, p. 20.

#### **Support for Executive Secretary-Treasurer John F. Henning**

**Resolution No. 31**—Presented by Glass,

Molders, Pottery, Plastics and Allied Workers Local No. 82, AFL-CIO, San Ramon.

Whereas, John Henning has served the California Labor Federation, as its Executive Secretary-Treasurer since 1970, in which office he has demonstrated his dedication to the interest of California's working people; and

Whereas, He has never failed to respond to changing conditions but rather has shown the ability to draw upon both his exceptional energy and experience in meeting new challenges; and

Whereas, Over the course of the twenty-two years that John Henning has served the trade unionists of this state, the membership of the GMP, we have never failed to find him other than responsive, determined and energetic; therefore be it

Resolved, That we express our support for John Henning, at the same time that we voice our desire to see him continue in his present office.

Referred to Committee on Resolutions.  
Filed, p. 29.

#### **Safeway Boycott**

**Resolution No. 32**—Presented by Service Employees No. 399, Los Angeles.

Whereas, The children of farm workers in the San Joaquin Valley continue to suffer from frightening child cancer rates, shocking birth defect rates and hunger that should shame the country; and

Whereas, Cesar Chavez and the United Farm Workers have conducted a six year boycott of grapes in their enduring effort to help their children and their families; and

Whereas, Today the United Farm Workers are in the third phase, the supermarket boycott stage, of their winning strategies; and

Whereas, The United Farm Workers have made an admirable and reasonable offer to compromise with Safeway by proposing a "no promotion of grapes" policy; and

Whereas, Today the grape growers are not breaking even with their tough-to-sell pesticide contaminated grapes; and

Whereas, The labor movement proved Safeway can be beaten when we recently supported the Teamsters' fight for their jobs; therefore be it

Resolved, That the State Labor Council for Latin American Advancement fully endorses the boycott of Safeway; and be it further

Resolved, That the California Labor Federation, AFL-CIO, go on record as endorsing the boycott of Safeway until the giant supermarket chain cooperates with the United Farm Workers boycott.

Referred to Committee on Resolutions.  
Adopted as amended, p. 20.



# Report of the Executive Council

San Francisco  
July 27, 1992

To: The 19th Convention of the California Labor Federation, AFL-CIO.

## Greetings:

Under the authority of the Constitution of the California Labor Federation, AFL-CIO, the Executive Council has met in regular session on seven occasions during the interim period following the July 23-25, 1990 Convention in San Diego, 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 4-5, 1990 at the Marquis Hotel, Palm Springs; March 5-6, 1991 at the Hilton Inn, Sacramento; June 5-6, 1991 at the Capitol Plaza Holiday Inn, Sacramento; September 18, 1991 at the Westin Bonaventure, Los Angeles; December 4-5, 1991 at the Financial District Holiday Inn, San Francisco; March 11-12, 1992 at the Radisson Woodlake Hotel, Sacramento, and July 22-24, 1992 at the Grand Hyatt Hotel, San Francisco.

Convening as the Standing Committee on Political Education, the Executive Council met on April 13-15, 1992 at the San Francisco Airport Hilton Hotel, San Francisco, and on July 22-24, 1992 at the Grand Hyatt Hotel, San Francisco.

## LEGISLATIVE PROGRAM

The Executive Council's Standing Committee on Legislation met with its Advisory Committee at the Marquis Hotel, Palm Springs on December 4, 1990 to develop recommendations on legislative priorities for the State Legislature's 1991-92 session to be submitted to the Federation's full Executive Council at its December 1990 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 legisla-

tive review authority granted to the Executive Council under Article VIII, Section 4, of the Federation's Constitution which provides, in part, as follows:

"... Either the Executive Council or its Legislative Committee shall have the authority to review all resolutions adopted by Convention action calling for the introduction of legislation, and the Secretary-Treasurer shall cause to be introduced only such legislation as the Executive Council or its Legislative Committee believes desirable and proper at the time the session of the legislature commences; provided that the sponsor or sponsors of the resolutions shall be notified accordingly; provided, further, that this limitation shall not apply to any resolution, adopted by the Convention by at least a two-thirds vote, in which resolution it is expressly provided such proposed legislation shall be introduced without any further review by the Executive Council or its Legislative Committee."

Procedurally, the Advisory Committee made its recommendations on each appropriate policy statement and resolution to the Legislative Committee, which in turn made its recommendations to the Federation's Executive Council. Final determination of the Federation's Legislative Program was made by the Council itself. The Legislative Committee and its Advisory Committee were confronted with the task of considering the twenty-one policy statements and several resolutions adopted by the Federation's Eighteenth Convention in July, 1990.

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 4-5, 1990 at the Marquis Hotel, Palm Springs.

California AFL-CIO trade union representatives requested to serve on the Advisory Committee included: Jack Baugh, Operating Engineers No. 3; Margaret Shelleda, United Public Employees No. 790, SEIU; Jef Eatchel, HERE No. 39; Jim Gordon, Communications Workers Dist. No. 9; Robert Hanna, California State Council of Carpenters; Dolores Huerta, United Farm Workers of America; Walter Johnson, San Francisco Labor Council; Marvin Katz, Califor-

nia Federation of Teachers; Gunnar Lundeborg, Sailors Union of the Pacific; Jack McNally, IBEW No. 1245; Gerald O'Hara, California Teamsters Public Affairs Council; Katie Quan, ILGWU; James Quillin, California Conference of Machinists; Charles Reiter, Laborers International Union; William R. Robertson, Los Angeles County Federation of Labor; Daniel Terry, Federated Fire Fighters of California; Don Watson, ILWU; Vernon Watkins, AFSCME; Bill Ward, California State Building and Construction Trades Council.

The Federation's Standing Committee on Legislation and the Legislative Advisory Committee met on December 3, 1991 at the Financial District Holiday Inn, San Francisco, to review resolutions and policy statements adopted by the 1990 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 4-5, 1991 meeting. The final determination of the Federation's Legislative Program was made by the Council at that meeting.

Trade unionists representing Federation affiliates from around the state were requested to serve on the Legislative Advisory Committee. Those representatives were: Jack Baugh, Operating Engineers No.3; Louis Bravo, So. Calif. District Council of Laborers; Jim Gordon, Communications Workers District No. 9; Robert L. Hanna, California State Council of Carpenters; Arlene Holt, AFSCME; Dolores Huerta, United Farm Workers of America; E. Dennis Hughes, UFCW No. 428; Walter Johnson, San Francisco Labor Council; Leroy King, Northern California District Council, ILWU; Gunnar Lundeborg, Sailors Union of the Pacific; Gerald O'Hara, California Teamsters Public Affairs Council; Robert Parnell, Laborers International Union; Katie Quan, ILGWU; Jim Quillin, California Conference of Machinists; Charles Rieter, California State Building and Construction Trades Council; Richard Robbins, IBEW District Council No. 9; William R. Robertson, Los Angeles County Federation of Labor; Margaret Shelleda, United Public Employees No. 790, SEIU; Daniel Terry, California Professional Fire Fighters.

## ELECTION OF NEW COUNCIL MEMBERS

At the December 4-5, 1990 meeting in Palm Springs, members of the Council accepted with regret the resignation of Bill Ward, who had

retired, as Vice President, District 11-B.

At the same meeting, the Council elected Jim Brown, Painters Local 3 and Business Manager of the Alameda County Building and Construction Trades Council, as a Vice President of the California Labor Federation, AFL-CIO, District 11-B.

At the same meeting, Council members accepted with regret the resignation of Margaret Dean as Vice President At Large F.

The Council elected Yolanda Solari, CSEA, Local 1000, SEIU, as Vice President At Large F.

At the June 5-6, 1991, meeting in Sacramento, members of the Council elected E. Dennis Hughes, UFCW Local 428, as Vice President, District 9, to replace David Reiser, whose resignation the Council accepted with regret.

At the April 13, 1992 meeting in San Francisco, the Executive Council accepted with regret the resignations of Frank Souza, as Vice President, District 10-C. At the same meeting, Council members accepted with regret the resignation of Harry Ibsen as Vice President At Large B. The Council members elected Mike Day, Machinists District Lodge 190, and Janice Wood, CWA Local 9000 as vice presidents of District 10-C and At Large B, respectively.

At the July 22, 1992 meeting in San Francisco, the Executive Council elected Jack Loveall, United Food and Commercial Workers Local 588, to serve as Vice President, District 14, to fill the vacancy created by the death of Vice President Wayne Harbolt.

## SCHOLARSHIP PROGRAM

With the cooperation of affiliated unions and councils, the Federation has been able to award a record 126 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-two scholarships were awarded in 1991, and a record sixty-four were awarded in 1992. Four of the scholarships each year are given directly by the Federation in memory of C.J. Haggerty and Thomas L. Pitts, former executive secretary-treasurers of the organization. The rest are co-sponsored by affiliated unions and councils. In 1991 nearly 2,000 high school students applied for Federation scholarships. In 1992, the number of applicants topped 2,000.

The judges for the 1991 scholarship program were: Peter Guidry, Coordinator for Labor Programs, Center for Labor Research and Education, Institute of Industrial Relations, University of California, Berkeley; Leland S. Russell, Member and Past President, California Council on Adult Education, Bay Section, Walnut Creek; John McDowell, Professor of Labor Relations and Director of the Labor Center, Los Angeles Technical College; and June McMahon, Coordinator for Labor Programs, Center for Labor Research and Education, UCLA Institute of Industrial Relations. In 1992, the judges were John McDowell, June McMahon, and Leland S. Russell.

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.

## **REAPPOINTMENT OF JAMES RUDE TO INDUSTRIAL WELFARE COMMISSION**

The California Labor Federation vigorously opposed the reappointment of James Rude to a second four year term on the Industrial Welfare Commission in the summer of 1990. Governor Deukmejian nominated Mr. Rude only a few months before the Governor's term of office was to end. James Rude, an employer representative on the IWC, had consistently opposed our attempts to increase the minimum wage. He had supported all employer petitions to end daily overtime after eight hours. He is a representative of the most revanchist elements in the employer community.

Despite our appeals, the Senate Rules Committee approved the reappointment in late June 1990, and the full Senate assented in late August 1990. The appointment garnered twenty-one votes, the bare minimum required. Seven Democratic Senators, led by President Pro Tem David Roberti,

joined thirteen Republicans and one independent Senator in giving Mr. Rude a majority. In his speech to the Senate floor, Senator Roberti defended the employer demand for a 12-hour day without overtime. Your Executive Council discussed the Rude appointment at length. The votes cast by the COPE-endorsed Democratic Senators was an abandonment of their commitment to represent the interests of working people.

## **SAN FRANCISCO BAY DREDGING**

The Maritime Industry is the economic engine that drives the Bay Area economy. It provides more than 100,000 jobs and generates more than \$4.5 billion in economic activity annually.

San Francisco Bay is one of the finest natural anchorages in the world. It is also one of the shallowest and requires constant dredging to maintain existing shipping channels. It also requires additional dredging to deepen the shipping channels to accommodate modern ships. For many years numerous bureaucratic and environmental obstacles have prevented this necessary dredging.

The California Labor Federation, its affiliates and local central bodies have played a vital role in insuring that the dredging of San Francisco Bay occurs.

## **U.S.-MEXICO FREE TRADE AGREEMENT**

The Bush administration's proposed U.S.-Mexico Free Trade Agreement will be a disaster for workers in both nations. Already over 500,000 manufacturing jobs have been transferred to maquiladora factories just south of the border. Mexican workers earn an average wage of under \$1 per hour in these maquiladoras which are owned by such major U.S. corporations as General Motors, Ford, General Electric, Zenith, Westinghouse, Briggs and Stratton, TRW and AT&T. Mexican occupational safety laws, child labor laws and union organizing rights are routinely flouted by these U.S. employers. Environmental protection laws are not enforced and workers and communities are exposed to carcinogens, raw sewage, untreated drinking water, and toxic waste dumped in public places. Over one-half million U.S. workers are unemployed, and many U.S. communities are devastated, as a result of shutdowns of shops that ran away to

Mexico.

A Free Trade Agreement would accelerate the job flight to Mexico. U.S. corporations are eager to take advantage of the fraudulent, pro-privatization, Thatcherite, Salinas administration, and ram a treaty through Congress quickly. U.S. corporations don't want a free trade agreement out of concern for traditional impediment to a free flow of commerce. Tariffs, import quotas, import licenses and other traditional barriers to Mexican trade were largely eliminated when Mexico joined the GATT in the mid-1980's.

The motives of U.S. corporations are to reduce the political risks of investing massive amounts of dollars in plant and equipment in the heartland of Mexico. These U.S.-owned Mexican plants will produce goods for export for consumption by U.S. consumers, not for consumption by domestic Mexican consumers.

Anxious to take advantage of cheap Mexican labor and lax environmental regulations, U.S. corporations want an international treaty to protect both their investments in Mexico and their right to repatriate profits from Mexican operations back to the U.S., should a political change result in a future Mexican administration less hospitable to allowing exploitation by U.S. capital.

Economists estimate that up to 550,000 additional U.S. jobs will be lost by the year 2000 due to transfer of production facilities to Mexico under a Free Trade Agreement.

Organized Labor insists that a Free Trade Agreement must include: enforcement mechanisms in the form of trade sanctions against violators of labor laws including minimum wage laws, child labor laws, occupational safety laws and the right to organize free trade unions, bargain collectively, and conduct strikes and other collective action; similar enforcement mechanisms against violators of environmental protection laws; debt relief in order for Mexico to reduce its crushing \$95 billion external debt; investment of U.S. corporate profits in cleaning up toxic contamination and rebuilding the infrastructure of the border region; and job training, income maintenance, health benefit maintenance and early retirement for U.S. workers whose jobs are transferred to Mexico.

The Executive Council took action at its December 4-5, 1990 meeting to work for the defeat of a Free Trade Agreement unless it contains the above-mentioned safeguards. The Federation's Executive Secretary-Treasurer and various members of the Executive Council and Federation staff have participated in public forums, rallies, lobbying and testifying before governmental agencies to present our position on this issue.

## LABOR IN THE SCHOOLS VIDEO

At the December 4-5, 1990 meeting, the Executive Council reviewed the California Federation of Teachers' "Labor in the Schools" videotape proposal. The Teachers union hour-long videotape provides an overview of organized labor in California from the Gold Rush to the present. Its purpose is to introduce the labor movement to students and to provide a sense of our history, values, and contributions to the economic well-being and democratic nature of our society. The Executive Council endorsed the videotape and urged affiliates to provide financial assistance.

## PERSIAN GULF WAR STATEMENT

At the December 4-5, 1990 meeting, and prior to the start of combat in the Persian Gulf War, the Executive Council issued a Statement of Policy calling for the following actions:

### **Statement of Policy on the Middle East Crisis**

1. *Recognition that the constitutional power to declare war rests with the Congress of the U.S. and not with the President.*
2. *Recognition that the present conflict in the Persian Gulf is not ideological in nature since Kuwait, Saudi Arabia and Syria are authoritarian states comparable in structure to Iraq.*
3. *Inclusion of U.N. participation in present U.S. negotiations with Iraq.*
4. *Intensification and expansion of economic sanctions against Iraq.*
5. *Immediate cessation of U.S. troop build-up in the Gulf.*
6. *Staged withdrawal of U.S. forces with replacement by international force under direction of the U.N.*

The Executive Council also voted to endorse a suit by Congressman Dellums to compel the President to adhere to the constitutional requirement that he not take offensive military action in the Gulf without Congressional authorization.

Following the January 15, 1991 commencement of war, the national AFL-CIO issued a statement of support for the U.S. military action. As a

chartered state body of the AFL-CIO, the California Labor Federation adheres to national AFL-CIO positions on foreign policy.

## **HIGHWAY TRAFFIC SAFETY AND PREVENTION OF ACCIDENTS**

After its March 5-6, 1991 meeting, the Executive Council adopted a resolution presented by the Alameda County Central Labor Council, and supported by the Teamsters union, on highway traffic safety. The resolution noted that in 1990, ten thousand persons were injured, and forty-five hundred killed in traffic accidents involving trucks; and that longer combination vehicles including triple-trailers are frequently involved in accidents; and endorsed efforts to oppose increasing the size and weight of commercial trucks. The California Labor Federation will continue to work closely with the Teamsters in lobbying the State Public Utilities Commission to maintain strict regulation of trucking in California and to keep triple-trailers out of our state.

## **STATE BUDGET CRISES, 1991 AND 1992**

In 1991 the state budget faced a projected \$14 billion shortfall. In 1992, the deficit projection reached \$11 billion. The Executive Council has discussed the shortfall and its disastrous impact on state and local government workers and on the delivery of social services at the state, local and school district levels. The Executive Council has repeatedly called for increased funding for government programs by increasing income taxes on banks, corporations and the very rich, and has opposed balancing the budget on the backs of public employees, school children and the needy.

At its March 5-6, 1991 meeting, the Executive Council called for the closure of tax loopholes that benefit corporations and the very wealthy to make up the budget shortfall. Various Executive Council members have lobbied at the capitol and organized rallies calling for adequate funding of government services and progressive taxation.

At the same meeting, the Executive Council's Standing Committees on Education and Public Employees met jointly to consider the Richmond

School District bankruptcy, and Governor Wilson's attempt to tear up the union contracts that protected the school district's employees. The joint committees recommended, and the Executive Council approved a resolution calling on the Governor to back off his anti-union demands and to work with the school employee unions to solve the district's financial problems in a spirit of cooperation for the betterment of education.

## **RESOLUTIONS FOR SUBMISSION TO AFL-CIO CONVENTION**

At the September 18-19, 1991 meeting, the Executive Council approved five resolutions for consideration by the November 1991 Convention of the national AFL-CIO. The texts of the resolutions follow:

### ***Hispanic Representation on the AFL-CIO Executive Council***

*Whereas, The AFL-CIO recognizes that its Executive Council should reflect the diversity of the workers it represents; and*

*Whereas, Since 1981, the AFL-CIO has taken affirmative steps to establish Executive Council seats for black and women trade union leaders; and*

*Whereas, Hispanic workers comprise ten percent of the national AFL-CIO membership and twenty-five percent in California, and constitute a rapidly growing proportion of the membership; and*

*Whereas, The leadership of the labor movement at the national, regional and local level is replete with talented, experienced, and committed Hispanic trade unionists; therefore be it*

*Resolved, That the AFL-CIO will take affirmative steps to facilitate the election of an Hispanic trade unionist to the Executive Council of the AFL-CIO at its November 1991 Convention.*

### ***Fraternal Delegates***

*Whereas, The AFL-CIO has a long standing policy of supporting and cooperating with democratic trade unions throughout the world; and*

*Whereas, Such cooperation is essential in fur-*

*thering the aspirations of working people throughout the world for economic justice and political freedoms; and*

*Whereas, The AFL-CIO can strengthen its bonds of cooperation and friendship with foreign labor movements by identifying their representatives at AFL-CIO biennial conventions as fraternal delegates; and*

*Whereas, Traditionally the status of fraternal convention delegate has been extended only to representatives of the Canadian Labor Congress and British Trades Union Congress; and*

*Whereas, The international nature of the free trade union struggle requires a oneness that serves our global workers' family; therefore be it*

*Resolved, That the AFL-CIO extend the status of fraternal convention delegate to representatives of free trade union movements from throughout the world without respect to their national identity.*

## **Arab-Israeli Peace**

*Whereas, Israel is the only democratic society in the Middle East, with fully developed political rights and institutions, including free trade unions, and*

*Whereas, The AFL-CIO supports the right of national existence for the democratic state of Israel, and the right of its citizens to freedom from terrorism; and*

*Whereas, The protracted Arab-Israeli conflict has both threatened the security of the state of Israel, and has thwarted the aspirations of the Palestinians in the West Bank and Gaza Strip; and*

*Whereas, Recent dramatic events in the Middle East and in the Soviet Union provide a unique opportunity to resolve the conflict; therefore be it*

*Resolved, That the AFL-CIO urges all parties to the Arab-Israeli conflict to seize the opportunity to negotiate a peaceful settlement based upon the principles of Israeli security within defensible borders and justice for the Palestinian people.*

## **Support Histadrut**

*Whereas, Histadrut, the Israeli Labor Federation, and the AFL-CIO have close, long-standing ties of friendship and cooperation; and*

*Whereas, Histadrut plays a major role in shaping the democratic nature of Israel; and*

*Whereas, Histadrut is deeply involved in the struggle for economic justice for all workers in Israel, thereby building bonds of understanding between Arabs and Jews; therefore be it*

*Resolved, That the AFL-CIO reaffirms its his-*

*toric support of Histadrut; and be it further*

*Resolved, That the AFL-CIO urges its affiliates to continue their support for the American Trade Union Council for Histadrut.*

## **Justice for Northern Ireland**

*Whereas, Northern Ireland is an occupied land controlled under force of arms by Great Britain; and*

*Whereas, American corporations employ over ten percent of all workers in Northern Ireland; therefore be it*

*Resolved, That the AFL-CIO supports legislation to require American firms in Northern Ireland to adhere to the McBride Principles designed to combat religious and economic discrimination; and be it further*

*Resolved, That the AFL-CIO calls for the replacement of British troops with a United Nations peacekeeping force; and be it further*

*Resolved, That the AFL-CIO calls for an election to be held in all of Ireland, not merely the artificially created six counties of Northern Ireland, on the question of establishing an independent Republic of Ireland.*

The national AFL-CIO Convention was held in Detroit, November 11-15, 1991. Secretary-Treasurer Henning attended as a delegate of the California Labor Federation. President Gruhn and several Vice Presidents of the California Labor Federation attended as union delegates. The Convention adopted our resolution *Support Histadrut* as submitted. Federation resolutions *Justice for Northern Ireland* and *Arab-Israeli Peace* were integrated into the national AFL-CIO's policy statements. It is also noted that Jack Otero was elected Vice President at the AFL-CIO Convention. Brother Otero, a Cuban-American, became the first Latino member of the national AFL-CIO Executive Council.

## **THE CAMPAIGN FOR UNIVERSAL HEALTH CARE**

The Executive Council endorsed the concept of placing on the November 1992 ballot an initiative to establish affordable universal health care for all Californians. The Executive Council referred to the Executive Secretary-Treasurer the task of developing a broad-based coalition to achieve this end.

Executive Secretary-Treasurer Henning assigned staff to meet with representatives of

various interested parties, including hospitals, doctors, other health care providers, employers, insurers, and consumers.

Meetings of numerous coalition partners began in November 1990. Participants included the California Medical Association, Health Access (a consumer coalition), California Manufacturers Association, Kaiser, Blue Cross, Blue Shield, California Association of Hospital and Health Systems, and the California Labor Federation.

A tentative agreement was reached on a plan under which employers of more than twenty-five would be required to provide insurance for their employees, and employers of twenty-five or fewer would participate in a health insurance pool managed by a non-profit agency and overseen by a state commission. However, before final agreement could be reached on language for an initiative, the California Medical Association left the coalition and launched its own initiative measure for the November 1992 ballot.

In many regards, the doctors' initiative is a backward step. The plan would take away double coverage for families where both spouses have health plans at work. Deductibles and co-payments exceed AFL-CIO policy guidelines. Savings achieved from the integration of workers' compensation and health insurance under a single employer policy would not be shifted to benefit improvements.

At the March 11-12, 1992 meeting, the Executive Council voted to oppose the CMA's Health Insurance Initiative.

## **SCHOOL VOUCHER INITIATIVE**

At the December 4-5, 1991 meeting, the Executive Council voted to oppose the initiative entitled *The Parental Choice in Education Initiative*. This measure would undermine the quality of public education in California. The voucher concept is fundamentally flawed. It aggravates existing inequities between the quality of education afforded to children of the wealthy and the poor. Vouchers would subsidize private schools for the privileged few, while giving no tangible assistance to working class families. A major shift of resources away from public education would result in deterioration of education for the masses of children from lower and middle income families.

The school voucher initiative failed to qualify for the November 1992 ballot. It may appear on the June 1994 ballot. The Executive Council urges affiliates to alert their members to the dangers posed by this measure.

## **CALIFORNIA PENSION PROTECTION ACT**

At the March 11-12, 1992 meeting the Executive Council endorsed the California Pension Protection Initiative for the November 1992 election ballot. This measure is sponsored by an alliance of public employee unions, including several AFL-CIO affiliates. The measure was fashioned by these unions following Governor Wilson's attempt to seize control of the California Public Employees Retirement System board of directors. The Governor raided over \$1 billion from the PERS coffers, but failed to gain control over appointments to the PERS board.

The initiative provides safeguards to assure that the governance of public employees' retirement funds is kept out of the hands of politicians who may not have the best interests of public employee retirees at heart. The measure will appear on the November 1992 ballot. The Executive Council urges affiliates to campaign for this measure which is vital to public employees.

## **ECONOMIC RECOVERY AND TAXPAYER RELIEF ACT**

At the same meeting, the Executive Council endorsed the California Tax Reform Association's *Economic Recovery and Taxpayer Relief Act*, an initiative measure in circulation for the November 1992 ballot. The measure would close tax loopholes for corporations, levy higher taxes on corporations and the super-rich, establish an oil severance tax, and reduce regressive sales taxes. It would also cap the tax deductibility of wages and remuneration paid to corporate executives that exceed twenty-five times the average wages paid to the corporation's employees.

The initiative would increase the progressivity of the state taxation system, raise needed revenues, and provide relief to moderate income taxpayers.

## **OPPOSITION TO GOVERNOR'S WELFARE INITIATIVE**

The March 11-12, 1992 meeting of the Executive Council also voted to oppose Governor Wilson's welfare initiative, which was in circulation for the November 1992 ballot. The measure is punitive and cuts welfare benefits to impoverished families. It would require the working

poor who are not recipients of Aid to Families with Dependent Children to pay more for medical care, and it would cause some unemployed parents and their children to lose money even if they found jobs. Analysis of the measure shows little or no benefits for the working poor, despite the initiative's rhetoric about "work incentives." At a time when corporate greed is pushing more workers down below the official poverty line, the Executive Council rejects demagogic appeals that blame the poor for the economic ills of our society.

## EXONERATIONS

Since the last Convention, the Federation's Executive Council has continued the policy authorized by Article XIII, Section 2, of the Federation's Constitution for it to grant exonerations from payment of per capita tax by affiliates involved in labor disputes or for other good causes. Since the 1990 Convention, such aid has been granted in response to requests received from the following organizations:

Social Services Union, American Federation of Nurses, SEIU Local 535, Oakland, was granted exoneration in July, 1990 for a two month period as a result of economic hardship suffered during a nurses' strike at the time.

The Executive Council, at its December 4-5, 1990 meeting granted exoneration to Telegraph Workers Local 34, Reno, for the period February, 1990 through August, 1990, as well as to Painters Local 1595, Van Nuys, for the six month period September, 1990 through February, 1991, due to financial difficulties sustained by the locals.

Musicians Local 47, Los Angeles, was given approval in June, 1991, for exoneration from per capita payments for a one year period, commencing April 1, 1991, following a letter from Executive Secretary-Treasurer Henning polling the Council on the union's request.

The Executive Council, at its September 18-19, 1991 meeting, granted the United Furniture Workers Local 262, Los Angeles, a six month exoneration period from payment of per capita tax because of a pressing economic burden borne by the local.

At the December 4-5, 1991 meeting, the Executive Council empowered Secretary-Treasurer Henning to grant exoneration of per capita tax payments to Hotel and Restaurant Employees and Bartenders Local 2, San Francisco, for an eighteen month period ending December, 1991, after having consulted with the union's executive officer.

At the March 11-12, 1992 meeting of the Executive Council, the exoneration request of Hotel and Restaurant Employees and Bartenders Local 340, Burlingame, was granted for the period October 1, 1991 through March 30, 1992.

## RALLIES AND DEMONSTRATIONS

Along with the many other protests, rallies, demonstrations and picket lines, noted in other areas of this report, Executive Council officers were active participants at the following events:

An August 17, 1990 rally and news conference at Los Angeles in support of legislation that would halt the proliferation of sweatshops throughout the California garment industry.

Several 1990 Labor Day rallies and demonstrations at San Francisco and Los Angeles in support of Machinists on strike against Eastern Airlines, locked-out San Francisco Opera Orchestra members of Musicians Local 6, and in protest of union-busting tactics by the management of Parc 55 Hotel directed at HERE Local 2 members in San Francisco.

A rally at the dedication ceremonies of the Garment Workers Union new outreach center in San Francisco for the purpose of securing basic rights for exploited sweatshop workers.

Rallies against the Nordstrom department store chain in Los Angeles, San Diego and San Francisco for failure to pay overtime to its employees and to underscore outstanding unfair labor practices charges against the store pending before the NLRB.

A demonstration at the Oakland Emporium Department Store on February 6, 1991 as part of a campaign to win economic and social justice for janitorial workers in Alameda and Contra Costa counties.

Vigils and rallies on March 2, 1991, at San Francisco, San Diego, Los Angeles, Fresno, Sacramento and Redding, as part of a nationwide observance of the second anniversary of the Greyhound strike by members of the Amalgamated Transit Union.

A declaration of support for legislation designed to break a funding bottleneck on state transportation projects at a capital press conference March 18, 1991.

A March 19, 1991 press conference at Los Angeles calling for the resignation of L.A. Police Chief Daryl Gates following nationwide public outcry over the videotaped beating of motorist Rodney King by law enforcement officers in that city.



A rally in Sacramento April 3, 1991 protesting Governor Wilson's plans to cut state school spending.

Rallies April 22 and 23, 1991 in support of SEIU Local 1877 janitors' campaign to win a new contract with building maintenance firms in Alameda and Contra Costa counties.

A rally on the Capitol steps April 25, 1991 against the administration's regressive solutions to the state's budget crisis.

April 28, 1991 and 1992 rallies throughout the state commemorating Workers Memorial Day.

A demonstration at the State Capitol on May 21, 1991 demanding equitable solutions to the California budget crisis.

June 6, 1991 rallies and demonstrations at Los Angeles and four other California cities calling for national health care.

Picketing at the Alameda County Fairgrounds on July 6, 1991 to protest a Coors Beer non-union distributorship operating there.

A July 29, 1991 rally in San Francisco in support of 450 unorganized, mostly immigrant garment workers who lost up to \$1 million in wages to their employer who vanished with the money.

An August 2, 1991 rally at Radio Korea in Los Angeles on behalf of striking employees seeking recognition of UFCW Local 770 as their bargaining agent.

An August 20, 1991 march in San Francisco with 800 FIET World Congress delegates in support of Justice for Janitors in Silicon Valley.

A pre-Solidarity Day rally August 28, 1991 in San Francisco to highlight concerns facing workers at home and across the nation.

Participation in Labor Day festivities conducted around the state on August 31 and September 3, 1991.

A protest demonstration in Los Angeles on September 6, 1991 to bring attention to jobs lost at the Los Angeles Daily News.

A September 30, 1991 demonstration at Stanford University to protest the proposed North American Free Trade Agreement.

A rally on the Capitol steps December 7, 1991 to protest Governor Wilson's plan to force wage and benefit cuts and mandatory layoffs on state workers.

A rally in Los Angeles on January 17, 1992 in honor of striking workers of the Las Vegas Frontier Hotel and Casino who marched 300 miles between the two cities in support of their cause and to dramatize the need for federal legislation to ban the use of scabs to permanently replace workers exercising their legal right to strike.

A rally in mid-January, 1992 to launch the petition drive to place the public pension protec-

tion initiative on the statewide ballot.

Protests in Los Angeles January 22, 1992 resulting in the cancellation of the Los Angeles County Transportation Commission's contract to buy \$122 million worth of rail cars from a Japanese company.

A February 22, 1992 solidarity march and rally in support of 500 striking Teamsters replaced by scabs at Diamond Walnut's Stockton plant.

A rally outside the strikebound Frontier Hotel and Casino in Las Vegas on April 21, 1992.

A march and rally at the State Capitol in early May, 1992 in protest of the racist posture taken by President Bush in his campaign for the presidency.

A May 15, 1992 protest demonstration at Los Angeles to bring attention to the Industrial Welfare Commission's deliberate inaction on the minimum wage and imposition of the 12-hour workday.

Rallies May 31 and June 8, 1992 at Oakland's Summit Hospital in support of 1,700 striking workers in 5 unions who were demanding that renewed collective bargaining contracts guarantee the right to honor each other's picket lines.

## COMMITTEE CHANGES

The Executive Council has been assisted in its work since the 1990 Convention by its eight regular standing committees. As a result of changes in the council membership, the makeup of these committees has also changed during the period.

The composition of these committees as of July 27, 1992 is as follows:

### Legislation

Jerry Cremins, Chairman  
 Mary Bergan  
 Don Hunsucker  
 Dallas Jones  
 Loretta Mahoney  
 Jack McNally  
 Justin Ostro  
 Edward C. Powell  
 Anthony Ramos  
 Michael Riley  
 John Smith  
 Yolanda Solari  
 T.J. (Tom) Stapleton

### Housing

James L. Brown, Chairman  
 Billy Joe Douglas  
 Don Hunsucker

Jack Loveall  
 Ophelia A. McFadden  
 Richard Robbins  
 John Valenzuela  
 Armando Vergara

## **Civil Rights**

Steve Edney, Chairman  
 Louie Bravo  
 James L. Brown  
 Sherri Chiesa  
 Michael Day  
 Billy Joe Douglas  
 Owen Marron  
 Steve Nutter  
 Margaret Shelleda

## **Education**

Mary Bergan, Chair  
 Louie Bravo  
 Val Connolly  
 Steve Edney  
 Gunnar Lundeborg  
 Loretta Mahoney  
 William Robertson  
 Yolanda Solari  
 Armando Vergara  
 William Waggoner

## **Safety & Occupational Health**

Jack McNally, Chairman  
 Ted Hansen  
 E. Dennis Hughes  
 Dallas Jones  
 Gunnar Lundeborg  
 Kendall Orsatti  
 Justin Ostro  
 Anthony Ramos  
 Margaret Shelleda  
 William Waggoner  
 Janice Wood

## **Community Services**

William Robertson, Chairman  
 Cass Alvin  
 E. Dennis Hughes  
 Jack Loveall  
 Ophelia A. McFadden  
 Kendall Orsatti  
 Richard Robbins  
 Janice Wood

## **Union Labels, Shop Cards and Buttons**

Steve Nutter, Chairman  
 Cass Alvin  
 Sherri Chiesa  
 Michael Day  
 Ted Hansen  
 Owen Marron  
 Richard C. Robbins  
 John Valenzuela

## **Public Employees**

Margaret Shelleda, Chair  
 Mary Bergan  
 Louie Bravo  
 Jerry P. Cremins  
 Dallas Jones  
 Gunnar Lundeborg  
 Jack McNally  
 Michael Riley  
 William Robertson  
 Yolanda Solari  
 T.J. (Tom) Stapleton

## **“WE DON’T PATRONIZE” LIST**

Since the Federation’s 1990 Convention, several firms have been added to the Federation’s “We Don’t Patronize” list in accordance with the Federation’s Constitution and AFL-CIO Rules Governing State Central Bodies.

At the December 4-5, 1990 meeting at Palm Springs, the Executive Council added the following firms and establishments to the list: Days’ Inn in Richmond and Embassy Suites Hotel in Pleasant Hill, at the request of the Contra Costa County Central Labor Council; Whole Foods Company of Berkeley on appeal of the Alameda County Central Labor Council, and all State Farm Mutual Auto Insurance Company offices statewide, at the request of the Marin County Central Labor Council.

At the same meeting, the following business establishments were deleted from the list: El Rancho Hotel, Sacramento and the Beverly Garland Hotel, Sacramento, at the request of the Sacramento Central Labor Council. Bergfeld Cellars, also known as Napa Valley Co-op was removed at the behest of the Winery, Distillery and Allied Workers Union, No. 186 and with the approval of all central labor councils which had initially joined in the request for boycott action.

At the March 5-6, 1991 meeting in Sacramento, the Council concurred in a request by the Santa Clara and San Benito Counties Central Labor Council to remove all McWhorters Stationery stores, the De Anza Hotel at San Jose and Chir-Hit Displays from the list.

The Executive Secretary-Treasurer advised the Council that the following establishments had been deleted from the list based upon advice of the Santa Clara-San Benito Counties Central Labor Council, because they were no longer doing business: Hungry Tiger Restaurant, Sunnyside; Red Baron Restaurant, San Jose; Sirloin and Brew Unlimited, Saratoga; Stevens Creek Mitsubishi and Worthington Chevrolet, both of San Jose. Also removed at that meeting were Gallo Sausage Products at the request of the Alameda County Central Labor Council in view of the fact that UFCW No. 120 had reached settlement of its dispute with the company.

At the same meeting, the Council also placed the Holiday Inn, Coconut Grove and Beach Boardwalk, all in Santa Cruz, on the list at the request of the Santa Cruz County Central Labor Council.

It was noted that Humphrey's Restaurant of Antioch was not placed on the boycott list on appeal of the Contra Costa County Central Labor Council because of certain developments not in conformity with the rules of the national AFL-CIO.

A letter polling the Executive Council on April 23, 1991, resulted in placing the Oberti Meat Company of San Leandro on the "We Do Not Patronize" list at the request of the Alameda County Central Labor Council, effective May 10, 1991.

A poll of the Executive Council also resulted in placing three Los Angeles hotels on the boycott list: the Hyatt Regency; Hyatt on Sunset and Hyatt Wilshire, all at the request of the Los Angeles County Federation of Labor.

By letter dated April 30, 1991, the Executive Council was polled and approved the request of the Contra Costa County Central Labor Council to place Brandon Plaza 8 Cinemas of Pittsburgh on the list.

At the September 18-19, 1991 meeting, the Council acted on the Orange County Central Labor Council's request to place all K-Mart establishments on the boycott list after a letter to all central labor councils in the state resulted in their approval of the action.

It was noted at that meeting that Saticoy Lemon Association products bearing the Sunkist Label at Oxnard was removed from the list since the Tri-Counties Central Labor Council had advised that

the contract dispute with UFCW Local 78-A had been resolved.

At the December 4-5, 1991 meeting, Hodge Food Service and facilities owned or operated by them, including La Cantina and Cal Asia were placed on the "We Do Not Patronize" list at the request of the Sonoma, Lake and Mendocino Counties Central Labor Council following a letter to all of the Federation's central labor councils which gave their collective approval of the action.

All Standard Brands Paint stores in the state were added to the list at this meeting as well, with the exception of Riverside and San Bernardino counties. This action followed a May 10, 1991 letter polling the Executive Council at the request of the Marin County Labor Council because of a dispute with UFCW Local 1119.

The three Los Angeles hotels, the Hyatt Regency, Hyatt on Sunset and Hyatt Wilshire were removed from the list at the behest of the Los Angeles County Federation of Labor.

The following deletions were also reported at this meeting: Cindy's Restaurant, Giorgio's Pizza House, Magic Pan Restaurant, Travelodge, and the Vagabond Motor Hotel, all at the request of the Santa Clara and San Benito Counties Central Labor Council.

Executive Council action at the March 11-12, 1992 meeting produced the following additions to the boycott list: Mariani's Inn and Restaurant of Santa Clara, at the request of the Santa Clara and San Benito Counties Central Labor Council; the Frontier Hotel and Casino of Las Vegas, Nevada, at the request of the Southern Nevada Central Labor Council; and Diamond Walnut Company Products, at the request of the San Joaquin and Calaveras Counties Central Labor Council, following a poll of the Executive Council by letter dated February 13, 1992.

All Northern California Safeway Stores were added to the boycott list at the request of the Alameda County Central Labor Council following a poll of the Executive Council by letter on April 6, 1992.

The Safeway Stores boycott was lifted in the first week of May, 1992 in response to a request from Teamsters Joint Council No. 7 as a result of a successful economic campaign that saved the jobs of 800 Teamsters.

Oakland's Summit Medical Center was added to the list at the request of the Alameda County Central Labor Council following a June 4, 1992 letter polling the Executive Council.

On July 17, 1992 Summit Medical Center was removed from the boycott list at the request of the Alameda County Central Labor Council, following an overwhelming victory by the striking

unions.

Here, for the record, are those firms remaining on the California Labor Federation's "We Do Not Patronize" list as of the date of this report:

## **RESTAURANTS HOTELS, THEME PARKS**

All Marriott Hotels in California with the specific exception of **the Marriott Hotel at Fisherman's Wharf in San Francisco**, which is a union house.

### **Contra Costa County**

**Days' Inn**, Richmond.  
**Embassy Suites Hotel**, Pleasant Hill.  
**Humphrey's Restaurant**, Antioch.

### **Los Angeles Area**

**The Pacifica Hotel**, 6161 West Centinela Street in Culver City.  
**Park Plaza Hotel**, LAX  
**Sheraton Los Angeles Airport**, 6101 Century Blvd.  
**University Hilton Hotel**, 3540 South Figueroa St.

### **Monterey Area**

**Asilomar Conference Center**, Pacific Grove.  
**Casa Munras**, Fremont and Munras, Monterey.  
**Doubletree Inn**, 2 Portola Plaza, Monterey.  
**Days Inn**, 1400 Del Monte Blvd., Seaside.  
**Sheraton Hotel**, 350 Calle Principal, Monterey.

### **Napa**

**Napa Elks Lodge No. 832** bar and restaurant, 2480 Soscol Ave., Napa.

### **Oakland**

**Scott's Restaurant**, 73 Jack London Square.

### **Ontario**

**Ontario Red Lion Inn**.

### **Oxnard**

**Opus I Restaurant**, in the Embassy Suites Hotel.  
**Oxnard Financial Plaza Hilton Hotel**, 600 Esplanade Drive.

### **Sacramento Area**

**Auburn Joe's**, 13480 Lincoln Way, Auburn.  
**The Club**, 808 "O" St., Sacramento.  
**Continental Inn**, 3343 Bradshaw, Rancho Cordova.  
**Courtyard**, 10683 White Rock Rd., Rancho Cordova.  
**All Eppie'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.  
**Alioto's No. 8**, Fisherman's Wharf.  
**Benihana of Tokyo**, 1737 Post St.  
**Campton Place Hotel**, 340 Sutter St.  
**Ernie's**, 847 Montgomery St.  
**Fisherman's Grotto No. 9**, Fisherman's Wharf.  
**Galleria Park Hotel**, 191 Sutter St.

**Jack In The Box**, all locations.  
**Juliana Hotel**, 590 Bush St.  
**The Mandarin**, Ghirardelli Square.  
**Mandarin Oriental Hotel**, 333 Sansome St.  
**McDonald's**, all locations.  
**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.  
**Pompei's Grotto**, Fisherman's Wharf.  
**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.

## **Santa Clara County**

**DeAnza Hotel**, 233 W. Santa Clara St., San Jose.  
**House of Genji/Cathay Restaurant**, 1335 N. First St., San Jose.  
**Holiday Inn—Palo Alto**, 625 El Camino Real, Palo Alto.  
**Mariani's Inn and Restaurant**, 2500 El Camino Real, Santa Clara  
**Red Lion Inn** at Gateway Place.

## **Santa Barbara Area**

**El Encanto Hotel and Garden Villas.**

## **Santa Cruz Area**

**Seaside Co. properties including Santa Cruz Holiday Inn, and Boardwalk and Coconut Grove**, Santa Cruz.

## **Sonoma and Marin**

**Hodge Food Service and all food service facilities owned and/or operated by them, including La Cantina and Cal Asia.**

## **Stockton Area**

**Carmen's Mexican Restaurant**, Lincoln Center.

**Hilton Hotel**, 2323 Grand Canal Blvd.  
**Ramada Inn**, March Lane.  
**Stockton Inn Motel and Restaurants**, 4219 Waterloo Road at Hwy. 99.  
**Vagabond Motor Hotel**, 33 N. Center.

## **Las Vegas, Nevada**

**Frontier Hotel and Casino.**

**Landmark Hotel and Casino.**

## **Sparks, Nevada**

**John Ascuaga's Nugget.**

## **MANUFACTURING**

**Chir-Hit Displays**, Santa Clara County.  
**Diamond Walnut Co.**, Stockton: all products.  
**Gaffers & Sattler products**  
**Goehring Meat Co**, Lodi.  
**Ito-Cariani Sausage Co.**, San Francisco: Cariani and Pocino brands.  
**Masonite Corp. plant**, Cloverdale, Sonoma County.  
**Standard Brands Paint Co.**, statewide with the exception of Riverside and San Bernardino Counties.

## **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; Sacramento 6 Drive-In.

### **Orange County**

**All United Artists Theaters** in Orange County.

**All Freedman Forum Theaters** in Anaheim; **Cineland 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.  
**San Francisco Auto Center**, 2300 16th St.  
**Van Ness Auto Plaza**, 1000 Van Ness Ave.

### Automotive, San Jose area:

**Stevens Creek Acura**.  
**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**.

**Hertzka and Knowles**, San Francisco, architects.

**K Mart**, statewide.

**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.

**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 Mutual Auto Insurance Co.**, Statewide.

**Whole Foods Market**, 200 Telegraph Ave., Berkeley.

## 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 December 4-5, 1990 meeting the Council voted to request the Executive Secretary-Treasurer to continue discussions with leaders of "California Working-We Do the Work" concerning its relationship with the Federation.

At this meeting, Executive Secretary-Treasurer Henning thanked all the Council members who had joined in the successful protest of a promotional arrangement between the non-union U.S. Sprint company and the National Democratic Party, resulting in the Party's termination of the arrangement that would have lured customers away from ATT, a company which bargains with the Communications Workers of America and the International Brotherhood of Electrical Workers.

The Council also voted to authorize the Executive Secretary-Treasurer to work in cooperation with the national AFL-CIO program on the Asian Pacific American Labor Committee for the purpose of establishing a California unit of a similar kind.

At the June 5-6, 1991 meeting, the Executive Council voted to express its full confidence in Michael Riley, secretary-treasurer of Teamsters Joint Council 42, a victim of continuing harassment by federally appointed administrators.

Vice President Riley was eventually exonerated of all charges.

A resolution submitted by the Alameda County Central Labor Council was adopted by the Council at this same meeting, taking the position that sanctions against South Africa should not be lifted until a Constitution is in place guaranteeing a truly democratic, non-racial, majority government for all South Africans.

The Executive Council, at its September 18-19, 1991 meeting, approved a resolution submitted by the Alameda County Central Labor Council to authorize the Executive Secretary-Treasurer to work in close collaboration with all those who may be interested in putting a state Health Care initiative on the 1992 ballot and instructed the Federation's President to appoint a committee of seven Executive Council members to work with the Secretary-Treasurer to this end.

The Council also voted to support establishment of a state health care program in the absence of a long-awaited national program that declares health care costs should not be shifted to those who cannot afford to pay.

At that same meeting, the Council went on record to support the Long Beach-Anaheim area Disney Project, having the potential of involving many unions, pending the approval of the Los Angeles County Building and Construction Trades Council and the State Building and Construction Trades Council.

The Council also adopted a resolution submitted by the Los Angeles County and Vicinity District Council of Carpenters in support of H.R. 2463 and S. 1156, the Forest and Families Protection Act, relating to the timber supply crisis.

Also at this December meeting of the Executive Council it was announced that four more scholarships for graduating high school seniors were added to the Federation's 1992 program, bringing the total to 62. The additional co-sponsors were listed as: Painters District Council No. 36, the Marin County Labor Council, the Metal Trades Council of Southern California and the Plumbers and Steamfitters Local 492 of Stockton.

A resolution was adopted by the Council to support the Coalition of Racetrack Unions, involving members of SEIU, HERE, Teamsters and the Musicians unions in negotiations with management at Golden Gate Fields Racetrack at Albany.

At the same meeting, the Council voted to go on record in support of a long term management study concerning the disposal of dredging material from San Francisco Bay in an environmentally sound manner, the final result of which promises to save thousands of union jobs in the area.

The Council also approved a resolution submitted by the Alameda County Central Labor Council titled "The Incomes of Corporate Board Members and CEOs."

Two additional scholarships were announced at the March meeting, bringing the total to 64. The new awards were sponsored by Laborers Local 89 and HERE Local 19.

## 1992 CONVENTION

The Council's pre-Convention meeting began at 2 p.m. Wednesday, July 22, 1992 at the Grand Hyatt Hotel in San Francisco. The Nineteenth Convention is scheduled to open at 10:00 a.m. Monday, July 27, 1992 at the same location.

Throughout the meeting which began July 22, 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 period between the 1990 Convention and the 1992 Convention has been a time of great activity for this Council and its officers. In this report we have covered briefly highlights of the many fronts upon which we have been active.

Fraternally submitted,  
John F. Henning, Exec. Secy-Treas.  
Albin J. Gruhn, President

### Vice Presidents

Cass Alvin	Loretta Mahoney
Mary Bergan	Owen Marron
Louie Bravo	Steven T. Nutter
James L. Brown	Ken Orsatti
Sherri Chiesa	Justin Ostro
Val Connolly	Edward C. Powell
Jerry P. Cremins	Anthony L. Ramos
Michael J. Day	Michael Riley
Billy Joe Douglas	Richard C. Robbins
Steve Edney	Wm. R. Robertson
Ted Hansen	Margaret Shelleda
E. Dennis Hughes	John Smith
Don Hunsucker	Yolanda Solari
Dallas Jones	T.J. (Tom) Stapleton
Jack Loveall	John Valenzuela
Gunnar Lundeborg	Armando Vergara
Ophelia A. McFadden	William Waggoner
Jack McNally	Janice Wood

# Report of the Executive Secretary-Treasurer

**San Francisco  
July 27, 1992**

This report summarizes certain principal activities since the 1990 Convention held in San Diego. 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

As the sweep of governmental deficit engulfs federal, state and local affairs, hands of power are choking the low and middle income millions of America. The death grip is on the poor and the middle class to sustain the wealth of those who have so much.

In townhalls across the country we are told that business should never be taxed to answer social needs.

At state and federal levels those of personal and corporate wealth are being awarded tax immunities that court disaster and possible disorder.

In the convulsions of the Bush recession we are instructed that it's the American duty to accept educational blight, housing and health deprivation, family dissolution and a minority youth doomed from birth by the designs of a dollar autocracy.

However, there should be no comfort for those of obscene means, for the American rich cannot walk with safety through the cities they own. A proper penalty, were it not that poverty-induced crime, like the rain, falls on the good and evil alike.

It happens that the evolution of American capitalism has arrived at a new plateau of exploitive power: abounding production with a paucity of workers. High tech and its swelling extensions abroad.

There is something of an historical memory here, for nineteenth century labor Socialists saw calamity in the encroachments of the soulless factory. They erred. The industrial revolution required the massive employment of the unskilled. Not solvency for all, but in the main family histories that found successive

betterment.

Through labor agitation, most unionized workers moved to the middle class. The Labor Movement became in substance a movement of the employed middle class.

Thus, by the early twentieth century, Socialism was in the museums, vanquished by industrial capitalism with the middle class holding the ornaments but not the realities of political power. Surely labor wants more than ornaments.

Less than a decade from a new century we are witness to the withering of the socio-economic order we have known since the reformist days of Franklin Roosevelt. In its stead an amoral, global capitalism that is beyond the personal or collective control of unionism.

Only labor's political vitality can save America from the resulting downward course of society. The AFL-CIO's Committee on Political Education was born for such a corrective destiny. To say the least.

## 1990 GENERAL ELECTIONS

A unified labor movement went to work following the June Primary in a determined effort to elect its friends to office in the November general election.

COPE's registration and get-out-the-vote efforts were reinforced by continuing support from the black, Latino and senior communities through its field coordinators from the A. Philip Randolph Institute, the Labor Council for Latin American Advancement and the Federation of Retired Union Members (FORUM).

Federation-sponsored workshops were conducted in August at San Francisco and Los Angeles, forming a strategy to help activists from central labor councils and local unions elect labor's friends to office. Participants were told how COPE computers could be used to locate unregistered union members and persuade those who were already registered to support COPE-endorsed candidates and issues, thereby enhancing labor's time-honored grass roots registration and get-out-the-vote approach with modern techniques.

The California Labor Federation printed and distributed nearly 750,000 endorsement pamph-



lets to registered union members which were broken down into 15 regional variations, highlighting labor's choices among congressional, state legislative contests and statewide candidates. Special emphasis in the general was given to electing Dianne Feinstein as governor and defeating Propositions 131, 139 and 140.

## **PRISON LABOR ON BALLOT**

The Deukmejian administration unleashed its assault on free California workers by placing the prison labor initiative, Proposition 139, on the ballot after failing to get it through the legislative process.

The governor's slave labor scheme was correctly perceived as a naked attempt to replace free workers in the private sector with thousands of prison and jail inmates, working at minimum wages, without the protection of unions, lacking benefits and under the scrutiny of armed guards.

Led by the Federation, a coalition was formed, "Californians to Save Jobs—No on 139," composed of labor, business, law enforcement, religious and civic organizations to direct a campaign to defeat the initiative.

A massive effort was mounted to inform the voters of the social and economic costs embodied in the initiative. In addition to mailings, radio and television time was purchased as well as billboard and bus advertisements throughout the state.

The Coalition spent over \$250,000 in opposing Proposition 139, heavily outweighed by the proponents' \$1.4 million treasury. Voters approved the initiative by a 54 percent Yes vote to 46 percent No, much closer than the landslide Yes vote predicted in pre-election polls.

## **VOTERS SPLIT ON TERM LIMITS**

Concurrent with the fight to stop the prison labor initiative, labor worked to defeat Propositions 131 and 140, both designed to force out of office experienced and knowledgeable elected officials with a proven concern for working people.

Proposition 140, besides terminating the Legislative Retirement System and chopping away 40 percent of the legislature's operating budget, promised to impose harsh limits on the terms of legislators and some constitutional officers, as well as deny Californians their right to vote for candidates of their choice.

The punitive initiative called for limiting members of the Assembly to three terms of two years and state senators to two four-year terms. Once an officeholder had served the allotted terms, he or she would be banned from that office for life.

Voters rejected Proposition 131 sixty two percent No to thirty seven percent Yes. Unfortunately, the anti-government mood of the electorate surfaced and Proposition 140 passed with only a 300,000 vote margin out of 7.2 million ballots cast. Wholesale forced cuts in legislative staff were the immediate result.

With the help of financial contributions from its affiliates, the California Labor Federation sought a legal challenge in the courts on constitutional grounds. In October 1991 the state Supreme Court upheld the validity of Proposition 140.

The Federation warned that the effects of the new law would fundamentally alter state government by removing experienced legislators and severely reducing their staffs, throwing the balance of power to those wealthy enough to finance frequent elections.

A new legal challenge was brought by opponents, this time in the form of an appeal to the nation's highest court. However, in early 1992, leaning evermore to the right, the U.S. Supreme Court again upheld Proposition 140.

## **ELECTION RESULTS**

Despite losing the governorship to the incumbent U.S. Senator Pete Wilson, whose campaign was bolstered by a bountiful war chest, labor's endorsed candidate, Dianne Feinstein did well, tallying 3.5 million votes to Wilson's 3.7 million.

COPE-endorsed candidates in statewide offices were victorious in 5 of 7 races. Voters gave the nod to Democrats Lieutenant Governor Leo McCarthy, State Treasurer Kathleen Brown, State Controller Gray Davis, Secretary of State March Fong Eu and chose John Garamendi as Insurance Commissioner, the first time that office had been placed on the ballot.

Labor's choice for Attorney General, San Francisco District Attorney Arlo Smith, a Democrat, lost out to Republican Dan Lungren by a thin margin of 29,906 votes out of a total 6,786,948, representing only .44 percent of the total votes cast.

Labor also backed 3 of the 4 victorious candidates running for seats on the State Board of Equalization.

On a statewide basis, the California AFL-CIO endorsed a total of 144 candidates favorable to working people and 100 of them triumphed, for an overall 69 percent victory rate.

Labor prevailed on 11 of 28 statewide ballot propositions. Three measures carried an Open endorsement.

Twenty six of 41 COPE-endorsed candidates running in congressional races were successful, a 63 percent victory rate.

In the State Senate, 17 of 19 COPE-endorsed candidates won election for a 90 percent victory rate.

Forty nine out of 73 COPE-endorsed State Assembly candidates won election, while 24 lost, for a 67 percent victory rate.

COPE-endorsed candidates winning congressional seats in the general election listed in order of their congressional district number, were:

**District:**

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. Norman Y. Mineta (D)
15. Gary A. Condit (D)
16. Leon E. Panetta (D)
17. Calvin Dooley (D)
18. Richard H. Lehman (D)
23. Anthony C. Beilenson (D)
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)
34. Esteban E. Torres (D)
36. George E. Brown, Jr. (D)

COPE-endorsed candidates winning State Senate seats in 1990, listed by their district numbers, were:

**District:**

2. Barry Keene (D)
4. Mike Thompson (D)
6. Leroy F. Greene (D)
8. Quentin Kopp (I)
10. Bill Lockyer (D)
12. Dan McCorquodale (D)
18. Gary K. Hart (D)
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)
34. Ruben S. Ayala (D)
36. Robert Presley (D)
38. William A. Craven (R)
40. Wadie P. Deddeh (D)

COPE-endorsed Assembly members elected in 1990, listed by their districts, were:

**District:**

2. Dan Hauser (D)
4. Thomas M. Hannigan (D)
6. Lloyd G. Connelly (D)
8. Bev Hansen (R)
10. Philip Isenberg (D)
11. Bob Campbell (D)
12. Tom Bates (D)
13. Barbara Lee (D)
14. Johan Klehs (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)
23. John Vasconcellos (D)
24. Dominic L. (Dom) Cortese (D)
25. Rusty Areias (D)
26. Patrick Johnston (D)
27. Sal Cannella (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. Marguerite Archie-Hudson (D)
49. Gwen Moore (D)
50. Curtis R. Tucker, Jr. (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)
59. Xavier Becerra (D)
60. Sally Tanner (D)
63. Bob Epple (D)
66. Jerry Eaves (D)
68. Steve Clute (D)
72. Tom Umberg (D)
75. Deirdre (Dede) Alpert (D)
78. Mike Gotch (D)
79. Pete Chacon (D)
80. Steve Peace (D)

## Special Elections

The General Election of November 6, 1990 also served as a special primary election to fill the vacancy in the 5th State Senate district left vacant when incumbent John Garamendi chose to run for Insurance Commissioner, the first time the electorate would choose a candidate for that office.

This would mark the first of several special elections to occur in the time between the November 1990 general election and the April 16, 1992 Pre-Primary COPE Election Convention.

Patrick Johnston, the COPE-endorsed Democratic incumbent Assemblyman in the 26th Assembly District, defeated Garamendi's wife, Patti Garamendi, in her bid for the nomination in the 5th Senate District.

At the same time, as a result of the general election, Johnston held on to his Assembly seat. That was short-lived, for in a special election in January 1991, Johnston won election to the 5th Senate District, leaving his old 26th Assembly seat open.

When Republican John Doolittle moved to the Congress in November 1990, he left his first State Senate District seat open to challengers. State COPE, through Executive Council action, endorsed Yreka democrat Patti Mattingly and labor immediately worked intensively for her election.

Although a strong campaign was conducted in the vast first Senate District, Mattingly was defeated in a March 1991 special election by republican Tim Leslie who had left his 5th District Assembly seat to do so.

In the same special election, Republican John Lewis was elected to the 35th State Senate district. That office was opened up when Governor Pete Wilson appointed State Senator John Seymour, a Republican, to succeed himself as United States Senator. COPE had made a dual endorsement in the 35th Senate district contest, giving approval to Democrat Frank Hoffman and Republican Charles Smith.

The most recent special election activity in the State Senate occurred in April this year when labor's long-time friend, Senator David Roberti won the Democratic nomination to fill the seat of former State Senator Alan Robbins, who resigned. Lacking a majority in the primary, Roberti participated in a run-off election concurrent with the June 2, 1992 primary election and was again victorious.

Roberti had served for two decades in the 23rd Senate District but as a result of this year's new reapportionment scheme, found part of that district sliced off and added to that of his long-time political ally, Herschel Rosenthal.

On the Assembly side, the labor-endorsed can-

didate, Democrat Mike Gotch lost his June 5, 1990 runoff election bid for the 78th Assembly District seat, vacated by Independent Lucy Killea, when she moved on to the U.S. House of Representatives.

Victory for Republican Jeff Marston, was short lived however, when Gotch unseated him in the November 1990 General Election. The slim victory margin can be attributed to a classical grassroots campaign relying on heavy use of labor volunteers.

When Patrick Johnston moved to the State Senate in 1990, he left his old 26th Assembly district seat vacant. A special primary election was held on March 19, 1991, pitting COPE-endorsed Lorelee McGaughey against another Democrat, Patti Garamendi, the victor, only to lose later to Republican Dean Andal in the runoff despite Garamendi's labor backing.

COPE endorsed Barbara Friedman, a Democrat and proven friend of labor, in a special election to replace Democrat Mike Roos who resigned his seat in the 46th Assembly district. Friedman, at one time a member of the Los Angeles County Federation of Labor staff, had little trouble defeating all comers, winning with more than 72 percent of the vote.

No endorsement was made by COPE in the conservative 5th Assembly district during a special runoff election on September 17, 1991. Republican B.T. Collins succeeded, replacing Tim Leslie, who had moved to the 1st State Senate district in March.

On the same special election date in September, COPE backed Democrat Greg Ramsay who lost to Republican Mickey Conroy in a contest to fill John Lewis's 67th Assembly district seat after Lewis had gone to the State Senate.

## OTHER POLITICAL ACTION

In December 1991, the California Labor Federation presented platform proposals approved by the Executive Council to the California Democratic Party at hearings held at San Francisco.

Labor's views covering the minimum wage, workers' compensation, unemployment insurance, the 12-hour day, worker safety and health, the health insurance crisis, and job losses under so-called free trade, were brought to the attention of party leaders and delegates.

A campaign to mobilize the political influence of California's retired union members in the 1992 elections was launched at statewide meetings held in December 1991 at Sacramento.

Central labor body leaders conferred with state, regional and national officials of the AFL-CIO's Committee on Political Education. The session focused on mailing and telephone bank operations available through the computerized data received from the Federation's affiliates.

The State AFL-CIO Committee on Political Education also held an Open House for retiree activists at the capital in March of this year.

Assistance from activists in local union retiree clubs and FORUM chapters as well as the A. Philip Randolph Institute and the Labor Council for Latin American Advancement could spell the difference between success and failure for labor's allies in this year's crucial November elections.

Delegates to the annual Convention of the A.P.R.I. in San Bernardino this spring took part in workshops designed to develop strategies to turn out the black vote in this year's elections.

Mobilization of the Latino vote was a major part of the L.C.L.A.A. regional conference at Ventura in March. Participants were told that empowerment of union members in political action and joining coalitions with similar goals is going to make a major difference in elections this year.

At its March quarterly meeting in Sacramento this year, the Federation's Executive Council turned its attention to several initiatives slated for the 1992 General Election ballot.

The Council endorsed the California Pension Protection Initiative to ban raids on public employee retirement reserves and require the state to return \$1.9 billion taken last year from the California Public Employees Retirement System to help reduce the state budget deficit.

The Economic Recovery and Taxpayer Relief Act, sponsored by the California Tax Reform Association, was also endorsed by the Council at the same meeting. That measure would cut the sales tax, impose taxes on the wealthy and close loopholes in order to provide funding for basic services and give tax relief to working people.

The Council went on record to oppose the health care initiative proposed by the California Medical Association, principally because it fails to meet any of the criteria set forth by the national AFL-CIO.

Governor Wilson's proposed initiative to cut welfare benefits under the guise of "welfare reform" was rejected by the Council as well. The Council determined that low-income families would actually lose income while struggling under the measure's "work incentives."

Families that receive Aid to Families with Dependent Children would end up paying more

for medical care and suffer additional penalties when finding a job as a result of the proposal's rules.

## 1992 PRE-PRIMARY CONVENTION

On April 16, 1992, 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 United States Senator (two seats), positions on three 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 2, 1992.

The Executive Council called upon the assistance of an Advisory Group for the purpose of interviewing and recommending candidates to the Executive Council of the Standing Committee on Political Education. The advisory Group was composed of the following California trade unionists:

Jack Baugh-Operating Engineers No. 3  
George Bioletto-Machinists Lodge No. 1484  
Francis X. Crowley-IATSE No. 16  
Henry Disley-Marine Firemen's Union  
Jef Eatcel-HERE No. 30  
Preston Epperson-UFCW No. 532  
Jim Gordon-Communications Workers of America, District 9  
Dolores Huerta-United Farm Workers of America  
Walter Johnson-San Francisco Labor Council  
Chuck Mack-Teamsters Joint Council 7  
Lawrence Martin-Transport Workers No. 250  
Larry Mazzola-Plumbers No. 38  
Katie Quan-ILGWU Northwest District Council  
Mike Quevedo-Laborers No. 300  
Charles Reiter-California State Building and Construction Trades Council  
William Sauerwald-Painters District Council No. 36  
Dan Terry-California Professional Firefighters  
Paul Varacalli-United Public Employees No. 790, SEIU  
Preston (Tom) Epperson, acting as chairman of the Advisory Group, presented their recommendations to the Executive Council meeting on April 14, 1992.

The Convention made dual endorsements in the Democratic primaries for both U.S. Senate

races: Barbara Boxer and Leo McCarthy for the six year seat, and Dianne Feinstein and Gray Davis for the two year seat.

## ENDORSEMENT PAMPHLETS

On the basis of Convention action this Federation's Standing Committee on Political Education printed and distributed 309,000 endorsement pamphlets in 14 variations based on geographic location, to inform members and their families of official California Labor Federation positions in the June 2, 1992 Primary Election.

## 1992 PRIMARY ELECTION RESULTS

COPE-endorsed candidates prevailed in 116 state Primary Election contests. Only 18 candidates won without labor's endorsement in races where COPE made recommendations.

COPE-endorsed candidates Barbara Boxer and Dianne Feinstein were victorious in the U.S. Senate elections.

In the State Senate races, 14 out of 16 COPE-endorsed candidates won.

In the Assembly, 62 of 74 candidates with labor backing won.

Forty of 44 Congressional candidates carried labor's standard to victory.

Voters went along with all three 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 June 22 in San Francisco and June 24 in Los Angeles.

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 cur-

rent registration file and with a list of California telephone numbers.

Prior to election day, phone bank volunteers will call union members to urge their support for labor-endorsed candidates.

On election day, volunteers recruited by this program will be deployed into precincts and phone banks for a final voter turnout push.

The California Labor Federation, in cooperation with national COPE, is providing \$100,000 in grant monies to assist central labor bodies with this program.

## MINORITY VOTER PROGRAMS

In California, black and Latino voters are essential for victory of pro-labor candidates. Minority workers comprise a large and growing share of AFL-CIO membership. The political empowerment of these members and their families holds great promise for shifting the electoral balance back towards progressive candidates and issues.

The Federation has championed the cause of black and Latino enfranchisement through the full-time programs of its A. Philip Randolph Institute and the Labor Council for Latin American Advancement. The Federation supports the Asian Pacific American Labor Alliance, which held its founding Convention this year. APALA, sponsored by the AFL-CIO, can provide a vital role in building bridges to these communities.

Asian and Pacific Islanders are the most rapidly growing minority in California, and comprise an enlarging portion of the workforce. Organized labor's efforts to embrace these workers in the past have been largely lacking. APALA is essential to the trade union movement in the workplace and as a political force.

## AFL-CIO CONVENTION AND RELATED MEETINGS

The Executive Secretary-Treasurer served as a delegate to the November 11-15, 1991, 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 Secretary-Treasurer also attended the AFL-CIO Regional Health Care Conference in San Francisco, October 3, 1990; national COPE

Operating Committee meeting in Bal Harbour, Florida, February 16-20, 1991, and February 15-19, 1992; AFL-CIO Regional Conference in San Diego, June 14, 1991; AFL-CIO Solidarity Day March in Washington, D.C., August 31, 1991; the Western States AFL-CIO and Legislative Conference meeting in Cheyenne, Wyoming, September 21-24, 1991; Central Labor Council COPE meeting in Sacramento, December 2, 1991; AFL-CIO Region VI Central Labor Council Conference in Palm Springs, February 26, 1992 and the COPE Regional Conference in Las Vegas, April 9-10, 1992.

state conferences of the Labor Council for Latin American Advancement, held in San Francisco in 1991 and 1992 in Ventura; and the Federation's week-long 1991 Trade Union School February 3-8 in Sacramento. Meetings of trade unionists to discuss the state's budget crisis were held on February 27, 1991 in Sacramento, May 2, 1991 in San Francisco, June 24, 1991 in Sacramento, and June 18, 1992 in Sacramento. There were also meetings of central labor council representatives, co-sponsored with AFL-CIO Region VI, in addition to the 1992 Pre-Primary Endorsement Convention held April 16, 1992 in San Francisco.

## **SPECIAL EVENTS**

Your Executive Secretary-Treasurer was privileged to address the Western Conference of the Council of State Governments in Anchorage, Alaska, September 22-24, 1990, and was in attendance at planning meetings prior to the founding of Asian Pacific American Labor Alliance on September 26, 1990 and June 27, 1991 with AFL-CIO representatives and Asian American labor leaders. Your Secretary-Treasurer addressed the World Congress of the International Federation of Commercial, Clerical, Professional and Technical Employees in San Francisco on August 23, 1991, and on November 4, 1991, hosted a meeting of labor leaders with Cyril Ramaphosa, Secretary General of the African National Congress in the Federation's offices at San Francisco.

## **FEDERATION-SPONSORED CONFERENCES**

During the period since the 1990 Convention, your Federation has sponsored or co-sponsored a number of conferences and meetings relating to political action, legislation and emerging social and economic problems and issues affecting the welfare of workers.

These include COPE training sessions on registration and get-out-the-vote efforts held August 22, 1990 in San Francisco, August 23, 1990 in Los Angeles, June 22, 1992 in San Francisco and June 24, 1992 in Los Angeles. A conference on job training was held on June 30, 1992 in Los Angeles.

In 1991 and 1992 there were joint legislative conferences in Sacramento, held in conjunction with the State Building and Construction Trades Council; the 1991 and 1992 A. Philip Randolph Institute state conferences held in San Francisco;

## **FRATERNAL DELEGATES**

Deputy Director Peter Sams, representing Michael Easson, secretary of the Labor Council of New South Wales, Australia, will attend our Federation's Nineteenth Constitutional Convention as a fraternal delegate. A continuing fraternal relationship has existed between this Federation and the Labor Council of New South Wales since 1982 when each organization began sending delegates to the other organization's conventions. The Labor Council of New South Wales is not scheduling a meeting this year.

## **RELIEF FOR VICTIMS OF OAKLAND-BERKELEY HILLS FIRE AND LOS ANGELES RIOT**

In 1989, the California Labor Federation established an emergency relief fund to help union members who were victims of the Loma Prieta earthquake. This fund was re-activated after the devastating fire in the Oakland-Berkeley hills in October, 1991. Many unions responded generously to our appeal for contributions. Sixty-one thousand dollars were distributed to 122 union members who lost their homes and belongings in the fire. These distributions were made in consultation with the Alameda County Central Labor Council.

In May 1992, a relief fund was established under the sponsorship of the Los Angeles County Federation of Labor to assist the thousands of union members who lost jobs, homes, or possessions in the riot that followed the Rodney King beating acquittals. The California Labor Federation has urged our affiliates to give generously to this fund. The State Federation has provided a \$10,000 contribution.

## **IWC DOMINATED BY EMPLOYERS**

The Industrial Welfare Commission was created in 1915 to protect workers in this state from impoverishment and oppressive working conditions. Under the current and previous Republican administrations, the IWC has become a pawn of the bosses in their campaign to turn back the clock to the primitive sweatshop conditions of the 19th century.

Under law, the IWC is composed of five members, two chosen from labor, two representing employers, and one representing the public. Since the tragic death of Commissioner and Federation Vice President Michael R. (Mushy) Callahan in May 1990, the IWC has not had two labor representatives. Commissioner Ed Clark, associated with the Operating Engineers, served on the IWC from 1989 until December, 1990. Robert Hanna, retired executive secretary-treasurer of the California State Council of Carpenters, was appointed to fill Mushy Callahan's seat in December 1990, leaving Clark's seat open. Despite our strenuous protests, only one labor representative serves on the IWC today.

The term of Commissioner Muriel Morse, the public representative on the IWC, expired in March 1992. The Governor has not yet selected a new public representative. For five months, the five-member Commission has functioned with only three commissioners.

## **IWC STALLS ON MINIMUM WAGE REVIEW**

State law requires that the IWC conduct a review of the adequacy of the minimum wage every two years. The last review, conducted in 1987, led to an increase in the minimum wage from \$3.35 per hour to \$4.25 per hour, effective July 1, 1988. The increase, while welcome, was considerably less than sufficient to compensate for the loss in earning power that minimum wage workers had suffered during the past two decades.

Since the 1988 increase, inflation has eroded the value of the minimum wage by over 18 percent. A full-time minimum wage earner today would fall below the official poverty level for a family of two, according to U.S. government guidelines.

The California Labor Federation has repeatedly called upon the IWC to fulfill its statutory duty to review the minimum wage.

At IWC meetings on August 17, 1990; September 28, 1990; October 26, 1990; December 21, 1990; March 1, 1991; April 12, 1991; June 28, 1991; August 23, 1991; October 25, 1991; December 20, 1991; March 20, 1992; April 9, 1992, and May 15, 1992, representatives of the California Labor Federation urged the IWC to open a review of the minimum wage. We have called for a minimum wage set at no lower than 50 percent of the state's average manufacturing wage. In 1992, this would require a minimum wage of approximately \$6 per hour. Justice demands that minimum wage levels should be sufficient to lift a full-time worker above the poverty line. If minimum wage workers earned more, they would spend more, since these workers cannot afford to save their income. Such increased consumer spending would stimulate the state's economy. Higher pay would also mean less worker dependence on welfare, food stamps and other transfer payments that cost taxpayers billions of dollars. Indexing the minimum wage to the average manufacturing wage would eliminate the need for the labor movement to continually go before the IWC and demand it do its job. These demands have fallen on deaf ears for many years.

## **IMPOSITION OF 12-HOUR DAY BY THE INDUSTRIAL WELFARE COMMISSION**

The Industrial Welfare Commission, over the period of the last four years, has succeeded in destroying the heart of California's eighty-one year old protective 8-hour law which calls for time and one-half after eight hours of work. The 8-hour law was one of the outstanding achievements of Governor Hiram Johnson, the great liberal reformist of the Republican Party of his day.

In 1989, the IWC imposed the 12-hour day on hospital workers, restaurant and hotel workers, office workers, transportation workers and amusement and recreation workers.

In 1990, the IWC imposed the 12-hour day on the 2.5 million workers of California's retail industry.

The current IWC target is the radio and television broadcast industry. Last month, the wage board selected to review this industry reported that it was deadlocked, with management representatives supporting the 12-hour day, and labor representatives urging retention of 8-hour day protections.

The IWC 12-hour day regulations permit an

employer to impose a work schedule that could result in six consecutive days of twelve hours each, at straight time wages. In our testimony to the IWC, the Federation has pointed out that the 8-hour day came into existence to protect workers from the physical and mental exhaustion that result from long hours of labor. Exhaustion takes a toll on workers' health, and fatigue causes accidents that disable workers. The 8-hour day was also designed to promote fuller employment.

A financial disincentive is needed to discourage employers from overworking employees and to encourage more hiring.

In the workforce of today, the 12-hour day is an anti-family employment practice. Most working families consist of two parent wage earners or single parent workers. With commute time and lunch breaks added, a 12-hour workday means up to fifteen hours away from home. Child care centers that provide extended care for fifteen hours are rare. Even when child care can be found, the 12-hour day results in parents not seeing their children during waking hours, for several days at a time. These children will grow up more familiar with life on the streets than with family life.

At a hearing held on April 17, 1992, the IWC's designs on destroying all remaining 8-hour wage orders became apparent. The hearing, billed as an opportunity for open-ended testimony on the 8-hour day, became a feeding frenzy for greedy employers seeking to wipe out all California standards. Employer representatives demanding elimination of daily overtime included: the California Chamber of Commerce, California Manufacturers Association, California Newspaper Publishers Association, the utility industry, hospital industry, restaurant industry, and representatives of Procter and Gamble, Nissan USA, Toyota Motor Co., Lockheed Missile and Space Co., and Rockwell International.

Commissioner Hanna has supported our cause before the IWC. However, our pleas for the well-being of working parents and children have fallen on the deaf ears of the two IWC employer representatives.

Labor has fought back against the 12-hour day onslaught. At the initiative of Eddie Powell, Federation Vice President and President of the California State Theatrical Federation, a meeting was held of broadcasting and film industry unions to plan a counteroffensive. This has included a massive letter writing campaign by members of these unions to urge the IWC and the Governor to stop the 12-hour day. Federation-sponsored legislation to outlaw the 12-hour day in broadcasting is currently moving through the state capitol. At a hearing of the IWC on May 15, 1992, over three

hundred union members from broadcast and film industry locals, including IATSE, NABET, IBEW, SAG and AFTRA joined three hundred service and industrial unionists from HERE, SEIU, ILGWU and others in a mass protest picket line at the IWC hearing in Los Angeles. Bruce Doering, representative of International Photographers Local 659, IATSE, spearheaded the mobilization of the Hollywood Film and Broadcast Council unions. These unionists demanded that the IWC stop its attack on the 8-hour day and that it act now to increase the minimum wage.

Over 150 unionists, mostly from IATSE Stagehands Local 16 turned out at an IWC meeting in San Francisco in June, 1992 to protest the 12-hour day.

Our Federation is working with the Theatrical Federation of California on a mass letter writing and lobbying campaign to stop the imposition of the 12-hour day in the broadcast industry. At the same time that we are appealing to the IWC, we have introduced legislation to prohibit the IWC from eliminating the 8-hour day in broadcasting.

## PRISON LABOR

In the November 1990 General Election, voters approved Governor Deukmejian's "go to jail, get a job" Proposition 139. Proposition 139 repealed a century-old prohibition on the employment of state prisoners and county jail inmates by private industry.

The California Labor Federation waged a valiant campaign to defeat Proposition 139. We formed a broad-based coalition committee to oppose the measure that included leaders from labor, business, law enforcement and civic organizations. Our committee raised \$250,000 and ran radio, television and billboard ads to alert voters to the folly of allowing businesses to hire convicts at minimum wage to take the jobs of law abiding Californians. Proponents of the Deukmejian initiative spent \$1.4 million to push a simplistic theme: get tough on criminals-make them work. Major funding for Proposition 139 came from a cross-section of California big business, including: Atlantic Richfield, Chevron, Unocal, Gallo, Hewlett-Packard, Fluor-Daniel, Inc., Pacific Telesis, Pacific Gas and Electric, Longs Drugs and Brown and Root.

As late as the Friday before election day, opinion polls showed Proposition 139 passing by a three to one margin. The final tally showed passage by a 54 percent to 46 percent vote, a vastly smaller margin than any political pundit predicted.



The California Labor Federation has monitored the implementation of Proposition 139. To date, fewer than one hundred inmates have been hired. The threat is constant that prison labor will be expanded to deprive California workers of their jobs.

We will remain vigilant in monitoring prison labor projects proposed by the State Department of Corrections. We shall insist that prison authorities fulfill their mandate under federal law to consult with local central labor bodies prior to establishing any prison jobs programs.

## **COUNCIL ON CALIFORNIA COMPETITIVENESS**

In December, 1991, Governor Wilson appointed your Executive Secretary-Treasurer to a California Competitiveness Council. The Council's function was to identify and recommend solutions to obstacles that adversely affect the state's economic competitiveness. The Secretary-Treasurer was one of only two labor representatives on the Council, which was dominated by fifteen business leaders, almost all of whom were registered Republicans. The Council was broken up into several subcommittees to tackle specific topics. Your Secretary-Treasurer served on the subcommittees that focused on Workers' Compensation Insurance and Tort and Liability Reform.

Following a series of meetings, the Council released its report on April 23, 1992. The full report was not made available to Council members until it was released to the press. Your Secretary-Treasurer dissented from the pro-business majority on certain changes recommended in workers' compensation insurance.

Your Secretary-Treasurer pointed out that the major problem facing the state's economy is the national recession. Only national full employment programs can remedy the recession. Mental stress claims, far from being a major component in workers' compensation costs, only represent three percent of all workers' compensation claims filed, your Secretary-Treasurer stated in his dissent. Workers' rights to seek compensation for stress claims should not be limited, he stated.

The Executive Secretary-Treasurer also dissented from recommendations that would eliminate a worker's choice of treating physician, and opposed a recommendation that benefits be withheld from workers until claims have been verified. Your Secretary-Treasurer also dissented from recommendations limiting lawsuits for wrongful termination of employment and calling

for repeal of the state corporate criminal liability law.

A recommendation that the state's "cost plus" minimum workers' compensation rate law be abolished, won praise from the Secretary-Treasurer. The minimum rate law is a non-competitive feature of workers' compensation that guarantees insurers' profits and drives up the cost of premiums.

## **FAMILY LEAVE ACT ENACTED**

The Federation scored a major breakthrough in social legislation when AB 77 (Moore) was enacted in 1991. The Federation sponsored the legislation which requires California employers with fifty or more employees to grant unpaid leave of absence of up to four months in any two-year period to any employee with one or more years of seniority to care for an ill child, spouse or parent, or upon birth or adoption of a child. The bill was signed over the strenuous objections of the employer lobby, led by the California Chamber of Commerce and the California Manufacturers' Association.

The California Labor Federation will continue to support the national AFL-CIO in its efforts to win similar protections at the federal level.

## **VICTORY AT SAFEWAY**

In February 1992, the California Labor Federation took steps to initiate a boycott of Safeway Stores at the request of Teamsters Joint Council 7.

Safeway had announced plans to relocate eight hundred warehouse jobs away from Richmond and Fremont to a new distribution Center in Tracy. The company had refused to transfer Teamster members with many years of seniority to the new facility. Claiming that the warehouse was to be operated by an independent outside contractor, Safeway said it had no control over or responsibility for the fate of its warehouse workers.

The Teamsters launched a consumer boycott of Safeway and initiated intensive picketing of fifty northern California stores. The United Food and Commercial Workers and Bakery Workers unions represent Safeway Store workers and were fully supportive of the boycott. The Federation held two press conferences at its offices to announce a statewide Safeway boycott.

The boycott cut deeply into Safeway's sales.

Within two months, Safeway dropped the scam argument that it had no control over its new distribution center, and settled with the Teamsters. The contract guaranteed full seniority and transfer rights to its existing warehouse workforce, and honored other key provisions of the union contract.

## **U.S.-MEXICO FREE TRADE AGREEMENT**

President Bush's proposed free trade agreement with Mexico would accelerate the destruction of the U.S. manufacturing base. As many as five hundred thousand American workers would lose jobs as U.S. corporations rush South to exploit a poor Mexican workforce.

The maquiladora plants on the Mexican side of the border, where over one-half million Mexicans work for U.S. corporations in toxic-infested plants at wages that average less than \$1 per hour, serve as a warning of what awaits us if a Mexican free trade agreement is negotiated.

The California Labor Federation is working in concert with the national AFL-CIO to insure that a free trade agreement contains strict enforcement of labor laws and environmental laws by U.S. corporations operating in Mexico. Our efforts included lobbying California's U.S. House and Senate members to oppose granting "fast track" negotiating authority to the Bush administration. "Fast track" strips the Congress of its constitutional role in modifying or amending any proposed international treaty. This year, we are continuing to urge members of Congress and candidates for federal office to require labor law enforcement in the treaty.

Your Secretary-Treasurer testified before the U.S. House of Representatives, Committees on Interior and Insular Affairs and Education and Labor on April 24, 1992 on the proposed Free Trade Agreement. The Executive Secretary-Treasurer has also spoken before numerous gatherings of trade unionists and concerned citizens and has appeared in television and radio interviews on the issue. He has assigned Federation staff to speak before public forums and participate in public debates on the matter. Our Federation has raised the matter in COPE candidate interviews and in direct dialogues with the Democratic presidential candidate Bill Clinton and his California campaign director. As the General Election approaches, the Federation will continue to raise public awareness of the perils of a Bush Free Trade Agreement and will hold COPE-endorsed candidates accountable on the issue.

## **WORKERS' COMPENSATION BENEFITS INCREASED- WORTH \$1.4 BILLION TO INJURED WORKERS**

Compensation benefits paid to injured workers increased from a weekly maximum of \$266 to \$336 for accidents occurring after January 1, 1991. This represented the second step increase in benefits won when the Federation-sponsored Margolin-Bill Greene Workers' Compensation Reform Act became law in 1989. The first increase, effective January 1, 1990 raised maximum weekly benefits from \$226 to \$266.

All told, the fifty percent increase in maximum benefits represented the largest benefit increase in the history of California Workers' Compensation law.

Other benefits were increased under the Workers' Compensation Reform Act. Minimum weekly benefits paid to injured workers rose from a pre-Reform Act level of \$112 to the lesser of \$126 or the employee's average weekly earnings, effective January 1, 1992.

Permanent partial disability benefits for workers determined to be at least twenty five percent permanently disabled, rose from \$140 to \$148 for injuries occurring beginning in 1991. Maximum aggregate workers' compensation death benefits rose, effective January 1, 1991, from \$95,000 to \$115,000 in cases involving two or more dependents, and from \$70,000 to \$95,000 when the deceased has one dependent.

The total value of new benefits for workers won over the three years following the enactment of the new law was \$1.4 billion.

## **UNEMPLOYMENT INSURANCE AND DISABILITY INSURANCE BENEFITS INCREASED**

Benefits paid to unemployed workers increased in 1991 and 1992. Maximum weekly benefits rose from \$190 to \$210 on January 1, 1991 and to \$230 on January 1, 1992. These were the final two of three step increases won when a Federation-sponsored bill became law in 1989. The first step on January 1, 1990 hiked benefit maximums from \$166 to \$190.

Federation-sponsored legislation signed into law in 1989 also increased state disability insur-

ance maximum benefits from a maximum of \$224 to \$336, effective January 1, 1991. These increases parallel the improvements in workers' compensation benefits. Historically, Federation-sponsored legislation has kept workers' compensation indemnity benefits and state disability benefits on a par, to prevent "benefit shopping" by disabled workers, and to insure that each insurance program bear the costs only of those injuries or illnesses for which it was created.

The total value of these benefit increases under unemployment insurance and state disability insurance was about \$600 million in the first three years.

## **DELIVERY OF WORKERS' COMPENSATION BENEFITS IMPROVED**

Procedural changes in the Federation-sponsored Workers' Compensation Act of 1989 have produced improvements in the delivery of benefits. Automatic penalties are now levied on employers and insurers who delay the payment of benefits. These penalties include a ten percent penalty paid to the injured worker for late payment of indemnity benefits.

Employers now have strict time limits to decide whether to contest claims. Expedited hearing procedures for contested workers' compensation claims have helped clean up the backlog of cases before workers' compensation judges. Additional judges were funded and have been hired, speeding up the resolution of claim disputes.

## **OCCUPATIONAL SAFETY AND HEALTH TRAINING GRANTS**

Federation-sponsored workers' compensation legislation created a new program of occupational safety and health education and training grants from the new penalties levied on insurers. The purpose of these grants is prevention of injury and illness through improved safety awareness. In fiscal year 1991-92, four hundred twenty five thousand dollars were distributed to eleven grant applicants. These included three grants to unions sponsoring training programs and two grants to joint labor-management programs. In fiscal year 1992-93, the Department of Industrial Relations anticipates having \$1.2 million available for grants. The Department has received ninety-five grant applications.

## **LABOR DAY CELEBRATIONS**

Many Labor Day 1990 and 1991 celebrations were held throughout California, spearheaded by the various local central bodies. Your Secretary-Treasurer participated in 1990 Labor Day Breakfast events sponsored by the Catholic Labor Institute and the Los Angeles County Federation of Labor as well as the Democrats United Labor Day Bar-B-Que in Oxnard.

## **FOREIGN VISITORS**

During the two-year period since our last Convention, your Secretary-Treasurer or his designated staff have met with many trade unionists and governmental leaders in our Federation's San Francisco headquarters. These include visitors from the following countries who have expressed great interest in the work of our Federation: England, Poland, Germany, Australia, El Salvador, Uruguay, Venezuela, Senegal, Japan, Columbia, Dominican Republic, Ecuador, Netherlands, Argentina, Bolivia, Chile, Canada, Mexico, Haiti, Austria, Indonesia, France, Northern Ireland, Wales, Turkey, Surinam, Spain, Guatemala, Honduras, Nicaragua, Peru, Italy, Ireland, Portugal and New Zealand.

On January 1991, the Federation hosted a meeting of local labor officials with a delegation of trade unionists from the Soviet Union. This historic meeting was part of the first visit of Soviets sponsored by the national AFL-CIO. The Federation was honored to co-sponsor a 1992 visit by Cuauhtemoc Cardenas, leader of Mexico's opposition Democratic Revolutionary Party. Your Secretary-Treasurer also had the pleasure to meet with Edward Shevardnadze, formerly Foreign Minister of the Soviet Union, during his 1991 visit to San Francisco.

## **FEDERATION PROTESTS DEMOCRATIC PARTY PROMOTION OF NON-UNION PHONE COMPANY**

In February 1991, Democratic National Committee Chairman Ron Brown sent solicitations to Democratic Party activists and contributors nationwide, urging them to switch to U.S. Sprint, a non-union long distance phone carrier. The Democratic Party stood to profit from the Sprint

charges to customers it gained from this solicitation.

Your Secretary-Treasurer sent an immediate letter of protest to Ron Brown deploring the alliance between a non-union company and the traditional party of working people. The Federation also alerted our affiliates of the Democratic Party's non-union business dealings. Ron Brown contacted your Secretary-Treasurer in response to his letter and advised him that as a result of the protest, the Party had terminated its arrangements with U.S. Sprint.

## **CALIFORNIA WORKER ASSISTANCE PROGRAM**

The California Labor Federation submitted a proposal in 1992 to the State of California Economic Dislocation and Worker Adjustment Assistance Discretionary Program to fund a California Worker Assistance Program under the national Job Training Partnership Act.

The proposal was developed in conjunction with the national AFL-CIO Human Resources Development Institute. The proposal was designed to link unions with job training agencies that provide job training and placement services to dislocated workers. This month, our proposal was approved for \$200,000 in funding, with half the funds from the state's Employment Training Program, and half from the state-administered federal Job Training Partnership Act grant. The Federation is in the process of hiring a program director, who will work out of our San Francisco offices. We will shortly contact affiliates to make the services of the program available to you.

## **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 opportunity to assert labor's views and positions with respect to critical issues of concern to California

workers, and at the same time increase the visibility of the state AFL-CIO labor movement as an integral and vital segment of our society.

These functions included the following: State Conference of Bricklayers and Allied Craftsmen; SEIU Western Conference; HERE International Convention; San Francisco Labor Foundation Conference; Los Angeles County Federation of Labor COPE Seminar; AFL-CIO Health Care hearings; Catholic Labor Institute Labor Day Breakfast; Mike Thompson for State Senate Dinner; State Conference of Plasterers, Cement Masons and Shop Hands; San Francisco Labor Day Breakfast; San Fernando Valley Interfaith Council meeting; San Francisco Maritime Trades Port Council meeting;

San Mateo County Labor Council COPE Dinner; Council of State Governments, Western Conference; Lt. Governor Leo McCarthy Dinner; San Francisco Labor Council COPE Dinner; OPEIU Western Educational Conference; Workshop on Labor and the Media-Bridging the Gap, at U.C. Berkeley; Teamsters Rally at Sacramento Public Utilities Commission hearing on trucking deregulation; No on Proposition 139 press conferences; Honoree at People's Award Reception, St. Mary's Cathedral;

Honoree at Jewish National Fund Dinner; AFGE National Convention; Democratic Socialists of America meeting; Opening of San Francisco Chinatown Garment Workers Center; Dinner Honoring ILWU President Jimmy Herman; Bay Area Union Labor Party Dinner; Bay Counties District Council of Carpenters Conference; San Francisco Labor Video Television Project meeting; Kings County, Washington Labor Council meeting; HRDI's Conference "JTPA-A Partnership that Works"; Conference on "Waterfront Soundings" Project of ILWU Local 34;

Honoree at Irish-American Labor Dinner in New York; AFL-CIO COPE Operating Committee meetings; Fifth Anniversary of Labor Archives at San Francisco State University; Greyhound Strike rallies of ATU; Retirement Dinner of Bill Ward, State Building and Construction Trades Council of California; Laborers' 14th Annual Western Conference; California A. Philip Randolph Institute conferences; California Conference of Machinists Legislative Conference; SEIU California Legislative Conference; State-wide Rally for Education at Sacramento;

Sheet Metal Workers Western States Conference; Rally for Teamster strikers at Diamond Walnut, Stockton; Retirement Dinner for Jim O'Sullivan, Carpenters Union, San Francisco; Retirement Dinner for Willie Billingsly, Laborers Union, Stockton; Honoree, Community Recognition Dinner of Foundation of San Francisco City

College; AFL-CIO COPE Regional Conferences; ILWU California Legislative Conference; Rallies for CSEA contract; Workers' Memorial Day Rally; Letter Carriers California State Council; Bay Area UFCW Retiree Luncheon; Labor Council for Latin American Advancement receptions; Boy Scouts Lunch-O-Ree; United Paperworkers International Union Citizens' meeting;

Seniors rallies at State Capitol; Catholic Labor Mass Breakfast, San Francisco; Santa Clara-San Benito Counties Central Labor Council COPE Dinner; California Legislative Conference of Transport Workers Union; Alameda and Contra Costa Counties Building and Construction Trades Council Joint Breakfast; Budget Crisis Rally at State Capitol;

San Francisco Organizing Project Dinner; George Meany Center Western Seminar; IATSE Convention; AFL-CIO Regional Conferences; Teleconference on anti-strikebreaker bill; CWA Convention; Archdiocese of San Francisco Business Luncheon; Bloody Thursday Memorial, ILWU; LCLAA Membership Conferences; Bay Dredging meeting with Congressional Representatives; Dinner Honoring Bill Robertson; International Federation of Commercial, Clerical, Professional and Technical Employees World Congress;

Justice for Janitors at Apple Computer Rallies; AFGE Convention; San Francisco Solidarity Day Rally; AFL-CIO Solidarity Day; Retirement Dinner for Con O'Shea, National Building and Construction Trades Council; Dedication Ceremony for Ralph Fasanella's painting at Port of Oakland; Conference of Sign and Display Local Unions; Painters District Council 36 Membership Appreciation Picnic; Tri-Counties Central Labor Council COPE Dinner; Insurance Commissioner's hearing on Workers' Compensation Rating Bureau; Dinner honoring Nick Bardes, Sonoma-Mendocino-Lake Counties Central Labor Council;

Dinner honoring Al Whitehead, Firefighters Union; Fiftieth Anniversary of IBEW Local 1245; National AFL-CIO Convention; Rally for HERE strikers at Frontier Hotel, Las Vegas; AB 77 Family Leave Act implementation hearings; Martin Luther King Day Labor Community Breakfast; University of California Health Conference; Press Conferences for Teamsters Safeway warehouse workers; Labor Rally for Jerry Brown for President; AFL-CIO Region VI Central Labor Council Conference;

State Building and Construction Trades Council Fifty-sixth Convention; Asian Pacific American Labor Alliance Reception; "Over-the-Hill-Gang" Luncheon; Alameda County Central Labor Council Unionist of the Year Dinners; Laborers California Regional Conference; SEIU

Twentieth International Convention; Honoree, Bay Area LCLAA Cinco de Mayo Celebration; NAACP rally at State Capitol; Hollywood Film and Broadcast Labor Council protest against 12-hour day; Farm Workers legislation press conference;

California Conference of Painters; Coalition of Black Trade Unionists Convention; Rally for Summit Medical Center Strike, Oakland; IATSE Regional Conference; Labor meetings with Governor Bill Clinton; Honoree, Los Angeles-Long Beach Maritime Trades Port Council Man of the Year Dinner; Installation of OPEIU Local 3 officers; Installation of San Francisco Labor Council officers.

## 1990 LEGISLATION

The 1990 legislative session bore the handprints of Governor Deukmejian down to the closing hours. Foremost in terms of evaluation was the devastating \$12.6 billion deficit that became the ensuing burden of Governor Wilson and the 1991 legislature.

In a manner reminiscent of his destructive abolition of Cal-OSHA in 1987, Governor Deukmejian removed all funding of the California Division of Apprenticeship Standards in his final budget submission.

The fifty-one year old apprenticeship training system was restored on a temporary basis by legislative borrowing from other funds.

Its future has not yet been resolved.

Nothing so much typifies the regime of Governor Deukmejian as these two thoughtless assaults on worker safety and worker training.

In both actions he declared that inferior federal programs should replace the proven state systems in safety and apprenticeship.

Thus, the 1990 session was a mere extension of what the Deukmejian years had meant for labor. In his eight years of rule, there were two rare moments of liberalism: South African divestment and a long delayed but record increase in workers' compensation benefits.

In a counting sense, the Governor signed into law 35 bills.

He vetoed 40 labor bills in the same session.

There was nothing in the 1990 session to compare in any way with the historic advances realized by workers in the administrations of Edmund G. Brown (1959-1967) and Edmund G. Brown, Jr. (1975-1983).

There is a certain consolation about 1990: by reason of Democratic majorities in Assembly and Senate, labor survived despite a hostile Governor.

Survival, however, is not enough. Not in a society that requires essential economic and social advance for workers.

## BILLS ENACTED

Legislative victories for the Federation in the 1990 session were:

### CHILD CARE

AB 421 (Allen) makes child care services available during regular work hours as well as weekends and evenings to all legislative employees who perform most of their work in Sacramento.

AB 1169 (Allen) establishes a 3-year pilot project to develop and evaluate a model program to recruit and train infant home care providers.

AB 1428 (Hannigan) appropriates \$900,000 to the State Department of Education for child care referral agencies.

ACR 108 (Murray) creates a legislative task force to evaluate new regulations that set minimum standards for quality in licensed child care programs.

SB 78 (Watson) authorizes the state to issue \$30,000,000 in general obligation bonds for the purchase of equipment for child care facilities.

### CIVIL RIGHTS

ACR 138 (Burton) reaffirms support of the MacBride Principles of fair employment in investment of state Public Employees Retirement System funds in companies conducting business in Northern Ireland.

SJR 62 (Roberti) memorializes the President and United States Congress to enact proposed civil rights legislation that would strengthen laws banning discrimination in employment and other types of discrimination.

### CONTRACTOR LICENSING LAW

AB 189 (Floyd) requires any local agency issuing licenses or permits for garment manufacturing businesses to require proof that the applicant is registered with the Labor Commissioner.

### EDUCATION

AB 2950 (Farr) requires that appraisal and examination of public school instruction include research based on classroom experience that is conducted by teachers.

SB 2147 (Petrus) establishes community service pilot projects in grades 7 to 12.

### ENVIRONMENT

SB 2040 (Keene) establishes an oil spill contingency plan that requires the state to respond to all oil spills in coastal waters and set up rescue and rehabilitation stations for wildlife.

### HEALTH CARE

SJR 69 (Mello) memorializes the President

and United States Congress to enact a national health care plan.

### HOUSING

SB 1908 (Mello) provides a first right of refusal to tenants, non-profit organizations and public agencies to purchase housing projects in danger of conversion.

SB 1913 (Petrus) extends the notification period required before conversion from 6 months to one year in regard to rental housing developments receiving governmental assistance, and allows for local public hearings to decide the impact of the loss of the housing on the affected tenants.

SB 2011 (Leroy Greene) requires local government to encourage affordable housing development for low- and moderate-income housing.

### JOB TRAINING

AB 2694 (Johnston) provides \$2.5 million from the Employment Training Fund for apprenticeship training.

SB 1033 (Bill Greene) conforms the state Job Training Coordinating Council to changes in the federal Job Training and Partnership Act to provide local employment and training services for economically disadvantaged and displaced workers.

### PUBLIC EMPLOYEES

AB 2981 (Elder) authorizes contracting agencies to provide increased retirement benefits for local miscellaneous employees who are members of the Public Employees Retirement System.

### PUBLIC WORKS

SB 197 (Bill Greene) requires the awarding body of a public works contract to transfer all wages and penalties which have been forfeited to the Labor Commissioner for disbursement if the contractor fails to bring suit for recovery within 90 days after completion of the contract.

### SAFETY AND HEALTH

AB 1675 (Friedman) allows prosecution for manslaughter after conviction of willful violation of an occupational safety or health order which results in the death or permanent impairment of an employee.

AB 2249 (Friedman) provides that a corporation is guilty of a crime if it has actual knowledge of a serious, concealed danger and fails to warn its affected employees as well as Cal-OSHA or discriminates against an employee who has exposed a worksite hazard.

AB 3018 (Tanner) provides that before hazardous substance removal work is started, a safety and health conference shall be held and that in the absence of state occupational safety and health standards concerning removal, federal standards will prevail.

AB 3672 (Elder) requires the Cal-OSHA Standards Board to set safety standards for certain oil

refinery and chemical plant facilities no later than July 1, 1992.

AB 3826 (Hayden) requires the Division of Occupational Safety and Health to establish a safety inspection program for all tower cranes and employ safety engineers to inspect cranes, derricks and hoisting equipment.

SB 1341 (Hart) requires the Cal-OSHA Standards Board to adopt field sanitation standards by Dec. 1, 1991 and sets minimum penalties for violations.

#### **SOCIAL INSURANCE**

AB 2695 (Johnston) prohibits a provider of medical services from billing an employee who has filed a workers' compensation claim unless the employer has rejected liability and the employee has been notified of the rejection.

AB 3977 (Johnston) allows the Governor to suspend the one week waiting period for applicants for unemployment insurance in the event of a state of emergency.

SB 241 (Bill Greene) requires timely payment by insurers to medical care providers in workers' compensation cases.

SB 1941 (Lockyer) provides for a waiver of the one week waiting period for disability benefits if the claimant is unemployed and disabled for more than 14 days instead of 21 days as the law previously provided.

SJR 58 (Bill Greene) memorializes the United States Congress to grant a supplemental appropriation to compensate for the 1990 federal unemployment insurance shortfall in funding for the state administration of unemployment insurance programs.

#### **TRANSPORTATION**

AB 2550 (Clute) requires the Public Utilities Commission to hold public hearings in the locale in which a railroad plans to abandon or discontinue its service.

#### **WORKER PROTECTIONS**

AB 2693 (Eastin) increases penalties from \$100 to \$250 for the first violation and \$1,000 for subsequent violations when a private employer fails to provide an employee with an itemized wage statement.

AB 3782 (Tucker) prohibits an employer of 25 or more employees from discharging or discriminating against an employee who leaves work, having given advance notice, in order to visit the school of the employee's child for a parent-teacher conference.

AJR 69 (Moore) memorializes the United States Congress to amend the National Labor Relations Act in regard to reinstatement of wrongfully discharged employees with triple damages for lost pay and benefits, recognition of collective bargaining representatives and protection of employees' rights.

SB 1027 (Petrus) makes it an unlawful employment practice for any employer to discriminate against a female employee because of pregnancy, childbirth or a related medical condition under the California Fair Employment and Housing Act.

## **BILLS PASSED, BUT VETOED**

The Legislature passed 40 Federation-supported bills in 1990 that were ultimately vetoed. They were:

#### **CHILD CARE**

AB 1853 (Speier) would have replaced the existing Child Development Program Advisory Committee with a new California Child Care Advisory Committee.

AB 3545 (Norman Waters) would have required child day care employees to receive additional training in preventive health practices, first aid and cardiopulmonary resuscitation.

AB 4155 (Norman Waters) would have funded demonstration projects to design a system to provide information and support to parents seeking child care services for children with exceptional needs.

SB 259 (Torres) would have required the State Department of Education to coordinate public and private child care programs and services.

#### **CHILDREN**

SB 2379 (Presley) would have authorized the Governor to appoint a director of children and youth services to develop a comprehensive delivery system at the state, local and public school district levels.

#### **CORPORATIONS**

SB 2500 (Hart) would have allowed judges to sentence corporations to probation for crimes that threaten the public health or the environment.

#### **ECONOMIC CONDITIONS**

AB 2851 (Farr) would have created the Council on Economic Transition for the purpose of reporting to the Legislature and the Governor on issues relating to conversion from a defense-oriented economy to a civilian economy.

AB 3591 (Farr) would have created a working group to assist with environmental, health and economic conversion issues arising from military base closures.

#### **HEALTH CARE**

AB 2569 (Epple) would have provided that health insurance premiums be exempt as well as current income in determining the income of a recipient of in-home supportive services.

SB 1791 (Rosenthal) would have required the

State Department of Health Services to waive the means test for determining eligibility of pregnant women and infants for Medi-Cal benefits.

#### **JOB CREATION & PRESERVATION**

SB 1946 (Bill Greene) would have required the Employment Development Department to establish community job centers for employable applicants who need the services of professional case workers.

#### **LABOR RELATIONS**

AB 1135 (Tucker) would have created a Labor-Management Relations Council to promote mutual cooperation in the public and private sectors.

SB 1812 (Craven) would have prohibited police officers from working as private security guards for an employer whose workplace is the site of a strike, lockout or picketing and within the jurisdiction of the police officers' regular employment.

#### **LABOR UNIONS**

SB 2217 (Petrus) would have protected unions from being bankrupted by lawsuits alleging responsibility for acts committed by individuals during a labor dispute.

#### **PAY EQUITY**

SB 2078 (Roberti) would have created an 11-member Commission on Pay Equity for state employees.

#### **PUBLIC EMPLOYEES**

AB 510 (Roos) would have extended agency shop status to all state university workers represented by unions within the California State University system.

AB 3273 (Epple) would have prohibited the California State University from contracting for personal services resulting in the displacement of California State University employees.

SB 2850 (Bill Greene) would have required the Public Employment Relations Board to use the services of the State Mediation and Conciliation Service in public employment labor disputes to prevent PERB from assuming the roles of both judge and prosecutor.

#### **PUBLIC WORKS**

AB 2599 (Tanner) would have extended the time allowed the Division of Labor Standards and Enforcement to commence an action against a contractor to 6 months after completion of a public works project in order to recover wages and penalties incurred for failing to pay the correct rate of prevailing wages.

SB 422 (Bill Greene) would have required public agencies calling for bids on public works projects to consider contractors' safety records along with quality of work and bid price.

SB 2056 (Cecil Green) would have required the installation of pre-fabricated office systems to be paid from public funds, when a public works

contract exceeds \$10,000.

#### **SAFETY AND HEALTH**

AB 161 (Floyd) would have allowed monetary penalties on state and local governmental employers for violations of occupational safety and health regulations.

AB 955 (Hayden) would have required employers to set up workplace safety standards for video display terminals and related furniture.

AB 1469 (Margolin) would have required Cal-OSHA to comply with workplace safety standards for chemicals determined to be carcinogens by the International Agency for Research on Cancer.

AB 1728 (Katz) would have authorized establishment of a toxic materials data base in the Environmental Affairs Agency to help public agencies set up protective regulations.

AB 2537 (Burton) would have created the Crane Operators Licensing Board and made it a misdemeanor for any employer to require an employee to operate a crane without a license.

AB 2825 (Floyd) would have provided that the members of the Occupational Safety and Health Standards Board be appointed by the Governor subject to the approval of the Senate.

AB 3462 (Friedman) would have extended the deadline from 30 to 60 days for filing a complaint against an employer who retaliates against an employee for revealing a workplace safety and health violation.

AB 3633 (Margolin) would have required any owner of a building occupied by a state agency to inspect the building for the presence of asbestos and to establish a maintenance program to protect occupants and maintenance workers if asbestos material was found.

AB 4006 (Cannella) would have increased all OSHA penalties by 50 percent.

AB 4259 (Epple) would have brought county agricultural commissioners and their staffs under the protections of the Hazardous Substances Information and Training Act.

SB 1834 (Rosenthal) would have established April 28 as Workers' Memorial Day in observance of those who have suffered work-related injuries or deaths.

#### **SOCIAL INSURANCE**

AB 950 (Peace) would have required the Employment Development Department to conduct a survey of employers regarding workers' compensation and health insurance coverage.

SB 2509 (Lockyer) would have provided the presumption of eligibility for workers' compensation benefits for health care workers who contract AIDS or other illnesses caused by bloodborne pathogens after exposure on the job.

#### **WORKER PROTECTIONS**

AB 77 (Moore) would have made it an unlaw-



ful employment practice for an employer with 25 or more employees to refuse an employee's request to take up to four months of unpaid leave in a two-year period to care for children, parents, grandparents or spouses.

AB 386 (Murray) would have required the Industrial Welfare Commission to conduct a full review of the adequacy of the minimum wage beginning in the month of January of each even-numbered year.

AB 3236 (Tucker) would have created the Employee Assistance Council to promote the development of employee assistance programs to return workers to effective job performance by helping them resolve personal problems.

AB 3930 (Hayden) would have provided that any person who contracts with an independent contractor to manufacture garments, be liable for law violations committed by the contractor in regard to wages, industrial homework, minors and health and safety regulations.

SB 1752 (Robbins) would have prohibited an employer from refusing to hire, discharge or discriminate against an employee in terms of compensation or working conditions because the employee chooses a particular means of transportation for traveling to and from the job, providing it is sufficient to get the employee to work on time.

SB 2844 (Torres) would have required the state's institutions of higher education to provide personnel, academic and tenure records to the Fair Employment and Housing Commission upon request in the same manner as any other employer in an unlawful employment practice or discrimination case.

## 1991 SESSION

The 1991 Legislature was prisoner to the fiscal crisis that found the state approaching bankruptcy as the Wilson Administration assumed office in January.

The \$14.3 billion deficit flowing from the Deukmejian years was resolved in the budget deliberations of July, but with the wealthy, banks and corporations spared the sacrifices imposed on workers, and low and middle income classes.

Programs required for public service and worker protections were denied on the basis of a frugality that if extended to its fullness could mean protests and disruptions not known since the Great Depression.

The win-loss column on specific measures was not unlike the experience of the Deukmejian times. Governor Wilson signed 24 state federation-endorsed bills and vetoed 31.

Labor's significant victories were largely defensive. In the disputes affecting state

employee rights and workers' compensation, labor held the high ground despite Administration proposals.

The most dramatic labor victory was enactment of the Federation's Family Leave Bill, AB 77, that requires an employer with 50 or more employees to grant unpaid leave of up to four months in a two year period for family care to any employee with more than a year of service.

The following pages detail committee and floor votes of Assembly and Senate as well as measures signed or vetoed by the Governor. This listing represents the heart of what happened during the 1991 session.

## BILLS ENACTED

Legislative victories for the Federation in the 1991 session were:

### APPRENTICESHIP

AB 64 (Floyd) prohibits the Director of Industrial Relations from imposing fees upon apprenticeship program sponsors or participants.

### CHILD CARE

AB 2141 (Speier) requires child development program advisory committee to adopt guidelines for local child care plans and agencies.

SB 500 (Morgan) establishes the State Department of Education as the agency to administer federal child care grant funds.

SB 786 (Presley) revises the law providing for the development of comprehensive children's services to add the goal of involving school districts in the planning and delivery of services.

### ENERGY

SB 103 (Morgan) extends property tax exemptions to solar energy systems.

### HOUSING

AB 315 (Friedman) restricts the ability of redevelopment agencies to avoid a state requirement that not less than 20 percent of annual tax revenues must be set aside for low and moderate income housing.

AB 923 (Polanco) extends protections against retaliatory evictions to tenants of labor camps.

### PUBLIC WORKS

AB 1754 (Friedman) provides unions and second lowest bidders the right to sue a contractor on a public works project who fails to provide workers' compensation insurance or unemployment insurance.

### SAFETY AND HEALTH

AB 1545 (Friedman) increases maximum civil penalties for employers who violate California's occupational safety and health law and who fail to secure workers' compensation insurance.

AB 1870 (Lee) establishes studies to improve safety measures to protect health care workers from blood borne diseases.

AB 2104 (Bane) requires Cal-OSHA Standards Board to prepare a report on the effects of radiation emitted from video display terminals.

SB 240 (Torres) establishes a state occupational lead poisoning prevention program.

SCR 23 (Rosenthal) proclaims April 28, 1991 as Workers' Memorial Day.

#### **SOCIAL INSURANCE**

AB 367 (Areias) provides an unemployment benefit extension of up to 26 weeks for individuals who are out of work as a result of the freezing weather conditions which occurred from December 20, 1990 to January 2, 1991.

AB 410 (Moore) requires the Public Utilities Commission to revoke the operations authority of any carrier within 30 days after a final judgment has been awarded against the carrier for failure to secure workers' compensation insurance.

AB 540 (Margolin) provides that disabled workers may collect accrued vacation pay without forfeiting any state disability insurance benefits.

AB 2047 (Margolin) specifies the rates for workers' contributions to the Disability Fund and to ensure the Fund's solvency.

AJR 48 (Epple) memorializes the President and the Congress to release emergency extended unemployment insurance benefits.

#### **TAXATION**

SB 89 (Kopp) exempts free and non-profit newspapers from sales tax.

#### **WORKER PROTECTIONS**

AB 77 (Moore) requires an employer with 50 or more employees to grant unpaid leave of up to four months in any 24 month period for family care to any employee with more than one year of service.

AB 318 (Polanco) strengthens farm labor contractor licensing requirements and makes growers liable for labor code violations of unlicensed contractors used by the grower.

AJR 37 (Friedman) memorializes Congress to pass federal legislation to ban the permanent replacement of strikers.

SB 647 (Dills) requires employer assistance for employees with literacy problems.

SB 955 (Torres) provides for damages from employers to employees who have not been paid the minimum wage.

## **BILLS PASSED, BUT VETOED**

#### **CHILD CARE**

AB 982 (Bates) would have established additional child development programs.

SB 111 (Torres) would have established child

care demonstration projects for homeless families.

SB 255 (Roberti) would have ensured the availability of day care programs to children of poor and low-income workers.

SB 583 (Torres) would have required development of a child care master plan.

SB 1001 (Rosenthal) would have provided training for child care workers.

#### **CIVIL RIGHTS**

AB 101 (Friedman) would have prohibited employment discrimination based on an employee's sexual orientation.

AB 1330 (Burton) would have applied MacBride Principles for U.S. corporate investment in Northern Ireland to the Public Employees Retirement System and the State Teachers' Retirement System pension fund investments.

AB 1888 (Connelly) would have prohibited employment discrimination based on genetic characteristics.

SB 827 (Bergeson) would have restored the ability of the Fair Employment and Housing Commission to assess damages in housing and employment discrimination cases.

SB 834 (Marks) would have prohibited English-only rules in the workplace.

#### **JOB TRAINING**

SB 646 (Dills) would have established a California workforce education and skills training commission.

#### **LABOR UNIONS**

SB 486 (Petris) would have protected unions and union officials from civil lawsuits for the unlawful acts of its members, unless clear and convincing evidence showed such acts were authorized or ratified by the union or its officers.

#### **PUBLIC UTILITIES**

SB 1041 (Roberti) would have altered the jurisdiction of state courts over Public Utilities Commission matters to allow review in either the Court of Appeal or the Supreme Court.

#### **PUBLIC WORKS**

AB 66 (Floyd) would have required public works contractors to certify under penalty of perjury that they have paid prevailing wages.

AB 107 (Tanner) would have increased from 90 to 120 days the time period for the Division of Labor Standards Enforcement to commence an action against a contractor who violates the prevailing wage law.

SB 523 (Johnston) would have applied prevailing wage violation penalties to projects funded by industrial development bonds.

SB 1017 (Cecil Green) would have defined "public works" to mean any work that requires a state contractor's license.

#### **SAFETY AND HEALTH**

AB 489 (Floyd) would have permitted suits for

compensatory damages for harm to fetuses caused by workplace injuries.

AB 581 (Floyd) would have required safety training for flaggers on road construction projects, and would have required traffic control rule-making.

SB 920 (Rosenthal) would have required research projects to identify and mitigate health risks associated with exposure to electric and magnetic fields.

#### **SOCIAL INSURANCE**

AB 1095 (Floyd) would have reduced from 6 percent to 4 percent the insured unemployment rate threshold required to provide extended unemployment insurance benefits.

SB 54 (Lockyer) would have established a rebuttable presumption that blood borne illnesses contracted by health care workers are compensable under workers' compensation insurance.

SB 837 (Torres) would have strengthened the requirement for workers' compensation cancer presumption for fire fighters and police.

SB 838 (Torres) would have provided a rebuttable presumption that cancer contracted by life-guards is job related under workers' compensation law.

SB 1035 (Mello) would have prohibited any reduction in unemployment benefits for workers who receive payments in lieu of notice of layoff as a result of a plant closure.

#### **WORKER PROTECTIONS**

AB 15 (Murray) would have required the Industrial Welfare Commission to conduct and complete its biennial review of the minimum wage in a timely fashion.

AB 1150 (Floyd) would have provided an employee the right to receive and copy his or her personnel file upon 10 days written notice to the employer.

AB 2139 (Lee) would have provided damages to workers for violations of minimum wage and hours laws.

SB 260 (Hart) would have authorized courts to place corporations on probation for serious environmental, worker safety and financial crimes.

SB 473 (Marks) would have limited the use of consumer credit reports in hiring job applicants.

SB 956 (Torres) would have prohibited the Industrial Welfare Commission from authorizing a 12 hour workday in any industry and would have rescinded any standing IWC 12 hour day orders.

## **OPPOSED BILLS ENACTED**

#### **CONSUMER PROTECTION**

SB 1105 (Dills) permanently removes the cap on retail credit interest rates.

#### **HEALTH CARE**

AB 1244 (Polanco) allows pharmacy technicians to perform certain tasks previously performed only by a registered pharmacist.

#### **PUBLIC EMPLOYEES**

AB 702 (Frizzelle) makes several negative changes in the Public Employees Retirement System.

## **OPPOSED BILLS DEFEATED**

#### **APPRENTICESHIP**

AB 397 (Mountjoy) would have prohibited school districts from requiring that apprenticeship programs be sponsored by unionized employers.

#### **PUBLIC EMPLOYEES**

AB 782 (Ferguson) would have prohibited public sector agency shop agreements.

#### **PUBLIC WORKS**

AB 1814 (McClintock) would have negatively altered the method of calculating the prevailing wage rates on public works projects.

## **FORCE FOR PROGRESS 1990 and 1991**

In both 1990 and 1991 your Federation published a soft-bound book titled "Force for Progress" and distributed them 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 1990 and 1991 legislative sessions, Governors Deukmejian and Wilson vetoed 71 labor-backed bills and signed 59 into law.

## **ACTIVITIES OF LEGAL COUNSEL**

### **Report of General Counsel Charles P. Scully, II For the Period June 1, 1990 through May 31, 1992**

#### **I. Litigation**

##### **A. Actions Commenced by Federation**

##### **1. Carry-over from 1990 Report.**

**John F. Henning, Individually and as Executive Secretary-Treasurer of the California La-**

**bor Federation, AFL-CIO, et al. v. California Division of Occupational Safety and 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 Section 6510.5).

As noted in the prior report on April 16, 1990, the Court issued a unanimous decision invalidating regulations which exempted certain contractors utilizing asbestos containing materials from registration requirements established pursuant to the Labor Code. In conjunction with the favorable decision, the Court issued the Peremptory Writ of Mandate sought by the Federation which granted all relief sought in the Federation's initial Petition.

On May 15, 1990, an Application for Attorneys' Fees in favor of the Federation was filed against the Division.

Subsequent to filing of the Application, negotiations commenced with the Division in an attempt to reach a settlement for the payment of attorney's fees and costs incurred by the Federation in the litigation. Those negotiations resulted in an agreement whereby the State of California agreed to pay to the Federation in excess of ninety percent of the Federation's litigation expenses in this matter. An appropriate Order was issued by the Court approving the Agreement. On January 29, 1991, the actual payment, plus interest, was received from the State of California. On that same date, the amounts received were transmitted to the Executive Secretary-Treasurer for deposit into the account of the Federation and were promptly so deposited.

**California Labor Federation, AFL-CIO; John F. Henning, Executive Secretary-Treasurer, et al. v. California Occupational Safety and Health Standards Board;** California Court of Appeal, First Appellate District, Division 2, No. A048574 (OSHA Petition for Rule Making No. 268, Proposition 65, Employee Warning and Notification Requirements).

As noted in the prior report, the purpose of this litigation was to compel incorporation of Proposition 65 toxic warning requirements into the Cal OSHA State plan in order to avoid federal preemption of those provisions of Proposition 65.

On July 12, 1990, the Court issued a unanimous favorable decision in which the Court held that Proposition 65 was a state law governing occupational safety and health. The Court further ruled that although Proposition 65 itself is silent in terms of inclusions or exclusion from the State plan Proposition 97, the Federation's measure to restore Cal OSHA, had specifically amended Labor Code Section 50.7(a) to require the State plan to be consistent with all State laws governing occupational safety and health.

On August 22, 1990, the Standards Board filed a Petition for Review with the California Supreme Court. Subsequent to the filing of that Petition for Review an Opposition to the Petition was filed with the State Supreme Court. On October 18, 1990, the California Supreme Court denied the Petition for Review and as such, the favorable Judgment on the merits on the case is now final.

In April of 1991, the Executive Secretary-Treasurer requested that I serve as his designee on a special Advisory Committee to the Cal OSHA Standards Board. The Advisory Committee was formed for the purposes of suggesting potential regulations for adoption in light of the favorable Court decision. Per the request of the Executive Secretary-Treasurer, I attended meetings of the Advisory Committee on April 16, 1991 and May 9, 1991, in Sacramento and prepared various written comments which were submitted to the Standards Board. On May 16, 1991, the Standards Board adopted a Finding of Emergency and related emergency regulations adopting the protections of Proposition 65 into the Cal OSHA Plan. While counsel to certain co-petitioners are pursuing an award of fees for work related to this matter, the case and the resulting related regulations are now final in terms of the Federation and these offices.

## 2. Matters Commenced Since 1990 Report

**John F. Henning, individually and as Executive Secretary-Treasurer of the California Labor Federation, AFL-CIO v. Eu, Real Parties in Interest, Donald Male, John Van de Kamp, Elizabeth Hill, George Deukmejian, Pete Wilson and Dan Lungren/Huck v. Eu, Real Parties in Interest, Donald Male and John F. Henning, et al.,** Sacramento Superior Court No. 364811 (Elections Code Sections 35376 and 10302.5; Government Code Section 88006; Code of Civil Procedure Section 1088).

On August 10, 1990, the Executive Secretary-Treasurer advised me that the Federation had decided to challenge certain statements contained within the Official Title and Summary related to Proposition 139, the prison labor initiative, certain provisions contained within the analysis by the Legislative Analyst also contained within the ballot pamphlet and certain provisions contained within the Rebuttal to Argument Against Proposition 139 contained within the ballot pamphlet.

On August 10, 1990, I contacted the Presiding Judge of the Sacramento Superior Court and set a challenge to the materials for hearing on August 14, 1990. On August 11 through 13, the actual Petition challenging the materials was prepared and the same was served.

On August 14, 1990, prior to the hearing, I was served with a Cross Complaint entitled *Huck v. Eu* which challenged certain provisions contained

within the arguments in opposition to and the rebuttal to arguments in support of the Proposition as contained within the ballot pamphlet. On August 14, 1990, I argued the matter before Judge Ford of the Sacramento Superior Court. The Judge denied the relief sought in the Petition of the Federation. The Judge also denied the relief sought in the Cross Petition brought against the Executive Secretary-Treasurer and other real parties in interest. The matters are now closed.

## **B. Amicus Curiae Briefs**

### **1. Carry-over from 1990 Report**

**Lusardi Construction Co. v. Aubry, et al.,** California Court of Appeal, Fourth Appellate District, Civil No. D007559, California Supreme Court No. S-011121 (Prevailing Wage-Public Works).

As noted in the 1990 Report, this case involved a situation where a public agency expanded a hospital facility at a cost of approximately Twenty Million Dollars. The Court of Appeal had ruled that the contractor could not be forced to pay the prevailing wage due to the fact that the public agency had advised the contractor that the project did not constitute a public works.

On December 11, 1989, we lodged with the Court on behalf of the Federation and the State Building & Construction Trades Council of California a joint Amicus Brief in support of the state agencies seeking to have the Court of Appeal decision reversed by the State Supreme Court.

The Court scheduled oral argument in the matter for December 2, 1991, and I attended the oral argument. Under date of December 3, 1991, I advised the Executive Secretary-Treasurer of my impressions from the oral argument.

On February 24, 1992, the Court issued a favorable decision in this matter by a vote of four to three. In the favorable decision, the majority adopted arguments proposed by the Federation and Council. We advised the Executive Secretary-Treasurer of the successful resolution of this matter by phone and via correspondence on February 25, 1992. The matter is now closed.

### **2. Amicus Curiae Brief Filed Since Last Report**

**California Table Grape Commission v. Vons Companies, Inc., et al., California Table Grape Commission v. United Farm Workers of America, AFL-CIO, et al.,** Superior Court for the County of Los Angeles, Case No. SBS008428/GC004052, California Court of Appeal, Second Appellate District, Division Two, Civil No. B06077 (Food and Agricultural Code Sections 65550 *et seq.*, Government Code Sec-

tion 87100, California Constitution Article I, Section 1, Boycott Activity).

In this matter the California Table Grape Commission filed an anti-trust action against Vons, et al. which alleged that Vons's agreement not to promote California Table Grapes constituted an anti-trust violation under California law. Contemporaneous with the filing of the suit, the Commission entered into a stipulated agreement with Vons whereby Vons agreed to promote table grapes in the future and acquiesced to the issuance of an injunction by the Superior Court requiring Vons to undertake such promotion. The United Farm Workers of America, AFL-CIO, then filed a Petition for Writ of Mandate in the Los Angeles Superior Court seeking a Writ which would prevent the Commission from prosecuting the anti-trust action. The Farm Workers also intervened in the initial anti-trust action.

Pursuant to a request from the Executive Secretary-Treasurer, we prepared an Amicus Brief in support of the United Farm Workers of America, AFL-CIO, and the same was filed with the Court on September 17, 1991, on which date the Court also issued its Order approving the filing of the Brief.

Since the filing of the Amicus Brief, the Court granted the United Farm Workers of America's Motion to Intervene, suspended the injunction previously issued and in the related case denied the Writ sought by the United Farm Workers of America. All parties to the litigation have filed appeals with the Second Appellate District and as of this date, no finalized briefing schedule has been issued by the Court and no date for oral argument has been set. Counsel to the United Farm Workers of America have advised me that they have taken all appropriate steps in order to assure that the Federation's Amicus Brief filed in the Superior Court is part of the record of the case before the Court of Appeal and as such, will be considered by the Court of Appeal.

The Brief of the Federation argues that the members of the Table Grape Commission have violated Government Code Section 87100 *et seq.* by utilizing their capacities as officials on the Commission to utilize State funds in prosecuting an anti-trust action designed to benefit entities in which the Commission members have a personal financial interest. The Federation's Brief also argues that since the California Constitution expressly guarantees each citizen's right to pursue and obtain safety, that the State may not utilize the anti-trust laws as a means of preventing citizens from exercising such fundamental Constitutional rights.

All further developments in this matter will be brought to the attention of the Executive Secretary-Treasurer as the same occur.

## II.

### Executive Council Meetings

Since the last report to the Convention, I have attended the following meetings of the Executive Council.

1. December 4-5, 1990 at the Marquis Hotel, Palm Springs.
2. March 5-6, 1991 at the Hilton Inn, Sacramento.
3. June 5-6, 1991 at the Capitol Plaza Holiday Inn, Sacramento.
4. September 18, 1991 at the Westin Bonaventure, Los Angeles.
5. December 4-5, 1991 at the Holiday Inn (Financial District), San Francisco.
6. March 11-12, 1992 at the Radisson Woodlake Hotel, Sacramento.

## III.

### Conventions

**1990 Convention of the California Labor Federation, AFL-CIO, Holiday Inn on the Bay, San Diego, California, July 23-25, 1990.**

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 16, 1992.**

Services provided by these offices included review of materials related to the Convention itself; attendance at meetings of the Standing Committee on Legislation and COPE Executive Council prior to the Convention; attendance at the Convention itself and assistance as requested.

**1992 Convention of the California Labor Federation, AFL-CIO, Grand Hyatt, San Francisco, California, July 27-29, 1992.**

As of the date of this report, these offices have reviewed various materials related to the upcoming Convention.

## IV.

### Leases/Contracts

Throughout the period covered by this report, we have reviewed proposed leases and other proposed contractual documents tendered by the Executive Secretary-Treasurer to these offices for review from a legal perspective and have provided the Executive Secretary-Treasurer with written advice related thereto.

## V.

### F.P.P.C.

During the 18th Convention of the Federation, the Convention adopted Resolution No. 22 which amended Article XII, Section 1(a) of the Federation's Constitution by striking a preexisting sentence and adding the passage reading, "Amounts accruing to the Standing Committee on Political Education reflect voluntary earmarked contributions at 5 cents a 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."

The aforesaid passage was designed to assure that pursuant to regulations adopted earlier in the year by the Fair Political Practices Commission, amounts accruing to the Standing Committee on Political Education would be viewed as contributions from individual members of affiliated local unions and not as contributions from the affiliated local unions themselves.

In accord with a request for the Executive Secretary-Treasurer, we solicited informal advice from the Fair Political Practices Commission that the Constitutional provision quoted above achieved the desired ends.

On February 15, 1991, we received a written informal opinion from the Fair Political Practices Commission which states that the language inserted in the Constitution quoted above does result in each individual member of each affiliated union being deemed a separate contributor for the purposes of reporting contributions to the Standing Committee on Political Education. In the same opinion, the Fair Political Practices Commission advised that the Federation's long-standing practice of reporting contributions received was in compliance with newly adopted Rules and Regulations.

Throughout the period covered by this report we provided the Executive Secretary-Treasurer with advice in terms of the judicial decisions voiding to a great extent the restrictions contained within Proposition 73. We also provided the Executive Secretary-Treasurer with advice as re-

quested in terms of the continuing applicability of certain provisions related to special and run-off elections.

## VI. Proposed Federation Legislative Programs

In November of 1990, these offices prepared a draft of possible legislative items culled from the Policy Statements and Resolutions adopted by the Eighteenth Convention and forwarded those to the Executive Secretary-Treasurer and Research Director Rankin. I attended 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.

Throughout December of 1990 and January of 1991, these offices drafted for use by the Federation for potential introduction sixteen individual Bills. The subject matter dealt with in those Bills included; paid leave for State employees who perform Red Cross disaster services, tax penalties against contractors who do not comply with the Labor Code, provisions to limit damage awards against unions for unauthorized strike violence, various amendments to the Unemployment Insurance Code to increase and expand benefits, measures related to the minimum wage to increase the same and to assure timely review by the IWC, various measures to increase penalties against employers who willfully fail to pay regular and overtime wages due, a measure to increase penalties against employers who punish workers who raise safety complaints and a measure which attempts to minimize any adverse impact of the so-called Prison Labor Program.

From July 2 through July 16, 1991, I provided assistance to the Executive Secretary-Treasurer related to his negotiations with the Governor, legislative leaders, legislative staff and lobbyists representing other interests all relating to various proposed measures concerning Workers' Compensation.

In August of 1991, at the request of the Executive Secretary-Treasurer, I prepared written comments which were tendered to the so-called User Funding Advisory Group on Workers' Compensation and attended meetings of the Group at the request of the Executive Secretary-Treasurer.

In December of 1991, I attended meetings of the Advisory and Standing Committees on Legislation and the recommendations of the Standing and Advisory Committees were ultimately reviewed with the Executive Council and the Legis-

lative Program finalized. We conferred with the Executive Secretary-Treasurer, as requested in that process. In December of 1991 and January of 1992, I drafted and transmitted to the Executive Secretary-Treasurer seventeen Bills for possible introduction. The subject matter of those proposed Bills included; increases in Unemployment Insurance benefits, payment of Unemployment Insurance benefits to workers permanently replaced during a strike or trade dispute, increases in Unemployment Insurance extended benefits, increases in disability insurance benefits, increases in the bonding requirements for garment manufacturers, various increases in civil and criminal penalties for violation of child labor laws, measures to increase safety requirements and provide additional protections for workers who complain of safety violations, a Bill to establish April 28 as Workers' Memorial Day, a measure to require the Standards Board to act on proposed regulations within six months of initial proposal, measures to limit retail credit interest and finance charges, a measure to remove tax loopholes from the Revenue and Taxation Code, a measure to assure prompt implementation of safety standards related to fire fighting equipment and measure to increase benefits under the Workers' Compensation system, prevent fraud and avoid overcharging by medical providers.

Throughout the period covered by the report, we have provided the Executive Secretary-Treasurer with additional materials and consultations, as requested.

I also attended the opening session of the California Labor Federation Joint Legislative Conference at the Radisson Woodlake Hotel in Sacramento on May 18, 1992.

## VII. Federation Staff Pension Plan

During the period covered by this report, I attended meetings of the Trustee held on June 21, 1990, December 14, 1990, May 3, 1991, September 25, 1991, and December 17, 1991.

In late 1991 and early 1992, I worked with the Fund Administrator, the Martin E. Segal Company, now known as The Segal Company, in the preparation of a totally revised and updated Plan and a revised and updated Summary Plan Description.

During the period of this report I have also reviewed, from a legal perspective, various forms, contracts and government filings related to the Pension Plan.

. . .

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, II

Date: June 15, 1992

/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.

The November 1992 general elections present a realistic opportunity for the election of a Democratic President and Congress. 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, 1992

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
<b>Actors &amp; Artistes of America, Associated</b>			
Actors' Equity Association	325	Carpenters No. 209	3,173
A.F.T.R.A.-Hollywood	1,875	Millmen, Indust. Carpenters No. 262	499
A.F.T.R.A.-San Francisco	340	Carpenters No. 309	1,585
Screen Actors' Guild	3,000	Lathers No. 440-L	245
<b>Aluminum, Brick &amp; Glass Wkrs Int'l Union</b>		Carpenters No. 547	1,228
Alum., Brick & Glass Wkrs No. 418	399	Carpenters No. 586	676
Alum., Brick & Glass Wkrs No. 474	178	Carpenters No. 713	3,355
Amal. Brick Makers No. 820	156	Cabinet Makers & Millmen No. 721	900
Alum., Brick & Clay Wkrs No. 824	88	Carpenters & Joiners No. 751	832
Alum., Brick & Glass Wkrs No. 843	75	Carpenters No. 829	249
Alum., Brick & Glass Wkrs No. 998	56	Carpenters & Joiners No. 944	914
<b>Asbestos Wkrs, Int'l Assn. of Heat &amp; Frost Insulators and</b>		Carpenters No. 1147	569
Asbestos Workers No. 5	128	Carpenters No. 1240	207
Asbestos Workers No. 16	406	Carpenters & Joiners No. 1280	1,236
Asbestos Workers No. 20	20	Carpenters & Joiners No. 1323	300
<b>Bakery, Confectionery &amp; Tobacco Wkrs Int'l Union</b>		Millmen's No. 1496	50
Bakers No. 24	193	Carpenters No. 1506	1,000
Bakers No. 85	342	Carpenters No. 1599	241
Bakers No. 119	165	Hardwood Floor Layers No. 1861	187
<b>Boilermakers, Iron Ship Bldrs, Blacksmiths, Forgers &amp; Helpers, Int'l Brotherhood of Incl. Cement, Lime, Gypsum Wkrs</b>		Carpenters No. 2361	1,183
Boilermakers Lodge No. 6	480	Lumber, Prod., Indust. Wkrs No. 2652	90
Cement, Lime & Gypsum Wkrs No. D-46	78	Lumber & Sawmill Workers No. 3074	576
Boilermakers Lodge No. 92	700	Lumber, Prod., Indust. Wkrs No. 3088	364
Cement, Lime & Gypsum Wkrs No. 100	32	<b>Chemical Wkrs Union, Int'l</b>	
<b>Bricklayers and Allied Craftsmen, Int'l Union of</b>		Chemical Workers No. 1	402
Bricklayers No. 4	152	Chemical Workers No. 25	65
Bricklayers No. 8	200	Chemical Workers No. 47	133
<b>Broadcast Employees and Technicians, Nat'l Assn. of</b>		Chemical Workers No. 62	35
N.A.B.E.T. No. 51	250	Chemical Workers No. 97	25
N.A.B.E.T. No. 53	1,200	Chemical Workers No. 112	53
<b>Carpenters and Joiners of America, United Brotherhood of</b>		Chemical Workers No. 146	402
Carpenters No. 22	1,000	Chemical Workers No. 294	22
Pile Drivers No. 34	700	Chemical Workers No. 350	126
Lathers No. 68-L	638	Chemical Workers No. 452	339
Carpenters No. 150	300	Chemical Workers No. 466	52
		Chemical Workers No. 995	179
		<b>Communications Workers of America</b>	
		United Telegraph Workers No. 34	20
		Communications Workers No. 9000	650
		Communications Workers No. 9400	500
		Communications Workers No. 9402	1,730
		Communications Workers No. 9403	907
		Communications Workers No. 9404	500
		Communications Workers No. 9407	79
		Communications Workers No. 9408	1,000
		Communications Workers No. 9409	771

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Communications Workers No. 9410 . . . . .	2,144	Electrical Workers No. 340 . . . . .	400
Communications Workers No. 9411 . . . . .	337	Electrical Workers No. 413 . . . . .	417
Communications Workers No. 9412 . . . . .	1,313	Electrical Workers No. 428 . . . . .	431
Communications Workers No. 9414 . . . . .	407	Electrical Workers No. 440 . . . . .	271
Communications Workers No. 9415 . . . . .	2,356	Electrical Workers No. 441 . . . . .	1,240
Communications Workers No. 9416 . . . . .	382	Electrical Workers No. 442 . . . . .	150
Communications Workers No. 9417 . . . . .	787	Electrical Workers No. 465 . . . . .	1,000
Communications Workers No. 9418 . . . . .	414	Electrical Workers No. 477 . . . . .	525
Communications Workers No. 9419 . . . . .	242	Electrical Workers No. 543 . . . . .	876
Communications Workers No. 9421 . . . . .	1,540	Electrical Workers No. 551 . . . . .	288
Communications Workers No. 9423 . . . . .	1,980	Electrical Workers No. 569 . . . . .	500
Communications Workers No. 9426 . . . . .	197	Electrical Workers No. 591 . . . . .	200
Communications Workers No. 9430 . . . . .	601	Electrical Workers No. 595 . . . . .	1,338
Communications Workers No. 9431 . . . . .	150	Electrical Workers No. 617 . . . . .	600
Communications Workers No. 9432 . . . . .	59	Electrical Workers No. 639 . . . . .	146
Communications Workers No. 9477 . . . . .	56	Electrical Workers No. 659 . . . . .	100
Communications Workers No. 9490 . . . . .	460	Electrical Workers No. 684 . . . . .	187
Communications Workers No. 9505 . . . . .	1,799	Electrical Workers No. 848 . . . . .	107
Communications Workers No. 9509 . . . . .	1,304	Electrical Workers No. 952 . . . . .	374
Communications Workers No. 9510 . . . . .	2,974	Electrical Workers No. 1023 . . . . .	88
Communications Workers No. 9511 . . . . .	543	Electrical Workers No. 1245 . . . . .	17,500
Communications Workers No. 9550 . . . . .	420	Electrical Workers No. 1682 . . . . .	123
Communications Workers No. 9573 . . . . .	771	Electrical Workers No. 1710 . . . . .	580
Communications Workers No. 9575 . . . . .	1,759	Electrical Workers No. 2295 . . . . .	500
Communications Workers No. 9576 . . . . .	644	Electrical Workers No. 2328 . . . . .	128
Communications Workers No. 9584 . . . . .	66		
Communications Workers No. 9587 . . . . .	773	<b>Electronic, Electrical, Salaried, Machine &amp; Furniture Wkrs, AFL-CIO, Int'l of</b>	
Communications Workers No. 9588 . . . . .	100	Furniture Workers No. 262 . . . . .	422
Typographical No. 14900 . . . . .	90	I.U. Electrical Workers No. 850 . . . . .	213
Bay Area Typographical No. 14901 . . . . .	680	I.U. Electrical Workers No. 1502 . . . . .	40
Typographical No. 14903 . . . . .	13	I.U. Electrical Workers No. 1511 . . . . .	60
Typographical No. 14908 . . . . .	21		
Monterey Bay Area Typog. No. 14910 . . . . .	70	<b>Elevator Constructors, Int'l of</b>	
S.Ca. Typog. Mailer No. 14917 . . . . .	350	Elevator Constructors No. 8 . . . . .	150
		Elevator Constructors No. 18 . . . . .	168
<b>Distillery, Wine &amp; Allied Wkrs Int'l Union, AFL-CIO</b>		<b>Engineers, Int'l of Operating</b>	
Wine & Allied Wkrs No. 45 . . . . .	100	Operating Engineers No. 3 . . . . .	12,000
Wholesale Wine, Liquor Salesmen No. 151 . . . . .	57	Operating Engineers No. 12 . . . . .	10,000
Sugar Workers No. 174 . . . . .	175	Operating Engineers No. 39 . . . . .	1,500
Winery & Distillery Wkrs No. 186 . . . . .	750	Operating Engineers No. 501 . . . . .	1,500
<b>Electrical Wkrs, Int'l Brotherhood of</b>		<b>Farm Workers of America, AFL-CIO, United</b>	
Electrical Workers No. 6 . . . . .	800	United Farm Workers, AFL-CIO . . . . .	6,500
Electrical Workers No. 11 . . . . .	4,500	<b>Fire Fighters, Int'l Assn. of</b>	
Electrical Workers No. 18 . . . . .	3,562	Oakland/San Leandro/Emeryville Fire Ftrs No. 55 . . . . .	557
Studio Electricians No. 40 . . . . .	200	L.A. City Fire Fighters No. 112 . . . . .	2,582
Electrical Workers No. 45 . . . . .	500	San Diego City Fire Ftrs No. 145 . . . . .	871
Electrical Workers No. 47 . . . . .	500	Richmond Fire Fighters No. 188 . . . . .	103
Electrical Workers No. 180 . . . . .	250	Long Beach Fire Fighters No. 372 . . . . .	443
Electrical Workers No. 234 . . . . .	279	Sacramento Area Fire Ftrs No. 522 . . . . .	992
Electrical Workers No. 302 . . . . .	750	Eureka Fire Fighters No. 652 . . . . .	34
Electrical Workers No. 332 . . . . .	1,000		

**International  
and  
Local**

**Per Capita  
Paid  
Membership**

Alameda Fire Fighters No. 689.....	92
Fresno Fire Fighters No. 753.....	216
Burbank Fire Fighters No. 778.....	116
San Francisco Fire Ftrs No. 798.....	1,227
Pasadena Fire Fighters No. 809.....	140
San Jose Fire Fighters No. 873.....	662
San Bernardino/Rialto Fire Ftrs No. 891..	214
San Bernardino Co. Fire Ftrs No. 935 ..	233
Bay Area Fire Fighters No. F-15.....	20
China Lake Fire Ftrs No. F-32.....	43
San Diego Area Fire Ftrs No. F-33.....	172
Flight Test Center Fire Ftrs No. F-53....	66
Grtr Sacto. Area Fire Ftrs No. F-57.....	54
Federal Fire Ftrs Assn No. F-85.....	100
Palmdale Fire Fighters No. I-25.....	98
L.A. County Fire Ftrs No. 1014.....	2,594
Santa Monica Fire Ftrs No. 1109.....	97
Torrance Fire Fighters No. 1138.....	162
Santa Clara Co. Fire Ftrs No. 1165.....	139
Los Altos Fire Fighters No. 1167.....	36
Santa Clara Fire Ftrs No. 1171.....	161
Vallejo Fire Fighters No. 1186.....	132
Berkeley Fire Fighters No. 1227.....	128
Stockton Fire Fighters No. 1229.....	217
Contra Costa Co. Fire Ftrs No. 1230....	558
San Joaquin Co. Fire Ftrs No. 1243.....	21
Salinas Fire Fighters No. 1270.....	86
Watsonville Fire Ftrs No. 1272.....	27
Modesto Fire Fighters No. 1289.....	142
Kern County Fire Ftrs No. 1301.....	480
Palo Alto Fire Fighters No. 1319.....	107
Redlands Fire Fighters No. 1354.....	51
Ventura Cnty Fire Ftrs No. 1364.....	368
Santa Rosa Fire Fighters No. 1401.....	95
Petaluma Fire Fighters No. 1415.....	44
Alameda Co. Fire Fighters No. 1428....	139
Ontario Fire Fighters No. 1430.....	104
San Miguel Fire Fighters No. 1434.....	62
Merced City Fire Ftrs No. 1479.....	45
Newark Fire Fighters No. 1483.....	38
Alhambra Fire Fighters No. 1578.....	69
Oxnard Fire Fighters No. 1684.....	81
Fremont Fire Fighters No. 1689.....	145
Milpitas Fire Fighters No. 1699.....	61
Santa Cruz Fire Fighters No. 1716.....	39
Humboldt Fire Fighters No. 1770.....	18
Marin County Fire Ftrs No. 1775.....	157
Sunnyside/Bonita Fire Ftrs No. 1827....	12
Burlingame Fire Fighters No. 1872.....	42
Manteca Fire Fighters No. 1874.....	29
Daly City Fire Fighters No. 1879.....	61
Dublin Fire Fighters No. 1885.....	45
Hayward Fire Fighters No. 1909.....	118
Culver City Fire Ftrs No. 1927.....	69
Campbell Fire Fighters No. 1939.....	37

**International  
and  
Local**

**Per Capita  
Paid  
Membership**

Union City Fire Fighters No. 1946.....	33
Mountain View Fire Ftrs No. 1965.....	64
Calexico Fire Fighters No. 1966.....	19
La Habra Fire Fighters No. 1968.....	29
Pleasanton Fire Fighters No. 1974.....	51
Garden Grove Fire Ftrs No. 2005.....	100
Santa Maria Fire Ftrs No. 2020.....	21
Santa Barbara Co. Fire Ftrs No. 2046....	202
Chula Vista Fire Ftrs No. 2180.....	72
Compton Fire Fighters No. 2216.....	63
Avalon Fire Fighters No. 2295.....	6
Coalinga Fire Fighters No. 2305.....	8
Livermore Fire Fighters No. 2318.....	42
Yuba/Sutter Fire Ftrs No. 2321.....	10
Hemet Fire Fighters No. 2342.....	27
Orange City Fire Ftrs No. 2384.....	121
San Mateo Co. Fire Ftrs No. 2400.....	339
Oroville Fire Fighters No. 2404.....	16
Covina Fire Fighters No. 2415.....	68
Westminster Fire Ftrs No. 2425.....	66
Turlock Fire Fighters No. 2434.....	19
Indio Fire Fighters No. 2537.....	37
Glendale Fire Fighters No. 2553.....	164
Healdsburg Fire Fighters No. 2604.....	6
Salinas Rural Fire Ftrs No. 2606.....	28
Alpine Fire Fighters No. 2638.....	12
Piedmont Fire Fighters No. 2683.....	21
Lemon Grove Fire Ftrs No. 2728.....	19
National City Fire Ftrs No. 2744.....	35
Redondo Beach Fire Ftrs No. 2787.....	62
Gilroy Fire Fighters No. 2805.....	22
Banning Fire Fighters No. 2816.....	18
Ca. Dept of Forestry Empls No. 2881 ..	3,557
Anaheim Fire Fighters No. 2899.....	199
Morgan Hill Fire Ftrs No. 2978.....	22
Guerneville Fire Ftrs No. 3051.....	7
N. Monterey Co. Fire Ftrs No. 3058.....	26
West Covina Fire Fighters No. 3226.....	62
Huntington Beach Fire Ftrs No. 3354....	127
Tracy City Fire Fighters No. 3355.....	20
Riverbank Fire Fighters No. 3364.....	7
Carpinteria/Summerland F.F. No. 3368....	24
Hermosa Beach Fire Ftrs No. 3371.....	18
Hawthorne Firmen's Assn No. 3373.....	43
Oakdale Fire Fighters No. 3379.....	7
Hollister Fire Dept No. 3395.....	13
Empire Fire Fighters No. 3399.....	24
Fullerton Fire Fighters No. 3421.....	76
Vandenberg AFB Fire Ftrs No. F-116....	64
Presidio Fire Fighters No. F-145.....	23
Treasure Island Fire Ftrs F-159.....	33

**Food & Commercial Wkrs Int'l Union,  
United**

U.F.C.W. Insurance Wkrs No. 30-I.....	38
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**International  
and  
Local****Per Capita  
Paid  
Membership**

U.F.C.W. Insurance Wkrs No. 73-I.....	64
U.F.C.W. Butchers No. 115 .....	3,394
U.F.C.W. Butchers No. 120 .....	1,967
U.F.C.W. Butchers No. 126 .....	4,307
U.F.C.W. Butchers No. 127 .....	1,250
United Food & Comm. Wkrs No. 135 ..	1,000
U.F.C.W. Insurance Workers No. 194-I...	25
U.F.C.W. Sausage Makers No. 203 .....	188
U.F.C.W. Retail Store Empls No. 373 ...	185
United Food & Comm. Wkrs No. 428 ..	8,577
U.F.C.W. Meat Cutters No. 439 .....	2,500
U.F.C.W. Butchers No. 506 .....	1,772
U.F.C.W. Butchers No. 532 .....	865
U.F.C.W. Retail Clerks No. 588 .....	1,000
U.F.C.W. Retail Clerks No. 648 .....	2,429
United Food & Comm. Wkrs No. 770 ..	4,523
U.F.C.W. Retail Clerks No. 775 .....	1,157
U.F.C.W. Retail Clerks No. 839 .....	1,909
U.F.C.W. Retail Clerks No. 870 .....	4,940
United Food & Comm. Wkrs No. 1036 ..	1,117
United Food & Comm. Wkrs No. 1179 ..	4,700
U.F.C.W. Retail Clerks No. 1288 .....	3,000
U.F.C.W. Retail Clerks No. 1442 .....	5,591

**Garment Wkrs Union, Int'l Ladies'**

Cloakmakers No. 8 .....	205
Ladies' Garment Wkrs No. 44 .....	378
Dressmakers No. 101 .....	912
Ladies' Garment Cutters No. 213 .....	65
Office & Distrib. Wkrs No. 214 .....	211
Ladies' Garment Workers No. 215 .....	97
Ladies' Garment Wkrs No. 482 .....	677
Ladies' Garment Wkrs No. 512 .....	623

**Garment Wkrs of America, United**

United Garment Wkrs No. 125 .....	53
United Garment Wkrs No. 131 .....	127

**Glass, Molders, Pottery, Plastics, & Allied  
Wkrs Int'l Union**

Glass, Molders & Pottery No. 2 .....	92
Glass, Molders & Pottery No. 17 .....	850
Glass, Molders & Pottery No. 19 .....	333
Glass, Molders & Pottery No. 26 .....	44
Glass, Molders & Pottery No. 34 .....	323
Glass, Molders & Pottery No. 39 .....	300
Glass, Molders & Pottery No. 81 .....	420
Glass, Molders & Pottery No. 82 .....	118
Glass, Molders & Pottery No. 114 .....	241
Glass, Molders & Pottery No. 137 .....	495
Glass, Molders & Pottery No. 141 .....	398
Glass, Molders & Pottery No. 160 .....	192
Glass, Molders, Pottery No. 164-B .....	300
Glass, Molders & Pottery No. 167 .....	182

**International  
and  
Local****Per Capita  
Paid  
Membership**

Glass, Molders & Pottery No. 177 .....	300
Glass, Molders & Pottery No. 192 .....	184
Glass, Molders, Pottery No. 223 .....	115
Glass, Molders & Pottery No. 52 .....	287
Glass, Molders & Pottery No. 307 .....	67

**Glass Wkrs Union, American Flint &**

Amer. Flint & Glass Wkrs No. 139 .....	63
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**Government Employees, American  
Federation of**

Amer. Fed. of Govt Empls No. 52 .....	89
Labor Department Lodge No. 2391 .....	92

**Grain Millers, American Federation of**

Fed. Grain Millers No. 59 .....	643
Fed. Grain Millers No. 71 .....	78

**Graphic Communications Int'l Union**

S.F. Pressmen & Platemakers No. N-4 ...	692
Graphic Communications No. 60 .....	74
Paper Handlers No. 24-H .....	36
Printing Specialties No. 388 .....	650
Graphic Comm. No. 583 .....	941
Graph. Comm. No. 388-M .....	4,548
Graphic Comm. No. 432-M .....	100

**Hotel Empls & Restaurant Empls Int'l Union**

Hotel & Restaurant Empls No. 2 .....	8,966
Hotel & Restaurant Empls No. 11 .....	2,600
Hotel & Restaurant Empls No. 18 .....	400
Hotel & Restaurant Empls No. 19 .....	2,889
Hotel & Restaurant Empls No. 30 .....	2,560
Hotel & Restaurant Empls No. 49 .....	1,538
Hotel & Restaurant Empls No. 50 .....	1,357
Hotel & Restaurant Empls No. 340 .....	3,982
Hotel & Restaurant Empls No. 483 .....	2,213
Culinary & Bartenders No. 498 .....	334
Hotel & Restaurant Empls No. 681 .....	4,258
Culinary & Bartenders No. 814 .....	2,500

**Iron Wkrs , Int'l Assn. of Bridge, Structural  
& Ornamental**

Iron Workers No. 155 .....	100
Iron Workers No. 229 .....	200
Iron Workers No. 377 .....	99
Iron Workers No. 378 .....	167
Iron Workers No. 416 .....	150
Iron Workers No. 433 .....	200
Shopmen's No. 509 .....	696
Iron Workers No. 624 .....	60
Shopmen's No. 627 .....	1,448
Shopmen's No. 790 .....	1,479

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
<b>Laborers' International Union of North America</b>		<b>Machinists &amp; Aerospace Wkrs, Int'l Assn. of</b>	
Hod Carriers No. 36 .....	100	Machinists No. 252 .....	365
Laborers No. 67 .....	470	Machinists Lodge No. 311 .....	1,991
Laborers No. 73 .....	750	Technical & Office Wkrs No. 322 .....	356
Laborers No. 89 .....	3,223	Machinists No. 504 .....	716
Hod Carriers & Laborers No. 139 .....	956	Machinists No. 540 .....	75
Hod Carriers No. 166 .....	200	Machinists Lodge No. 562 .....	1,498
Const. & Gen. Laborers No. 261 .....	1,250	Machinists Lodge No. 620 .....	20
Laborers No. 270 .....	3,223	Machinists Lodge No. 706 .....	150
Laborers No. 291 .....	400	Machinists No. 749 .....	122
Hod Carriers & Laborers No. 294 .....	960	Machinists No. 821 .....	917
Laborers No. 297 .....	397	Rocket & Missile Lodge No. 946 .....	746
Laborers No. 300 .....	5,000	Machinists No. 1047 .....	109
Const. & Gen. Laborers No. 304 .....	1,850	Air Transport Lodge No. 1058 .....	300
Laborers No. 324 .....	1,700	Auto Mechanics No. 1101 .....	1,387
Laborers No. 326 .....	400	Machinists Lodge No. 1111 .....	1,500
Gunit Workers No. 345 .....	325	Auto Machinists No. 1173 .....	1,100
Laborers No. 371 .....	263	Machinists No. 1186 .....	1,248
Const. & Gen. Laborers No. 389 .....	600	Machinists No. 1213 .....	219
Laborers No. 439 .....	127	Auto Machinists No. 1305 .....	1,314
Laborers No. 507 .....	1,830	Machinists No. 1327 .....	833
Laborers No. 585 .....	1,342	Penin. Auto Mechanics No. 1414 .....	928
Laborers No. 591 .....	321	Automotive Machinists No. 1484 .....	807
Laborers No. 652 .....	4,000	East Bay Auto Machinists No. 1546 .....	3,680
Studio Utility Empls LIUNA No. 724 .....	350	Machinists Lodge No. 1584 .....	1,569
Hod Carriers & Laborers No. 783 .....	560	Machinists No. 1596 .....	366
Shipyard Laborers No. 802 .....	1,260	IAMAW Precision Lodge No. 1600 .....	200
Laborers No. 806 .....	460	Air Transport Employees No. 1781 .....	10,687
Shipyard & Marine Laborers No. 886 .....	450	Machinists No. 1785 .....	155
Hod Carriers No. 1082 .....	750	Mechanics & Machinists No. 1824 .....	182
Laborers No. 1130 .....	500	L.A. Air Transport Lodge No. 1932 .....	2,124
Laborers No. 1184 .....	1,667	Machinists No. 1939 .....	25
LIUNA Fed. Of School Emps No. 1200 .....	257	Machinists & Mechanics No. 1983 .....	52
Laborers No. 1222 .....	110	I.A.M. Lodge No. 2023 .....	24
LIUNA State Empls No. 1268 .....	20	I.A.M. Lodge No. 2024 .....	845
Laborers No. 1464 .....	340	I.A.M. Lodge No. 2025 .....	281
		Automotive Lodge No. 2182 .....	871
		Missiles & Elec. Workers No. 2230 .....	153
		Ca. Cent. Coast Machinists No. 2786 .....	343
		I.A.M. Lodge No. 720-B .....	477
		I.A.M. Lodge No. 720-E .....	76
		I.A.M. Lodge No. 720-G .....	74
		I.A.M. Lodge No. 720-J .....	953
		Machinists & Aerosp. Wkrs 727-L .....	197
		Machinists & Aerosp. Wkrs 727-N .....	155
		Machinists & Aerosp. Wkrs 727-P .....	142
		Machinists & Aerosp. Wkrs 727-Q .....	39
<b>Laundry and Dry Cleaning Int'l Union, AFL-CIO</b>		<b>Maintenance of Way Employees, Brotherhood of</b>	
Laundry Workers No. 52 .....	500	Br. of Maint. of Way Empls No. 1002 .....	121
<b>Leather Goods, Plastics &amp; Novelty Wkrs Union, Int'l</b>		<b>Marine Engineers' Beneficial Assn, National</b>	
Leather, Plastic & Novelty No. 31 .....	109	District 1, M.E.B.A./NMU .....	1,000
<b>Longshoremen's and Warehousemen's Union, Int'l</b>			
ILWU Ship Scalers & Painters No. 2 .....	301		
Warehouse ILWU No. 6 .....	1,200		
Longshoremen & Warehousemen No. 10 .....	196		
Inlandboatmen-Marine Div., ILWU .....	100		
Ship Clerks Assoc., ILWU No. 34 .....	200		

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Assn of L.A. Deputy Sheriffs . . . . .	1,900	Painters No. 487 . . . . .	283
Marine Engineers Assn, Dist. No. 2 . . . . .	67	Painters No. 507 . . . . .	900
Ca. Assn Professional Empls . . . . .	1,220	Sign & Display No. 510 . . . . .	656
Engineers & Scientists of Ca. . . . .	2,000	Painters No. 560 . . . . .	187
<b>Masters, Mates &amp; Pilots, Int'l Organization of</b>		Painters No. 686 . . . . .	399
Masters, Mates & Pilots No. 18 . . . . .	23	Glaziers & Glass Workers No. 718 . . . . .	325
Masters, Mates & Pilots . . . . .	724	Painters No. 741 . . . . .	275
Mstrs, Mates, Pilots-Pac. Maritime . . . . .	65	Sign & Scene Painters No. 831 . . . . .	264
San Francisco Bar Pilots . . . . .	56	Painters & Decorators No. 913 . . . . .	125
<b>Metal Polishers, Buffers, Platers &amp; Allied Wkrs Int'l Union</b>		Painters No. 955 . . . . .	99
Metal Polishers No. 67 . . . . .	100	Painters No. 1026 . . . . .	86
<b>Musicians of the U.S. &amp; Canada American Federation of</b>		Specialty Painters No. 1176 . . . . .	320
Musicians No. 6 . . . . .	500	Painters No. 1226 . . . . .	49
Musicians No. 12 . . . . .	250	Painters No. 1336 . . . . .	61
San Jose Fed. of Musicians No. 153 . . . . .	49	Painters No. 1346 . . . . .	234
Musicians Assn. Central Ca. No. 210 . . . . .	104	Painters, Drywall Finishers No. 1348 . . . . .	339
Musicians Protective Assn No. 263 . . . . .	36	Painters No. 1595 . . . . .	225
Musicians No. 292 . . . . .	50	Painters No. 1627 . . . . .	91
Musicians Association No. 353 . . . . .	100	Paint Makers No. 1975 . . . . .	432
Musicians Protective Union No. 541 . . . . .	34	Painters No. 9254 . . . . .	383
Musicians No. 616 . . . . .	40	<b>Paperworkers Int'l Union, United</b>	
<b>Newspaper Guild, The</b>		United Paperworkers No. 307 . . . . .	1,000
Nor. Ca. Newspaper Guild No. 52 . . . . .	2,750	United Paperworkers No. 329 . . . . .	42
L.A. Newspaper Guild No. 69 . . . . .	310	United Paperworkers No. 1400 . . . . .	115
San Jose Newspaper Guild No. 98 . . . . .	910	United Paperworkers No. 30471 . . . . .	67
Newspaper Guild No. 202 . . . . .	162	<b>Plasterers' &amp; Cement Masons' Int'l Assn. of the U.S. &amp; Canada, Operative</b>	
<b>Office &amp; Professional Empls Int'l Union</b>		Cement Masons No. 25 . . . . .	450
Office & Prof. Empls No. 3 . . . . .	1,653	Plasterers No. 66 . . . . .	335
Office & Prof. Empls No. 29 . . . . .	3,252	Plasterers & Cement Masons No. 188 . . . . .	200
Office & Prof. Empls No. 30 . . . . .	4,496	Plasterers & Cement Masons No. 337 . . . . .	129
Office & Prof. Empls No. 140 . . . . .	618	Plasterers & Cement Masons No. 346 . . . . .	68
Office & Prof. Empls No. 174 . . . . .	2,870	Plasterers & Cement Masons No. 355 . . . . .	130
Hypnotists' No. 472 . . . . .	211	Cement Masons No. 582 . . . . .	177
<b>Oil, Chemical &amp; Atomic Wkrs Int'l Union</b>		Cement Masons No. 594 . . . . .	425
Oil & Chemical Workers No. 1-19 . . . . .	645	Cement Masons No. 627 . . . . .	608
Oil & Chemical Workers No. 1-128 . . . . .	2,530	Plasterers & Cement Masons No. 741 . . . . .	184
Oil & Chemical Workers No. 1-534 . . . . .	97	Cement Masons No. 814 . . . . .	100
Oil & Chemical Workers No. 1-547 . . . . .	1,220	<b>Plumbing &amp; Pipe Fitting Industry of the U.S. &amp; Canada, United Assn of Journeymen &amp; Apprentices of the</b>	
<b>Painters &amp; Allied Trades of the U.S. &amp; Canada, Int'l Brotherhood of</b>		Plumbers & Fitters No. 38 . . . . .	2,129
Painters No. 3 . . . . .	333	Plumbers No. 78 . . . . .	1,354
Painters No. 4 . . . . .	1,000	Plumbers & Fitters No. 114 . . . . .	485
Painters & Tapers No. 15 . . . . .	205	Plumbers & Fitters No. 343 . . . . .	375
Painters No. 83 . . . . .	120	Plumbers & Fitters No. 364 . . . . .	544
Painters No. 95 . . . . .	182	Plumbers & Fitters No. 393 . . . . .	250
Painters No. 256 . . . . .	303	Plumbers & Fitters No. 398 . . . . .	518
Painters No. 314 . . . . .	88	Plumbers & Fitters No. 403 . . . . .	352
		Plumbers & Steamfitters No. 437 . . . . .	216
		Plumbers & Gas Fitters No. 444 . . . . .	900
		Plumbers & Fitters No. 447 . . . . .	240

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Plumbers & Steamfitters No. 460 . . . . .	400	Window Cleaners No. 44 . . . . .	126
Plumbers & Fitters No. 467 . . . . .	600	Bldg. Service Empls No. 87 . . . . .	2,639
Plumbers & Fitters No. 471 . . . . .	40	Theatrical Janitors No. 121 . . . . .	28
Sprinkler Fitters No. 483 . . . . .	383	Hospital, Health Care Wkrs No. 250 . . . . .	8,897
Plumbers No. 484 . . . . .	330	Hospital & Service Empls No. 399 . . . . .	8,000
Plumbers & Fitters No. 492 . . . . .	125	Service Employees No. 415 . . . . .	2,187
Plumbers No. 494 . . . . .	255	L.A. County Empls No. 434 . . . . .	3,635
Plumbers & Fitters No. 545 . . . . .	421	Social Services No. 535 . . . . .	5,361
Plumbing & Piping Industry No. 582 . . . . .	300	Service Employees No. 616 . . . . .	1,382
<b>Police Associations, International Union of</b>		L.A. County Service Empls No. 660 . . . . .	2,500
Long Beach Police Officers No. 42 . . . . .	603	Sonoma Cnty Public Empls No. 707 . . . . .	260
Upland Police Officers No. 223 . . . . .	69	Service Employees No. 715 . . . . .	4,500
L.A. Peace Officers No. 612 . . . . .	2,408	United Public Employees No. 790 . . . . .	14,584
<b>Professional and Technical Engineers, Int'l Federation of</b>		Service Employees No. 817 . . . . .	147
Fed. Prof. & Tech. Eng. No. 21 . . . . .	500	Ca. State Empls Assn No. 1000 . . . . .	4,000
TIU/Fed. Prof. & Tech. Eng. No. 103 . . . . .	100	<b>Sheet Metal Wkrs Int'l Assn.</b>	
<b>Roofers, Waterproofers and Allied Wkrs, United Union of</b>		Sheet Metal Workers No. 102 . . . . .	800
Roofers No. 36 . . . . .	423	Sheet Metal Workers No. 104 . . . . .	1,370
Roofers No. 40 . . . . .	350	Sheet Metal Workers No. 162 . . . . .	805
Roofers No. 47 . . . . .	111	Sheet Metal Workers No. 206 . . . . .	488
Roofers No. 95 . . . . .	200	Sheet Metal Workers No. 273 . . . . .	194
<b>Rubber, Cork, Linoleum &amp; Plastic Wkrs of America, United</b>		<b>Stage Empls &amp; Moving Picture Machine Operators of the U.S. &amp; Canada, Int'l Alliance of Theatrical</b>	
United Rubber Workers No. 64 . . . . .	147	Theatrical Stage Empls No. 16 . . . . .	500
United Rubber Workers No. 171 . . . . .	230	I.A.T.S.E. No. 33 . . . . .	1,218
United Rubber Workers No. 335 . . . . .	148	Property Craftspersons No. 44 . . . . .	2,520
United Rubber Workers No. 451 . . . . .	113	I.A.T.S.E. No. 50 . . . . .	67
United Rubber Workers No. 560 . . . . .	250	M.P. Studio Grips No. 80 . . . . .	1,108
United Rubber Workers No. 585 . . . . .	19	Theatrical & Stage Empls No. 90 . . . . .	10
United Rubber Workers No. 766 . . . . .	61	Theatrical Stage Empls No. 107 . . . . .	115
<b>School Administrators, American Federation of</b>		I.A.T.S.E. No. 122 . . . . .	89
Untd Administrators of S.E. No. 3 . . . . .	224	I.A.T.S.E. No. 134 . . . . .	101
<b>Seafarers' Int'l Union of North America</b>		M.P. & Video Projectionists No. 150 . . . . .	200
Sugar Workers No. 1 . . . . .	571	I.A.T.S.E. No. 166 . . . . .	86
United Ind. Wkrs-Cannery Div. . . . .	3,441	M.P. Machine Operators No. 169 . . . . .	53
Seafarers-Inland Division . . . . .	300	Theatrical Empls No. 215 . . . . .	20
Fishermen's of America . . . . .	320	M.P. Machine Operators No. 252 . . . . .	33
Marine Firemen's Union . . . . .	1,200	M.P. Projectionists No. 297 . . . . .	38
Seafarers-Transportation Div. . . . .	700	I.A.T.S.E. & M.P.M.O. No. 442 . . . . .	49
Mortuary Employees Union . . . . .	8	I.A.T.S.E. No. 504 . . . . .	204
Sailors of the Pacific . . . . .	2,250	M.P. Projectionists No. 521 . . . . .	17
Seafarers-Atlantic & Gulf . . . . .	1,000	I.A.T.S.E. No. 564 . . . . .	26
Seafarers-Stewards Division . . . . .	500	Theatrical Stage Empls No. 577 . . . . .	25
<b>Service Empls Int'l Union, AFL-CIO</b>		I.A.T.S.E. No. 611 . . . . .	37
Theatre & Amusemt Janitors No. 9 . . . . .	200	Stage Hands No. 614 . . . . .	55
Ca. Faculty Assoc., SEIU . . . . .	2,000	M.P. Photographers No. 659 . . . . .	300
Service Employees No. 22 . . . . .	250	Lab Film/Video Technicians No. 683 . . . . .	854
		M.P. Sound Technicians No. 695 . . . . .	2,808
		M.P. Costumers No. 705 . . . . .	590
		Make-Up Artists No. 706 . . . . .	729
		Production Office Coords No. 717 . . . . .	85
		M.P. Crafts Service No. 727 . . . . .	150

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Studio Elec. Lighting Tech. No. 728	800	A.F.S.C.M.E. No. 1569	72
M.P. Set Painters No. 729	300	S.Joaq. Housing Auth. Empls No. 1577	35
M.P. First Aid Empls No. 767	110	Santa Clara Prob. Dept No. 1587	219
Theatrical Wardrobe No. 768	93	A.F.S.C.M.E. No. 1634	22
M.P. Film Editors No. 776	840	A.F.S.C.M.E. No. 1684	342
Theatrical Wardrobe No. 784	92	A.F.S.C.M.E. No. 1734	39
Studio Art Craftsmen No. 790	63	A.F.S.C.M.E. No. 1902	579
Publicists Guild IATSE No. 818	300	A.F.S.C.M.E. No. 2006	31
M.P. Screen Cartoonists No. 839	745	A.F.S.C.M.E. No. 2019	253
Set Designers No. 847	120	A.F.S.C.M.E. No. 2076	265
Story Analysts No. 854	105	A.F.S.C.M.E. No. 2078	196
IATSE Treas., Ticket Sellers No. 857	135	A.F.S.C.M.E. No. 2167	26
Script Supervisors No. 871	167	A.F.S.C.M.E. No. 2190	29
Theatrical Wardrobe No. 874	10	A.F.S.C.M.E. No. 2204	8
M.P. Art Directors No. 876	180	A.F.S.C.M.E. No. 2229	83
Studio Teachers No. 884	82	A.F.S.C.M.E. No. 2264	23
Theatrical Wardrobe No. 905	17	East Bay Regional Parks No. 2428	209
I.A.T.S.E. No. 923	57	A.F.S.C.M.E. No. 2575	38
Theatrical Empls No. B-18	100	A.F.S.C.M.E. No. 2620	1,865
Film Exchange Empls No. B-61	57	A.F.S.C.M.E. No. 2626	242
Theatrical Empls No. B-66	105	A.F.S.C.M.E. No. 2700	910
Amusement Area Empls No. B-192	795	A.F.S.C.M.E. No. 2703	401
		Assn Psych. Social Wkrs 2712	96
<b>State, County &amp; Municipal Empls, American Federation of</b>		A.F.S.C.M.E. No. 2760	16
A.F.S.C.M.E. No. 10	445	A.F.S.C.M.E. No. 3061	71
A.F.S.C.M.E. No. 101	1,235	A.F.S.C.M.E. No. 3090	2,458
L.A. County Empls No. 119	67	A.F.S.C.M.E. No. 3112	83
A.F.S.C.M.E. No. 122	125	AFSCME Burbank City Empls No. 3143	252
A.F.S.C.M.E. No. 127	394	Berkeley AFSCME No. 3210	264
A.F.S.C.M.E. No. 143	62	Berkeley AFSCME No. 3211	271
A.F.S.C.M.E. No. 146	287	Berkeley AFSCME No. 3212	59
A.F.S.C.M.E. No. 164	40	A.F.S.C.M.E. No. 3215	223
Oakland Unif. School Empls No. 257	160	A.F.S.C.M.E. No. 3217	174
A.F.S.C.M.E. No. 258	215	S.F. A.F.S.C.M.E. No. 3218	199
San Mateo School Empls No. 377	97	S.F./S. Cruz AFSCME No. 3220	24
East Bay Muni. Empls No. 444	307	Santa Cruz AFSCME No. 3222	51
A.F.S.C.M.E. No. 512	86	Santa Cruz AFSCME No. 3223	48
A.F.S.C.M.E. No. 575	100	A.F.S.C.M.E. No. 3227	124
A.F.S.C.M.E. No. 585	25	A.F.S.C.M.E. No. 3228	78
A.F.S.C.M.E. No. 619	45	A.F.S.C.M.E. No. 3232	118
L.A. County Prob. Officers No. 685	973	Davis A.F.S.C.M.E. No. 3233	8
A.F.S.C.M.E. No. 800	389	L.A. A.F.S.C.M.E. No. 3234	248
A.F.S.C.M.E. No. 809	99	L.A. A.F.S.C.M.E. No. 3235	177
San Mateo County Empls No. 829	1,142	U.C.L.A. AFSCME No. 3238	47
A.F.S.C.M.E. No. 830	17	A.F.S.C.M.E. No. 3239	131
A.F.S.C.M.E. No. 847	33	A.F.S.C.M.E. No. 3241	22
A.F.S.C.M.E. No. 858	68	A.F.S.C.M.E. No. 3242	10
A.F.S.C.M.E. No. 901	171	A.F.S.C.M.E. No. 3246	19
Daly City Muni. Empls No. 919	28	Riverside AFSCME No. 3247	10
A.F.S.C.M.E. No. 1017	2	Irvine AFSCME No. 3251	79
A.F.S.C.M.E. No. 1108	193	A.F.S.C.M.E. No. 3253	54
Torrance Muni. Empls No. 1117	189	A.F.S.C.M.E. No. 3254	47
UNAC Health Care Wkrs No. 1199	2,976	Irvine/Riv. AFSCME No. 3255	5
A.F.S.C.M.E. No. 1243	13	San Diego AFSCME No. 3258	113
		San Diego AFSCME No. 3259	78



<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
A.F.S.C.M.E. No. 3262 .....	12	United Steelworkers No. 14407 .....	19
A.F.S.C.M.E. No. 3263 .....	128	United Steelworkers No. 15099 .....	18
Lawr/Berk. AFSCME No. 3265 .....	9		
Lawr/Berk. AFSCME No. 3266 .....	10	<b>Teachers, American Federation of</b>	
Statewide AFSCME No. 3270 .....	65	Sacramento Fed. of Tchrs No. 31 .....	6
A.F.S.C.M.E. No. 3325 .....	17	United Educators of S.F. No. 61 .....	2,854
A.F.S.C.M.E. No. 3339 .....	58	San Diego Fed. of Tchrs No. 370 .....	25
San Diego Court Clerks No. 3500 .....	49	Bassett Fed. of Tchrs No. 727 .....	11
A.F.S.C.M.E. No. 3511 .....	16	United Tchrs of Oakland No. 771 .....	233
A.F.S.C.M.E. No. 3624 .....	17	Richmond Fed. of Tchrs No. 866 .....	58
A.F.S.C.M.E. No. 3745 .....	11	Fresno Fed. of Tchrs No. 869 .....	2
		San Jose Fed. of Tchrs No. 957 .....	64
<b>Steelworkers of America, United</b>		Salinas Valley Fed. Tchrs No. 1020 .....	328
Steelworkers No. 3, Uphol. Div. ....	80	United Tchrs of L.A. No. 1021 .....	5,877
United Steelworkers No. 266 .....	16	Pasadena Fed. of Tchrs No. 1050 .....	37
United Steelworkers No. 542 .....	22	San Rafael Fed. of Tchrs No. 1077 .....	28
United Steelworkers No. 1304 .....	199	Berkeley Fed. of Tchrs No. 1078 .....	410
United Steelworkers No. 1440 .....	198	Santa Barbara Fed. of Tchrs No. 1081 .....	54
United Steelworkers No. 1981 .....	147	Sequoia Fed. of Tchrs No. 1163 .....	4
United Steelworkers No. 2018 .....	382	Long Beach Fed. of Tchrs No. 1263 .....	15
United Steelworkers No. 2571 .....	27	Oxnard Fed. of Tchrs No. 1273 .....	551
United Steelworkers No. 4997 .....	35	Escondido Fed. of Tchrs No. 1278 .....	11
United Steelworkers No. 5038 .....	39	San Leandro Fed. of Tchrs No. 1285 .....	12
United Steelworkers No. 5192 .....	26	Stockton Fed. of Tchrs No. 1287 .....	21
United Steelworkers No. 5261 .....	34	Napa Fed. Classrm Tchrs No. 1336 .....	6
United Steelworkers No. 5366 .....	40	Culver City Fed. of Tchrs No. 1343 .....	37
United Steelworkers No. 5460 .....	46	Oceanside/Carlsbad Tchrs No. 1344 .....	3
United Steelworkers No. 5504 .....	48	El Camino Comm. Coll. Fed. of Tchrs	
United Steelworkers No. 5632 .....	158	No. 1388 .....	226
United Steelworkers No. 5649 .....	27	Riverside Fed. of Tchrs No. 1414 .....	12
United Steelworkers No. 5726 .....	30	S.Gabriel Vly Fed. Tchrs No. 1424 .....	6
United Steelworkers No. 6615 .....	86	Covina Vly Fed. of Tchrs No. 1432 .....	6
United Steelworkers No. 6669 .....	21	Clovis Fed. of Tchrs No. 1463 .....	7
United Steelworkers No. 6700 .....	227	Berkeley Faculty No. 1474 .....	77
United Steelworkers No. 6703 .....	29	Early Childhood Fed. Tchrs No. 1475 .....	343
United Steelworkers No. 6729 .....	27	Jefferson Fed. of Tchrs No. 1481 .....	317
United Steelworkers No. 6966 .....	26	San Mateo Comm. Coll. Fed. of Tchrs	
United Steelworkers No. 7289 .....	19	No. 1493 .....	416
United Steelworkers No. 7307 .....	39	Fremont Fed. of Tchrs No. 1494 .....	31
United Steelworkers No. 7376 .....	24	L.A. College Guild No. 1521 .....	1,677
United Steelworkers No. 7524 .....	28	Alameda Fed. of Tchrs No. 1528 .....	3
United Steelworkers No. 7600 .....	357	State Center Fed. of Tchrs No. 1533 .....	226
United Steelworkers No. 7616 .....	40	Peralta Fed. of Tchrs No. 1603 .....	407
United Steelworkers No. 7631 .....	36	Untd. Professors of Marin No. 1610 .....	153
United Steelworkers No. 7890 .....	39	Santa Maria Fed. Schl.Empls No. 1617 .....	61
United Steelworkers No. 8049 .....	57	San Juan Fed. of Tchrs No. 1743 .....	5
United Steelworkers No. 8065 .....	68	Simi Vly Fed. of Tchrs No. 1773 .....	10
United Steelworkers No. 8433 .....	36	La Puente Fed. of Tchrs No. 1792 .....	2
United Steelworkers No. 8599 .....	208	Antelope Vly Fed. of Tchrs No. 1793 .....	57
United Steelworkers No. 8700 .....	159	Newport/Mesa Fed. of Tchrs No. 1794 .....	442
United Steelworkers No. 8722 .....	37	UC Berkeley Librarians No. 1795 .....	34
United Steelworkers No. 8844 .....	41	Ventura Comm. Coll. Fed. of Tchrs No. 1828	
United Steelworkers No. 8957 .....	67	.....	597
United Steelworkers No. 9078 .....	21	Bakersfield Fed. of Tchrs No. 1866 .....	36
United Steelworkers No. 14406 .....	27	Petaluma Fed. of Tchrs No. 1881 .....	256

**International  
and  
Local**

**Per Capita  
Paid  
Membership**

Diablo Vly. Fed. of Tchrs No. 1902	.22
Coast Fed. of Classif. Empls No. 1911	.533
Gilroy Fed. of Tchrs No. 1921	.80
S.Diego Comm. Coll. Guild No. 1931	.320
Sweetwater Fed. of Tchrs No. 1932	.6
Pajaro Valley Fed. of Tchrs No. 1936	.475
S.Rosa Comm. Coll. Fed. of Tchrs No. 1946	.69
W.San Bernardino Fed. Tchrs No. 1952	.7
U.C. Riverside No. 1966	.36
Tamalpais Fed. of Tchrs No. 1985	.38
Novato Fed. of Tchrs No. 1986	.212
U.C.L.A. Faculty No. 1990	.138
Pittsburg/Antioch Fed. Tchrs No. 2001	.7
Morgan Hill Fed. of Tchrs No. 2022	.335
U.C. Davis No. 2023	.62
Ukiah Fed. of Tchrs No. 2025	.4
Grtr. S. Cruz Fed. of Tchrs No. 2030	.260
U.C. San Diego Faculty No. 2034	.89
San Ramon Fed. of Tchrs No. 2052	.5
Santa Paula Fed. of Tchrs No. 2071	.88
Chino Fed. of Tchrs No. 2086	.12
Ojai Fed. of Tchrs No. 2119	.97
S.F. Comm. Coll. Fed. of Tchrs No. 2121	592
U.C. Santa Barbara No. 2141	.59
Enterprise Fed. of Tchrs No. 2166	.14
U.C. Santa Cruz No. 2199	.39
Torrance Fed. of Tchrs No. 2206	.7
Carpinteria Fed. of Tchrs No. 2216	.85
Galt Fed. of Tchrs No. 2219	.37
Corcoran Fed. of Tchrs No. 2220	.4
U.C. Irvine No. 2226	.34
S.F. Archdiocesan Fed. Tchrs No. 2240	.90
Coachella Vly Fed. Tchrs No. 2247	.237
Placer Fed. of Tchrs No. 2267	.21
Glendale Comm. Coll. Fed. of Tchrs No. 2276	.162
Los Rios Comm. Coll. Fed. of Tchrs No. 2279	.534
Norwalk/La Mirada Fed. Tchrs No. 2314	.5
ABC Fed. of Tchrs No. 2317	.512
Poway Fed. of Tchrs No. 2357	.734
Las Virgenes Fed. of Tchrs No. 2410	.4
Turlock Fed. of Tchrs No. 2424	.65
Ontario/Montclair Fed. Tchrs No. 2442	.44
Lompoc Fed. of Tchrs No. 3151	.272
Ocean View Fed. of Tchrs No. 3174	.3
Ohlone Coll. Fed. of Tchrs No. 3200	.3
Palmdale Fed. of Tchrs No. 3210	.15
San Ysidro Fed. of Tchrs No. 3211	.175
Lemoore Fed. of Tchrs No. 3219	.45
Barstow Fed. of Tchrs No. 3258	.9
Jefferson Elem. Schl. Tchrs No. 3267	.180
Laton Fed. of Tchrs No. 3278	.30

**International  
and  
Local**

**Per Capita  
Paid  
Membership**

Azusa Fed. of Tchrs No. 3298	.6
Conejo Fed. of Tchrs No. 3299	.5
San Bruno Fed. of Tchrs No. 3330	.8
National City Fed. of Tchrs No. 3384	.5
El Rancho Fed. of Tchrs No. 3467	.276
Weaver Fed. of Tchrs No. 3484	.24
Compton Comm. Coll. Fed. of Tchrs No. 3486	.131
Paso Robles Fed. of Tchrs No. 3553	.37
Rescue Fed. of Tchrs No. 3581	.62
Evergreen Fed. of Tchrs No. 3688	.29
Butte Coll. Fed. of Tchrs No. 3693	.13
Stony Creek Fed. of Tchrs No. 3873	.7
Mountain Empire Fed. of Tchrs No. 3886	.49
N. Monterey Co. Fed. Tchrs No. 4008	.204
Santa Paula Fed. of Tchrs No. 4044	.29
Napa Co. Fed. of Tchrs No. 4067	.46
Oakwood Fed. of Tchrs No. 4128	.32
Buckley Schools Federation No. 4163	.4
Univ. of S.F. Tchrs No. 4269	.147
San Diego Adult Educators No. 4289	.403
Mendocino Co. Fed. of Tchrs No. 4345	.41
Academic Profes. of Ca. No. 4373	.470
Cabrillo Comm. Coll. Fed. of Tchrs No. 4400	.197
Horicon Elem. Fed. of Tchrs No. 4415	.14
Anderson Fed. of Tchrs No. 4421	.34
Ventura Co. Fed. Schl Empls No. 4434	.5
Palomar Comm. Coll. Classif. Empls No. 4522	.105
Lassen Coll. Fed. of Tchrs No. 4523	.28
United Classif. Empls Cuesta No. 4606	.64
Feather River Comm. Coll. Fed. Tchrs No. 4615	.18
S.Mateo Adult Fed. of Tchrs No. 4681	.24
Antelope Vly Comm. Coll. Classif. Empls No. 4683	.39
Lancaster Elem. Fed. Tchrs No. 4696	.17
Naval Tech. Traing Instruc. No. 4727	.104
San Jose Tchrs No. 957A-Adult Div.	.113

**Teamsters, Chauffeurs, Warehousemen &  
Helpers of America, Int'l Brotherhood of**

Telephone Empls No. 9	.23
Sales, Delivery Drivers No. 14	.139
N. Ca. Mailers No. 15	.98
Bldg Mater, Const., Indust. Tmstrs No. 36	.226
Whlsl., Retail Food Distrib. Wkrs No. 63	.1,896
Teamsters, Auto Truck Drivers No. 70	.854
Teamsters Automotive Empls No. 78	.460
Teamsters & Auto Truck Drvrs No. 85	.280

**International  
and  
Local**

**Per Capita  
Paid  
Membership**

Teamsters & Food Processors No. 87 . . .	187
Tmstrs, Warehsmn, Cannery Wks No. 94 . . .	213
General Teamsters No. 137 . . .	295
Chauffeurs, Tmstrs, Helpers No. 150 . . .	1,510
Tmstrs., Chauffeurs, Wrhsmn No. 166 . . .	660
Chauffeurs, Tmstrs, Helpers No. 186 . . .	319
Local Freight Drivers No. 208 . . .	274
Bldg. Mater. Construc. Tmstrs No. 216 . . .	79
Milk Drivers & Dairy Empls No. 226 . . .	33
Food Process Wks, Warehsmn No. 228 . . .	246
Retail Delivery Drivers No. 278 . . .	368
Freight, Construc., Gen. Drvrs No. 287 . . .	639
Construc., Bldg. Mater. Wks No. 291 . . .	97
Sales Deliv. Drvrs, Wrhsmn. No. 296 . . .	574
Milk Drivers & Dairy Empls No. 302 . . .	135
Gen. Truck Drvrs, Warehsmn No. 315 . . .	474
Sanitary Truck Drivers No. 350 . . .	252
Teamsters, Warehousemen No. 381 . . .	169
Tmstrs, Chauffeurs, Warehsmn No. 386 . . .	582
Package & Gen. Util. Drivers No. 396 . . .	1,900
Studio Transpor. Drivers No. 399 . . .	357
Bldg Mater, Dump Truck Drvrs No. 420 . . .	384
General Teamsters No. 431 . . .	451
Bkry Wagon Drvrs & Salesmen No. 432 . . .	128
General Teamsters No. 439 . . .	590
Autom., Allied Indus. Empls No. 481 . . .	255
Bkry Wagon Drvrs & Salesmen No. 484 . . .	116
Tmstrs, Chauffeurs, Wrhsmn No. 490 . . .	554
Teamsters Automotive Wks No. 495 . . .	991
Creamery Empls & Drivers No. 517 . . .	236
Tmstrs, Chauffeurs, Warehsmn No. 542 . . .	640
Chauffeurs, Sales Drivers No. 572 . . .	948
Teamsters Automotive Wks No. 576 . . .	192
Steel, Paper House, Chem. Drvrs No. 578 . . .	281
Retail Delivery Drivers No. 588 . . .	411
Gen. Warehousemen No. 598 . . .	434
Cann. Wks, Processers, Wrhsmn No. 601 . . .	508
Packg House Empls., Wrhsmn No. 616 . . .	203
Gen. Truck Drvrs, Warehsemn No. 624 . . .	435
Food, Indus. & Bev. Wrhse. Drvrs No. 630 . . .	1,421
Tmstrs, Chauffeurs, Wrehsmn No. 631 . . .	433
Teamsters Automotive Empls No. 665 . . .	460
Cannery Warehsmn, Food Proc. No. 679 . . .	235
Slsdrvrs, Helpers, Dairy Wks No. 683 . . .	215
Gen. Truck Drvrs, Chauffeurs No. 692 . . .	515
Cann. Wks, Food Proc, Drvrs No. 746 . . .	31
Cann. Wks, Food Proc, Drvrs No. 748 . . .	562
Whlsl. Delivery Drivers No. 848 . . .	408
Cann., Dried Fruit, Nut Wks No. 849 . . .	106
Wrhse, Mail Order, Retail Empls No. 853 . . .	662
Freight Chkrs, Clerical Empls No. 856 . . .	988

**International  
and  
Local**

**Per Capita  
Paid  
Membership**

Cannery Wks , Warehousemen No. 857 . . .	170
Teamsters, Warehouse Empls No. 860 . . .	297
Gen. Teamsters, Warehousemen No. 890 . . .	298
Brwry, Soda, Min. Water Btltrs. No. 896 . . .	224
Tmstrs, Public, Prof. Med. Empls No. 911 . . .	716
General Teamsters, Packers No. 912 . . .	198
Newspaper, Periodical Drvrs No. 921 . . .	130
General Truck Drivers No. 952 . . .	1,460
Misc. Warehousemen, Drivers No. 986 . . .	2,456
Prof., Clerical, Misc. Empls No. 995 . . .	530
Airline, Aerospace Empls No. 2707 . . .	438

**Theatrical Press Agents**

Theatrical Press Agents No. 18032 . . .	87
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**Transit Union, Amalgamated**

Amalgamated Transit No. 192 . . .	1,673
Amalgamated Transit No. 256 . . .	529
Amalgamated Transit No. 265 . . .	1,621
Amalgamated Transit No. 276 . . .	140
Amalgamated Transit No. 1027 . . .	122
Amalgamated Transit No. 1277 . . .	1,808
Bus Drivers No. 1309 . . .	938
Amalgamated Transit No. 1555 . . .	587
Amalgamated Transit No. 1574 . . .	362
Amalgamated Transit No. 1575 . . .	355
Amalgamated Transit No. 1589 . . .	453
Amalgamated Transit No. 1605 . . .	126
Amalgamated Transit No. 1617 . . .	121

**Transport Wks Union of America**

S.E.A.M. Transport Workers No. 200 . . .	160
Air Transport Workers No. 502 . . .	1,933
Transport Workers No. 505 . . .	400
Transport Workers No. 250-A . . .	1,600

**Transportation Communications Int'l Union**

Transp. Comm. No. 30 . . .	200
Transp. Comm. No. 198 . . .	200
Transp. Comm. No. 448 . . .	75
Transp. Comm. No. 854 . . .	225

**Utility Wks Union of America**

Utility Workers No. 132 . . .	4,882
Utility Workers No. 160 . . .	61
Utility Workers No. 259 . . .	186
Utility Workers No. 283 . . .	34
Utility Workers No. 160-C . . .	139

**Woodworkers of America, Int'l**

Woodworkers No. 3-433 . . .	95
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## International and Local

### Building & Construction Trades Councils

Alameda Bldg Const. Trds Cncl  
 Contra Costa Bldg Trades Cncl  
 Fresno/Madera Bldg Trds Cncl  
 Humboldt/Del Norte Bldg Trds Cncl  
 Imperial Bldg Const. Trds Cncl  
 Kern/Inyo/Mono Bldg Trds Cncl  
 L.A. Bldg Const. Trades Cncl  
 Marin Bldg Const. Trades Cncl  
 Monterey/S.Cruz Bldg Trds Cncl  
 Napa/Solano Bldg Trades Council  
 N.E. Ca Bldg Const. Trades Cncl  
 Orange Bldg Const. Trades Cncl  
 Sac/Sierra Bldg Const. Trds Cncl  
 S.Bern/Rivers. Bldg Trds Cncl  
 San Diego Bldg Const. Trds Cncl  
 S.F. Bldg Const. Trades Cncl  
 San Joaquin Bldg Trades Cncl  
 San Mateo Bldg Const. Trds Cncl  
 S.Barb/S.L.Obis. Bldg Trds Cncl  
 S.Clara/S.Benito Bldg Trds Cncl  
 Sonoma/Mendo/Lake Bldg Trds Cncl  
 Stan/Merc/Tuolumne Bldg Trds Cncl  
 Ventura Bldg & Const. Trades Cncl

### California State Councils

Ca State Bldg Const. Trds Cncl  
 Ca State Council of Carpenters  
 Ca State Assn Electrical Wkrs.  
 Ca/Nevada Conf. Optg Engineers  
 Ca State Council of H.E.R.E.  
 Ca State Assn Letter Carriers  
 Ca Conference of Machinists  
 Ca Conf. of Musicians Locals  
 Ca State Conf. of Painters  
 N.Ca/N.Nv Pipe Trds D.Cncl No. 51  
 Ca St. Conf. Plast. & Cement Masons  
 Ca State Cncl Roofers (CA,HI,NV)  
 Ca State Cncl of Service Empls  
 Ca Federation of Teachers  
 Ca 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  
 Five Counties Cen. Labor Cncl  
 Fresno/Madera Cen. Labor Cncl  
 Humboldt/Del Norte C.L.C.  
 Kern/Inyo/Mono Counties C.L.C.  
 Los Angeles Fed. of Labor  
 Marin County Labor Council  
 Marysville Cen. Labor Council

## International and Local

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/Calaveras Counties C.L.C.  
 San Mateo Cen. Labor Council  
 S.Clara/S.Benito Cen. Labor Cncl  
 Santa Cruz Central Labor Council  
 Sonoma/Mendo/Lake C.L.C.  
 Stanislaus/Tuolumne C.L.C.  
 Tri-Counties Central Labor Cncl  
 Tulare/Kings Central Labor Cncl

### Councils

CWA N. California-Nevada Council  
 CWA Coastal Valley Council  
 CWA S.California Council  
 Ca Professional Firefighters  
 SF Regional Council No. 147, AFGE  
 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  
 S.W. Regional Council of UFCW  
 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 Carpenters  
 Central Ca Dist. Cncl Carpenters  
 S.Ca Dist. Council Carpenters  
 Sacto. Dist. Cncl Carpenters  
 Gold Coast Dist. Cncl Carpenters  
 CWA 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

**International  
and  
Local**

N.Ca Dist. Cncl Longshoremen  
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  
Bay Cos Dist. Cncl Painters No. 8  
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  
Teamsters' Joint Council No. 7  
Joint Cncl of Teamsters No. 38  
Joint Cncl of Teamsters No. 42

**Fed. of Retired Union Members**

Alameda CLC F.O.R.U.M.  
Contra Costa CLC F.O.R.U.M.  
Los Angeles Fed. F.O.R.U.M.  
S.Diego-Imperial CLC F.O.R.U.M.  
San Mateo CLC F.O.R.U.M.  
S.Clara-S.Benito CLC F.O.R.U.M.  
Six Counties F.O.R.U.M.

**Joint Boards**

Jt. Exec. Conf. Electrical Wkrs.  
N.Ca Jt. Cncl Service Empls. No. 2  
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. 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 (No. 137) Retirees' Branch No. 7  
GCIU (No. 777) Retirees' Chptr 11  
H.E.R.E. No. 2, Retirees' Assn  
Air Transport No. 1781, Retirees  
OPEIU No. 3 Active Retirees' Club  
OPEIU No. 29 Retirees' Club  
SEIU No. 660 Seniors' Assn

**International  
and  
Local**

S.F Tchrs No. 61, Retirees' Chapter  
Tmstrs No. 386/439/601/748 Retirees' Club  
Teamsters No. 490 Retirees' Club  
S.Ca Teamster Retirees' Assn  
Transp. Wkrs No. 502 Retirees' Assn  
Typog. No. 21, Retirees' Club, Inc.

## New Affiliations

May 1, 1990 - April 30, 1992

**International  
and  
Local**

**Date**

**Bricklayers & Allied Craftsmen, Int'l  
Union of**

Bricklayers No. 4 ..... 1/1/92

**Carpenters & Joiners of America, United  
Brotherhood of**

Carpenters No. 547 ..... 10/1/90  
Lumber, Prod., Indust. Wkrs.  
No. 2652 ..... 10/1/91

**Communications Workers of America**

Communications Wkrs. No. 9000 ... 11/1/90  
S. Ca. Typog. Mailer No. 14917 ..... 12/1/91

**Distillery, Wine & Allied Wkrs. Int'l Union,  
AFL-CIO**

Winery & Distillery Wkrs. No. 186 .. 8/1/90

**Fire Fighters, Int'l Association of**

Glendale Fire Fighters No. 2553 ..... 7/1/91  
West Covina Fire Fighters  
No. 3226 ..... 1/1/91  
Huntington Beach Fire Ftrs.  
No. 3354 ..... 2/1/91  
Tracy City Fire Fighters  
No. 3355 ..... 5/1/91  
Riverbank Fire Fighters  
No. 3364 ..... 5/1/91  
Carpinteria/Summerland FFtrs.  
No. 3368 ..... 4/1/91  
Hermosa Beach Fire Ftrs.  
No. 3371 ..... 5/1/91  
Hawthorne Firemen's Assn.  
No. 3373 ..... 9/1/91  
Oakdale Fire Fighters No. 3379 ..... 5/1/91  
Hollister Fire Dept. No. 3395 ..... 9/1/91  
Empire Fire Fighters No. 3399 ..... 11/1/91  
Fullerton Fire Fighters No. 3421 ..... 1/1/92

**Glass, Molders, Pottery, Plastics & Allied Wkrs. Int'l Union**

Glass, Molders, Pottery No. 223 ..... 5/1/91

**Laborers' International Union of North America**

Laborers' No. 67 ..... 6/1/90

**Longshoremen's & Warehousemen's Union, Int'l**

ILWU Ship Scalers &amp; Painters

No. 2 ..... 1/1/91

Longshoremen &amp; Warehousemen

No. 10 ..... 5/1/90

**Machinists & Aerospace Wkrs., Int'l****Assn. of**

Machinists Lodge No. 1584 ..... 12/1/91

Ca. Central Coast Machinists

No. 2786 ..... 9/1/90

Machinists &amp; Aerospace Wkrs.

No. 727-L ..... 8/1/90

Machinists &amp; Aerospace Wkrs.

No. 727-N ..... 8/1/90

**Paperworkers Int'l Union, United**

United Paperworkers No. 30471 ..... 5/1/91

**Stage Empls. & Moving Picture Machine Operators of the U.S. & Canada, Int'l****Alliance of Theatrical**

I.A.T.S.E. No. 166 ..... 1/1/92

**State, County & Municipal Empls.,****American Federation of**

A.F.S.C.M.E. No. 1902 ..... 10/1/90

San Diego Court Clerks No. 3500 .... 1/1/91

A.F.S.C.M.E. No. 3624 ..... 10/1/90

A.F.S.C.M.E. No. 3745 ..... 1/1/92

**Teachers, American Federation of**

Mtn. Empire Fed. of Tchrs.

No. 3886 ..... 11/1/90

Santa Paula Fed. of Tchrs.

No. 4044 ..... 11/1/90

Napa Co. Fed. of Tchrs. No. 4067 .... 9/1/90

San Diego Adult Educators

No. 4289 ..... 9/1/90

Mendocino Co. Fed. of Tchrs.

No. 4345 ..... 9/1/90

Palomar Comm.Coll. Classif. Empls.

No. 4522 ..... 9/1/90

Lassen Coll. Fed. of Tchrs.

No. 4523 ..... 12/1/90

United Classif. Empls.,Cuesta

No. 4606 ..... 9/1/90

Feather River Comm.Coll. Fed. Tchrs.

No. 4615 ..... 11/1/90

San Mateo Adult Fed. of Tchrs.

No. 4681 ..... 10/1/90

Lancaster Elem. Fed. of Tchrs.

No. 4696 ..... 11/1/90

Naval Tech. Training Instructors

No. 4727 ..... 5/1/90

**Transit Union, Amalgamated**

Amalgamated Transit No. 1617 ..... 6/1/91

**Transportation Communications Int'l Union**

Transp. Comm. No. 198 ..... 1/1/91

**District Councils**

S. Ca. Dist. Cncl. of Carpenters .... 12/1/91

N. Ca. Dist. Cncl. of

Longshoremen ..... 5/1/90

Bay Cos. Dist. Cncl. Painters No. 8 .. 8/1/90

**F.O.R.U.M.s**

Six Counties F.O.R.U.M. .... 6/1/91

**Union Retiree Organizations**

Teamsters No. 490 Retirees' Club .... 5/1/91

## Reinstatements

May 1, 1990 - April 30, 1992

**International****Date****and****Local****Fire Fighters, Int'l Association of**

Merced City Fire Fighters

No. 1479 ..... 1/1/91

Guerneville Fire Fighters

No. 3051 ..... 8/8/90

**Hotel Employees & Restaurant Employees****Int'l Union**

Hotel &amp; Restaurant Empls.

No. 50 ..... 9/18/90

Hotel &amp; Restaurant Empls.

No. 340 ..... 4/13/92

**Seafarers' Int'l Union of North America**

Mortuary Employees ..... 11/29/91

**Stage Empls. & Moving Picture Machine****Operators of the U.S. & Canada, Int'l****Alliance of Theatrical**

I.A.T.S.E. No. 611 ..... 12/12/91

M.P. Crafts Service No. 727 ..... 5/15/91

## Disbanded

May 1, 1990 - April 30, 1992

**International****Date****and****Local****Communications Workers of America**

Communications Wkrs. No. 9495 .... 1/1/91

**Glass, Molders, Pottery, Plastics & Allied Wkrs. Int'l Union**

Glass, Molders, Pottery No. 85 ..... 1/1/92

**Machinists & Aerospace Wkrs., Int'l Assn. of**

Machinists Lodge No. 139 ..... 6/1/91

I.A.M. Lodge No. 720-D ..... 2/1/92

**Rubber, Cork, Linoleum & Plastic Wkrs. of America, United**

United Rubber Workers No. 721 ..... 4/1/91

**Service Empls. Int'l Union, AFL-CIO**

SEIU Watchmakers No. 115 ..... 10/1/91

**Teachers, American Federation of**

Compton Fed. of Tchrs. No. 1413 ..... 9/1/91

Burbank Fed. of Tchrs. No. 1608 ..... 5/1/91

Grtr. Grossmont Fed. of Tchrs.

No. 1930 ..... 5/1/91

Cutler/Orosi Fed. of Tchrs.

No. 2269 ..... 1/1/91

Sanger Fed. of Tchrs. No. 2366 ..... 9/1/91

Tustin Fed. of Tchrs. No. 3152 ..... 9/1/91

Palos Verdes Fed. of Tchrs.

No. 3208 ..... 10/1/90

**Union Retiree Organizations**

Newspaper Guild No. 52,

Retired Unit ..... 4/1/91

**Painters & Allied Trades of the U.S. & Canada, Int'l Brotherhood of**

Paint &amp; Laquer Workers

No. 1053 ..... 12/1/82-4/30/92

Carpet, Resil. Floor Covering Wkrs. No.

1237 ..... 9/1/82-4/30/92

Painters No. 1595 ..... 9/1/90-2/28/91

**Service Employees Int'l Union**

Social Services No. 535 ..... 7/1/90-8/31/90

**Transit Union, Amalgamated**

Amalgamated Transit

No. 1222 ..... 4/1/90-4/30/92

## Withdrawals

May 1, 1990 - April 30, 1992

**International  
and****Date****Local****Maintenance of Way Employees, Brotherhood of**

Br. of Maintenance of Way Empls.

No. 1196 ..... 1/1/91

## Exonerations

May 1, 1990 - April 30, 1992

**International  
and  
Local****Date****Carpenters & Joiners of America, United Brotherhood of**

Lumber &amp; Sawmill Wkrs.

No. 2592 ..... 9/1/83-4/30/92

Lumber, Prod. &amp; Indust. Wkrs.

No. 2801 ..... 6/1/85-4/30/92

**Communications Workers of America**

United Telegraph Wkrs.

No. 34 ..... 3/1/90-8/31/90

**Electronic, Electrical, Salaried, Machine & Furniture Wkrs., AFL-CIO, Int'l Union of**

Furniture Workers

No. 262 ..... 7/1/91-12/31/91

**Hotel Employees & Restaurant Employees Int'l Union**

Hotel Empls. &amp; Restaurant Empls.

No. 2 ..... 7/1/90-12/31/91

Hotel Empls. &amp; Restaurant Empls.

No. 340 ..... 10/1/91-3/31/92

## Mergers

May 1, 1990 - April 30, 1992

**International  
and  
Local****Date****Bricklayers & Allied Craftsmen, Int'l Union of**

Bricklayers &amp; Stonemasons No. 13

merged into

Bricklayers No. 4 ..... 1/1/92

**Carpenters & Joiners of America, United Brotherhood of**

Carpenters No. 605,

Carpenters No. 805

and

Carpenters &amp; Joiners No. 2398

merged together to become

Carpenters No. 547 ..... 10/1/90

Carpenters No. 1815

merged into

Carpenters No. 803 (unaffil) ..... 12/1/91

**Communications Workers of America**

Communications Wkrs. No. 9502

merged into

Communications Wkrs. No. 9000 ... 10/1/90

Communications Wkrs. No. 9504  
merged into  
Communications Wkrs. No. 9575 . . . . 6/1/90  
Communications Wkrs. No. 9574  
merged into  
Communications Wkrs. No. 9000 . . . 10/1/90  
Central Valley Typog. No. 46  
merged into  
Communications Wkrs. No. 9421 . . . 10/1/90  
Typographical No. 993  
merged into  
Communications Wkrs. No. 9419 . . . 12/1/90  
Typographical No. 221  
merged into  
Communications Wkrs. No. 9400 . . . . 7/1/91  
Typographical No. 909  
merged into  
S. Ca. Typog. Mailer No. 14917 . . . . 2/1/92

**Food & Commercial Workers Int'l Union,  
United**

U.F.C.W. Butchers No. 498  
merged into  
U.F.C.W. Retail Clerks No. 588 . . . . 3/1/91

**Machinists & Aerospace Workers, Int'l  
Assn. of**

Machinists No. 284,  
Machinists No. 824  
and  
Elec., Plastic, Metal Proc. No. 1518  
merged together to become  
Machinists Lodge No. 1584 . . . . . 12/1/91  
Automotive Machinists No. 428  
merged into  
Automotive Lodge No. 2182 . . . . . 1/1/92  
Naval Aircraft Lodge No. 739  
merged into  
Machinists Lodge No. 1584 . . . . . 1/1/92  
Machinists & Aerospace Wkrs. No. 1004,  
Machinists & Aerospace Wkrs. No. 1638  
and  
Machinists & Aerospace Wkrs. No. 727-F  
merged together to become  
Machinists & Aerospace Wkrs.  
No. 727-N . . . . . 8/1/90  
Pacific Astronautics No. 2217  
and  
Nat'l Off-Site Base Lodge No. 2242  
merged together to become  
Ca. Central Coast Machinists  
No. 2786 . . . . . 9/1/90  
Machinists & Aerospace Wkrs. No. 727-A,  
Machinists & Aerospace Wkrs. No. 727-B,  
Machinists & Aerospace Wkrs. No. 727-C,  
Machinists & Aerospace Wkrs. No. 727-D,

Machinists & Aerospace Wkrs. No. 727-E  
and  
Machinists & Aerospace Wkrs. No. 727-M  
merged together to become  
Machinists & Aerospace Wkrs.  
No. 727-L . . . . . 8/1/90

**Stage Empls. & Moving Picture Machine  
Operators of the U.S. & Canada, Int'l  
Alliance of Theatrical**

M.P. Machine Operators No. 162,  
Theatre Stage Operators No. 409  
and  
I.A.T.S.E. No. 811  
merged together to become  
I.A.T.S.E. No. 166 . . . . . 1/1/91  
M.P. Projectionists No. 428  
merged into  
I.A.T.S.E. No. 564 . . . . . 1/1/91  
M.P. Projectionists No. 501  
merged into  
M.P. Machine Operators No. 252 . . . . 1/1/92  
I.A.T.S.E. & M.P.M.O. No. 560  
merged into two locals:  
Theatrical Stage Empls. No. 107  
and  
M.P. Machine Operators No. 169 . . . . 1/1/91  
I.A.T.S.E. & M.P.M.O. No. 599  
merged into  
I.A.T.S.E. No. 564 . . . . . 2/1/91

**Teamsters, Chauffeurs, Warehousemen &  
Helpers of America, Int'l Brotherhood of**

Van Storage Drivers, Packers No. 389  
merged into  
Misc. Warehousemen & Drivers  
No. 986 . . . . . 6/1/91

**District Councils**

L.A. Dist. Cncl. of Carpenters  
and  
Orange County Dist. Cncl. of Carpenters  
merged together to become  
S. Ca. Dist. Cncl. of Carpenters . . . . 12/1/91  
San Diego Dist. Cncl. of Carpenters  
merged into  
L.A. Dist. Cncl. of Carpenters . . . . . 1/1/91

**SUMMARY OF  
MEMBERSHIP**

May 1, 1990 through April 30, 1992

Labor Unions 5/1/90 . . . . . 1075  
Labor Councils, Retiree  
Orgs. 5/1/90 . . . . . 140  
TOTAL . . . . . 1215



Labor Unions Newly Affiliated	
to 4/30/92 .....	46
Labor Councils, Retiree Orgs .....	5
TOTAL AFFILIATION .....	1266

**Mergers,  
Withdrawals, Etc.**  
May 1, 1990 through April 30, 1992

<b>Mergers</b>	
Labor Unions .....	37
Labor Councils, Retiree Orgs .....	3

<b>Withdrawals</b>	
Labor Unions .....	1
Labor Councils, Retiree Orgs .....	0

<b>Disbanded</b>	
Labor Unions .....	13
Labor Councils, Retiree Orgs .....	1
TOTAL UNIONS .....	51
TOTAL COUNCILS .....	4
TOTAL .....	55

Labor Unions 4/30/92 .....	1070
Labor Councils 4/30/92 .....	141
TOTAL UNIONS AND COUNCILS ...	1211

**REPORT OF AUDITORS**

California Labor Federation, AFL-CIO  
San Francisco, California

We have audited the accompanying individual and combined statements of cash and short-term investment balances of the California Labor Federation, AFL-CIO and its Standing Committee on Political Education as of June 30, 1992, 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 and short-term investment balances of the California Labor Federation, AFL-CIO and its Standing Committee on Political Education as of June 30, 1992 and their individual and combined cash receipts and disbursements for the two years then ended, on the basis of accounting described in Note 2.

San Francisco, California  
October 2, 1992

**CALIFORNIA LABOR FEDERATION, AFL-CIO  
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION  
STATEMENTS OF CASH AND SHORT-TERM INVESTMENT BALANCES  
June 30, 1992**

	<u>Federation</u>	<u>S.C.O.P.E.</u>	<u>Combined Total</u>
Office cash fund .....	\$ 300	—	\$ 300
Deposits .....	13,840	—	13,840
Security Pacific Bank:			
Commercial (interest at 2.04%) .....	154,153	\$174,785	328,938
Commercial - voter registration fund (interest at 2.04%) .....	—	22,465	22,465
Savings (interest at 3.25%) .....	7,675	—	7,675
Money market (interest at 3.32%) .....	182,071	55,666	237,737
Money market - voter registration fund (interest at 3.16%) .....	—	2,629	2,629
Wells Fargo Bank:			
Time certificate of deposit (interest at 3.49%) .....	100,000	—	100,000
United Labor Bank:			
Time certificate of deposit (interest at 4.65%) .....	10,110	—	10,110
Coast Federal Bank:			
Time certificate of deposit			

(interest at 3.75%) .....	109,732	—	109,732
Time certificate of deposit - voter registration fund (interest at 3.75%) .....	—	5,358	5,358
Homestead Savings:			
Time certificate of deposit (interest at 4.40%) .....	44,558	—	44,558
Time certificate of deposit (interest at 3.81%) .....	—	26,066	26,066
Bay View Federal Bank:			
Time certificate of deposit (interest at 4.64%) .....	100,471	—	100,471
Home Federal Savings:			
Time certificate of deposit (interest at 3.49%) .....	71,468	39,216	110,684
California Federal Bank:			
Time certificate of deposit (interest at 4.55%) .....	99,981	—	99,981
Time certificate of deposit (interest at 4.69%) .....	100,000	—	100,000
Amount due to Federation from S.C.O.P.E.....	48,053	(48,053)	—
	<u>\$1,042,412</u>	<u>\$278,132</u>	<u>\$1,320,544</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, 1992**

	<u>Federation</u>	<u>S.C.O.P.E.</u>	<u>Combined Total</u>
Cash receipts:			
Per capita payments and membership fees .....	\$3,607,532	\$721,677	\$4,329,209
Interest earned .....	94,364	22,072	116,436
Newsletters .....	19,601	—	19,601
Scholarship reimbursements .....	62,231	—	62,231
Legislative conference receipts .....	21,320	—	21,320
Other conference receipts .....	3,525	—	3,525
Other receipts .....	5,415	5,982	11,397
Emergency/earthquake relief fund .....	17,716	—	17,716
No on Proposition 139 campaign .....	253,162	—	253,162
Senior VRF program receipts .....	—	37,500	37,500
Voter registration fund receipts .....	—	143,037	143,037
Total cash receipts .....	<u>4,084,866</u>	<u>930,268</u>	<u>5,015,134</u>
Cash disbursements:			
Executive salaries .....	308,473	—	308,473
Expenses and allowances:			
Executives .....	85,994	2,705	88,699
Geographical and at-large vice presidents .....	49,239	7,641	56,880
General office salaries .....	1,116,013	—	1,116,013
General office staff - expenses and allowances .....	59,334	14,771	74,105
Assistant director's salary .....	—	57,252	57,252
Assistant director's expenses and allowance .....	—	6,655	6,655
Payroll taxes .....	114,520	4,037	118,557

Pension plan contributions .....	147,349	—	147,349
Auditing and accounting .....	95,843	—	95,843
Conference expenses:			
Legislative.....	35,616	—	35,616
Other.....	8,768	441	9,209
Contributions:			
Political candidates.....	—	429,980	429,980
Charitable and other .....	170,160	—	170,160
Automobile expenses .....	3,501	—	3,501
Furniture and office equipment .....	19,084	—	19,084
Insurance.....	185,511	13,844	199,355
Legal.....	58,645	10,757	69,402
Library .....	3,748	—	3,748
Maintenance .....	9,126	—	9,126
Bank charges.....	18,525	968	19,493
Newsletters .....	161,194	—	161,194
Office and equipment rental .....	312,928	—	312,928
Postage and mailing .....	130,297	48,516	178,813
Printing .....	60,502	57,409	117,911
Other professional services.....	73,599	—	73,599
Reimbursed lobbyists' expenses .....	31,092	—	31,092
Scholarships .....	87,669	—	87,669
Emergency relief fund .....	70,725	—	70,725
Services.....	4,961	—	4,961
Stationery and supplies .....	104,428	1,310	105,738
Voter registration fund expenses.....	—	160,238	160,238
State and federal taxes .....	—	11,444	11,444
Taxes - other .....	2,241	7,025	9,266
Telephone and telegraph .....	39,870	26	39,896
General expenses .....	34,770	50,011	84,781
Convention expenses.....	91,031	14,498	105,529
No on Proposition 139 Campaign .....	253,162	—	253,162
Senior VRF program .....	—	10,273	10,273
 Total cash disbursements .....	 3,947,918	 909,801	 4,857,719
Excess of cash receipts over cash disbursements .....	136,948	20,467	157,415
Cash and short-term investment balances, June 30, 1990 .....	905,464	257,665	1,163,129
 Cash and short-term investment balances, June 30, 1992 .....	<u>\$1,042,412</u>	<u>\$278,132</u>	<u>\$1,320,544</u>

The accompanying notes are an integral part of these financial statements.

**CALIFORNIA LABOR FEDERATION, AFL-CIO  
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION  
NOTES TO FINANCIAL STATEMENTS**

**1. General:**

The California Labor Federation (the Federation), a not-for-profit organization under Internal Revenue Code Section 501 (c) (5), and its Standing Committee on Political Education (S.C.O.P.E.), a political action committee, receive per capita payments and membership fees from affiliated unions as specified in the Constitution of the Federation.

**2. Significant Accounting Policies:**

The policy of the Federation and S.C.O.P.E. is to prepare their financial statements on the basis of cash receipts and disbursements; consequently, certain revenue and the related assets are recognized when received rather than when earned, and certain expenses and the related liabilities are recognized when paid rather than when the obligation is incurred. The cash basis is an acceptable, comprehensive basis of accounting, but varies from generally accepted accounting principles. Under generally accepted accounting principles, the per capita payments and membership fees would be recorded when earned (usually prior to receipt), and expenses would be recorded when due (usually prior to payment).

**3. Administrative Support:**

The Federation provides certain administrative support for S.C.O.P.E., for which it incurs certain overhead expenditures. These costs are allocated to S.C.O.P.E. on a monthly basis based on management's estimate of S.C.O.P.E.'s portion of such costs. For the two years ended June 30, 1992, \$19,200 was allocated to S.C.O.P.E. for overhead expenditures incurred by the Federation. This amount is included in the S.C.O.P.E. general expenses account.

Other costs incurred by the Federation directly attributable to S.C.O.P.E. activities are charged back to S.C.O.P.E. at the Federation's cost.

**4. Surety Bond:**

A blanket position surety bond in the amount of \$100,000 was in effect during the two years ended June 30, 1992.

**5. Pension Plan:**

The Federation has a defined benefit pension plan covering all qualified employees. A participant's accrued benefit is determined by multiplying an amount equal to 2.5% of the participant's average monthly salary by the number of years and fractions of years of benefit service rendered by the participant as of his/her retirement date, up to a maximum of 20 years, in accordance with the terms of the Plan. The contributions by the Federation to the Plan for the two years ended June 30, 1992 totaled \$147,349.

# ROLL OF DELEGATES

This comprises the completed roll of delegates to the  
Nineteenth Convention of the California Labor Federation, AFL-CIO.

## Actors and Artistes of America, Associated

Actors Equity Association (325)  
George Ives, 163  
Carol Swarbrick, 162  
Screen Actors Guild (3,375)  
Ken Orsatti, 1,125  
Barry Gordon, 1,125  
Leonard Chassman, 1,125

## Bakery, Confectionery and Tobacco Workers Int'l. Union

Bakers No. 24 (193)  
Felisa Castillo, 193

Broadcast Employees &  
Technicians, National Assn. of  
N.A.B.E.T. No. 51 (250)  
Melody Knight, 250

## Carpenters and Joiners of America, United Brotherhood of

Carpenters No. 586 (676)  
L.D. Lansdon, 676  
Carpenters No. 713 (3,355)  
Joseph M. Grigsby, 1,119  
Paul J. Makela, 1,118  
Thomas De Luca, 1,118

## Communications Workers of America, Int'l.

Bay Area Typographical Union.  
No. 21 (680)  
Charles L. Tobias, 340  
Donald H. Abrams, 340  
Communications Workers No. 9000  
(725)  
T Santora, 242  
James Wood, 242  
Janice Wood, 241  
Communications Workers No. 9410  
(2,055)  
Marie C. Malliett, 514  
Joan Moore, 514  
Margie Marks, 514  
Angi Burgess, 513  
Communications Workers No. 9415  
(2,356)  
Kathleen Kinchius, 1,178  
William B. Harvey, 1,178  
Communications Workers No. 9421  
(1,604)  
Henry J. Gonzales, 535  
Brenda Baldwin, 535  
Annie Faseler, 534  
Communications Workers No. 9431  
(156)  
Leon L. Wurzer, Jr., 156  
Communications Workers No. 9573  
(739)  
Sheila A. Patton, 739  
Communications Workers No. 9588  
(96)  
Ernie Mistretta, 96

## Electrical Workers, Int'l. Brotherhood of

Electrical Workers No. 6 (800)  
Franz E. Glen, 267  
Dan Fross, 267  
John Walsh, 266  
Electrical Workers No. 11 (4,875)  
Ted Rios, 2,438  
Patrick Owens, 2,437  
Electrical Workers No. 18 (3,562)  
Reuben Espinosa, 1,781  
Lee Wax, 1,781  
Electrical Workers No. 45 (458)  
James Earl Jackson, 229  
Charles Guzzi, 229  
Electrical Workers No. 47 (562)  
Willie Stewart, 281  
Scott Hanlon, 281  
Electrical Workers No. 180 (250)  
Dennis O'Hara, 250  
Electrical Workers No. 332 (1,000)  
Steve G. Wright, 334  
Richard R. Conway, 333  
Stew Young, 333  
Electrical Workers No. 465 (1,167)  
David A. Moore, 584  
John C. Hunter, 583  
Electrical Workers No. 595 (1,394)  
Thomas J. Sweeney, 465  
John A. Phillips, 465  
Carol A. Pelz, 464  
Electrical Workers No. 617 (600)  
James A. Gallagher, 300  
Ernest Hills, 300  
Electrical Workers No. 1245 (18,958)  
Jack McNally, 2,709  
Howard Steifer, 2,709  
James E. McCauley, 2,708  
Michael J. Davis, 2,708  
Ron Blakemore, 2,708  
Eric Wolfe, 2,708  
Mickey Harrington, 2,708  
Electrical Workers No. 2295 (521)  
Richard Robbins, 261  
Albert Musingo, 260  
**Engineers, Int'l. Union of  
Operating**  
Operating Engineers No. 3 (14,083)  
Jack Baugh, 1,761  
Tom Butterfield, 1,761  
Bob Delaney, 1,761  
Don Doser, 1,760  
Robert Miller, 1,760  
Max Spurgeon, 1,760  
Tom Stapleton, 1,760  
Rob Wise, 1,760  
Operating Engineers No. 12 (11,250)  
William C. Waggoner, 1,608  
Frank L. Todd, 1,607  
Patrick Henning, 1,607  
Jerry Lanham, 1,607  
Don Kidd, 1,607  
Fred Young, 1,607  
Dale I. Vawter, 1,607

Operating Engineers No. 39 (1,500)  
Ronald J. Wood, 1,500  
Operating Engineers No. 501 (1,562)  
Joseph P. Wetzler, 1,562

## Farm Workers of America, AFL- CIO, United

United Farm Workers, AFL-CIO  
(7,583)  
David M. Martinez, 2,528  
Arturo Rodriguez, 2,528  
Sandy Martinez, 2,527

## Fire Fighters, Int'l. Association of L.A. City Fire Fighters No. 112

(2,690)  
Don R. Forrest, 1,345  
Mike K. McOsker, 1,345  
San Francisco Fire Fighters No. 798  
(1,432)  
James T. Ferguson, 716  
James M. Ahern, 716  
L.A. County Fire Fighters No. 1014  
(3,027)  
Dallas Jones, 3,027

## Food & Commercial Workers, Int'l. Union, United

United Food & Commercial Workers  
No. 115 (3,535)  
Joseph T. Hansen, 590  
Marjorie A. Caldwell, 589  
Frank Cambou, 589  
Robert Giachino, 589  
Pat Lee, 589  
Leslie Rainey, 589

U.F.C.W. No. 120 (1,967)  
Dan Rush, 1,967

United Food & Commercial Workers  
No. 194-I (24)  
Cleveland Stevenson, 24

United Food & Commercial Workers  
No. 428 (8,935)

E. Dennis Hughes, 1,490  
Stephen J. Stamm, 1,489  
Louis Menacho, 1,489  
Ronald J. Lind, 1,489  
Herb Sisti, 1,489  
Homer Rivera, 1,489

U.F.C.W. Meat Cutters No. 439  
(2,812)

William Lathrop, 1,406  
Anthony Perez, 1,406

U.F.C.W. Butchers No. 532 (865)  
Preston T. Epperson, 865

U.F.C.W. Retail Clerks No. 588  
(1,000)

Obie Brandon, 500  
Adam S. Loveall, 500

U.F.C.W. Retail Clerks No. 648  
(1,214)

Joseph P. Sharpe, 304  
James A. O'Meara, 304  
Michael Sharpe, 303  
John Mickelson, 303

- United Food & Commercial Workers No. 770 (4,899)  
Gerald McTeague, 4,899
- U.F.C.W. Retail Clerks No. 775 (1,254)  
Lennis A. Ellis, 627  
Robert A. Brisbee, 627
- United Food & Commercial Workers No. 1036 (1,256)  
Marilyn Wollard, 1,256
- U.F.C.W. Retail Clerks No. 1288 (2,875)  
Jerry Martin, 2,875
- Garment Workers' Union, Int'l. Ladies**
- Ladies Garment Workers No. 44 (378)  
Alice Munoz, 378
- Ladies Garment Workers No. 512 (623)  
Steven Nutter, 623
- Glass, Molders, Pottery, Plastics and Allied Workers Int'l. Union**
- Glass Molders, Pottery Workers No. 17 (850)  
John Moreno, 850
- Glass, Molders, Pottery Workers No. 77 (337)  
Mike Navarel, 169  
Ralph (Tom) Boyd, 168
- Glass, Molders & Pottery Workers No. 82 (119)  
John J. Moreno, 119
- Glass, Molders & Pottery No. 137 (495)  
Embry Y. Stephenson, 495
- Graphic Communications International Union**
- Graphic Communications No. 583 (941)  
Lee E. Lahtinen, 314  
Rudy S. Meraz, 314  
Peter Gaine, 313
- Hotel Employees & Restaurant Employees Int'l. Union**
- Hotel & Restaurant Empls. No. 2 (2,615)  
Sherri Chiesa, 374  
Rafael Espinoza, 374  
Jack Gribbon, 374  
Jackie Walsh, 374  
Mike Casey, 373  
Danny Vargas, 373  
Debbie Anderson, 373
- Hotel & Restaurant Empls. No. 18 (417)  
Loretta Mahoney, 417
- Hotel & Restaurant Empls. No. 19 (2,889)  
Ken Paulsen, 482  
Enrique Fernandez, 482  
John LaTour, 482  
Evelyn Day, 481  
Judy Busch, 481  
Richard Sawyer, 481
- Hotel & Restaurant Empls. No. 30 (2,560)  
Jef L. Eatchel, 640  
Nancy L. Browning, 640  
Michele Keith, 640  
Barbara Melban, 640
- Hotel & Restaurant Empls. No. 49 (1,538)  
Ted T. Hansen, 1,538
- Hotel & Restaurant Empls. No. 340 (3,318)  
Val Connolly, 1,659  
Catherine Drayton, 1,659
- H.E.R.E. No. 483 (2,213)  
Leonard O'Neil, 2,213
- Hotel & Restaurant Empls. No. 681 (4,435)  
Mary Ann Mahoney, 444  
Angela Keefe, 444  
Andrew Dalrymple, 444  
Teresa Cron, 444  
Janine Licausi, 444  
Robert O'Seery, 443  
Charles Chapman, 443  
David Brandel, 443  
Carlos Proa, 443  
Rodolfo Soler, 443
- Culinary & Bartenders No. 814 (2,604)  
Patti Meritt, 868  
Victor Valenzuela, 868  
Douglas Vance, 868
- Iron Workers, Int'l. Association of Bridge, Structural and Ornamental**
- Iron Workers No. 377 (99)  
Gene A. Vick, 99
- Laborers' Int'l. Union of North America**
- Laborers No. 67 (451)  
Antonio Garcia, 226  
Elias Gonzales, 225
- Laborers No. 73 (687)  
Willie Billingsly, Jr., 687
- Laborers No. 89 (3,358)  
Paul Aleman, 1,120  
Harry Jordan, 1,119  
Richard Scannell, 1,119
- Hod Carriers & Laborers No. 139 (956)  
Albin J. Gruhn, 956
- Hod Carriers No. 166 (225)  
Leon Davis, Sr., 113  
Sam Robinson, 112
- Construction & Gen. Laborers No. 261 (1,250)  
Mario De La Torre, 313  
Robert McDonnell, 313  
Thomas Harrison, 312  
George Knox, Jr., 312
- Laborers No. 270 (3,223)  
Robert Hill, 1,075  
Joe Gutierrez, 1,074
- Laborers No. 291 (400)  
Orville R. Koenning, 400
- Hod Carriers & Laborers No. 294 (960)  
Billy R. Leonard, 960
- Laborers No. 300 (5,208)  
Mike Quevedo, Jr., 5,208
- Construction & General Laborers No. 304 (1,850)  
Jose A. Moreno, 925  
Julian Vega, 925
- Laborers No. 324 (1,771)  
Jesse R. Duran, 1,771
- Laborers No. 326 (400)  
Robert D. Reynolds, 400
- Gunit Workers No. 345 (325)  
Gary Jones, 325
- Laborers No. 371 (274)  
Jerry E. Payne, 274
- Construction & General Laborers No. 389 (600)  
James R. Bender, 300  
Henry J. Vincent, 300
- Laborers No. 507 (1,083)  
Roosevelt Pickens, 1,083
- Laborers No. 585 (1,174)  
Leo Valenzuela, 1,174
- Laborers No. 591 (334)  
Albert J. Casarez, 167  
Kenneth Casarez, 167
- Laborers No. 652 (4,000)  
Louis Jenkins, Jr., 1,000  
Joe S. Mendoza, 1,000  
Rudy R. Rios, 1,000  
Roger Fisher, 1,000
- Hod Carriers & Laborers No. 783 (583)  
Jose F. Rivera, 583
- Shipyard Laborers No. 802 (1,260)  
Bobby J. Rosso, 630  
Angel Sambrano, 630
- Laborers No. 806 (460)  
Joe M. Leon, 460
- Shipyard & Marine Laborers No. 886 (469)  
James W. Collins, 235  
Don Hightower, 234
- Hod Carriers No. 1082 (750)  
Isidro H. Rocha, 750
- Laborers No. 1130 (500)  
David J. Gorgas, 500
- Laborers No. 1184 (1,667)  
John L. Smith, 1,667
- LIUNA State Employees No. 1268 (20)  
Hector Bermea, 10  
Bill Halloway, 10
- Longshoremen's and Warehousemen's Union, Int'l.**
- Warehouse Union ILWU No. 6 (1,000)  
Joe Jason, 334  
Fred Pecker, 333  
Rhina Ratcliff, 333
- Ship Clerks Assoc., ILWU No. 34 (200)  
Richard Cavalli, 100  
Don Watson, 100
- Inlandboatmen-Marine Division, ILWU (112)  
Mary Hassler, 56  
Marina Secchitano, 56

**Machinists and Aerospace Workers, Int'l. Association of**  
 Machinists & Aerospace Workers  
 No. 727-L (319)  
 Justin J. Ostro, 160  
 James A. Byard, 159

Air Transport No. 1058 (287)  
 Kenneth D. Boone, 144  
 Moises R. Montoya, 143

Machinists No. 1111 (1,093)  
 Willie McReynolds, 547  
 Claudio Mello, 546

Auto Machinists No. 1305 (1,260)  
 J.B. Martin, 630  
 Frank Souza, 630

Peninsula Auto Mechanics No. 1414  
 (890)  
 Donald Barbe, 297  
 Leland Stafford, 297  
 Arthur Pulaski, 296

East Bay Auto Machinists No. 1546  
 (3,196)  
 Robert V. Miller, 1,598  
 Michael J. Day, 1,598

Air Transport Employees No. 1781  
 (10,687)  
 Jerry Nelson, 5,344  
 Tom Ryan, 5,343

**Marine Engineers' Beneficial Assn., National**  
 District 1-MEBA/NMU (875)  
 Anthony P. Sasso, 292  
 E. Mackin, 292  
 John Brenton, 291

Marine Engineers Assn., District 2  
 (67)  
 Gus Guzelian, 67

Assn. of L.A. Deputy Sheriffs  
 (1,662)  
 Michael D. Thompson, 1,662

Engineers & Scientists of Calif.  
 (2,250)  
 Vic Stern, 375  
 Dag Romero, 375  
 Michael Aida, 375  
 Ben Hudnall, 375  
 Carrie Cianchetti, 375  
 Peggy Turner, 375

**Metal Polishers, Buffers, Platers & Allied Workers, Int'l.**  
 Metal Polishers No. 67 (100)  
 Marco A. Aguilar, 100

**Musicians of the U.S. and Canada, American Federation of**  
 Musicians No. 6 (500)  
 Nick J. Bardes, 250  
 Maria Tschirgi, 250

San Jose Fed. of Musicians No. 153  
 (51)  
 Sammy Cohen, 51

Musicians No. 292 (50)  
 Richard D. Saxton, 25  
 Ted L. De Croff, 25

**Newspaper Guild, The**  
 Northern California Newspaper  
 Guild No. 52 (2,161)  
 Doug Cuthbertson, 721  
 Bill Wallace, 720  
 Larkie Gildersleeve, 720

**Office and Professional Employees, Int'l. Union**  
 Office & Prof. Employees No. 3  
 (1,446)  
 Lindy Chris, 362  
 Kathleen Kinnick, 362  
 John F. Henning, 361  
 Diana Volpini-Allen, 361

Office & Prof. Employees No. 30  
 (5,058)  
 Gwen Newton, 5,058

**Painters and Allied Trades of the U.S. and Canada, Int'l. Brotherhood of**  
 Painters No. 4 (1,167)  
 Lupe Oropeza, 292  
 Luis Mauricio, 292  
 Bill Daly, 292  
 Tom Matulis, 291

Sign & Display No. 510 (656)  
 Michael E. Hardeman, 328  
 E. Martin Price, 328

Glaziers, Architectural Metal and Glass Workers No. 718 (325)  
 John Reynolds, 325

Painters No. 955 (104)  
 Robert Guillen, 104

**Plasterers' and Cement Masons' Int'l. Union of the U.S. and Canada, Operative**  
 Plasterers & Cement Masons  
 No. 346 (68)  
 Jerald A. Haft, 68

Plasterers & Cement Masons  
 No. 355 (130)  
 Don Merrill, 130

Cement Masons No. 814 (92)  
 Billy Joe Douglas, 92

**Plumbing and Pipe Fitting Industry of the U.S. and Canada, United Assn. of Journeymen and Apprentices of the**  
 Plumbers & Fitters No. 38 (2,307)  
 Larry Mazzola, 385  
 Bill Fazande, 385  
 Larry Lee, 385  
 George Wong, 384  
 Jim Kazarian, 384  
 Walter Johnson, 384

Plumbers No. 78 (1,354)  
 Tim Cremins, 1,354

Plumbers & Gas Fitters No. 444  
 (937)  
 Charles E. Fugel, 313  
 Alfred J. Fernandes, 312  
 Harry M. Sheridan, 312

Plumbers & Fitters No. 492 (125)  
 Joe Winstead, 125

**Roofers, Waterproofers and Allied Workers, United Union of**  
 Roofers No. 40 (350)  
 Mervil Kessinger, 350

**School Administrators, American Federation of**  
 United Administrators of S.F. No. 3  
 (234)  
 Carol Belle, 117  
 George Sloan, 117

**Seafarers Int'l. Union of North America**  
 Marine Firemen's Union (1,200)  
 Henry Disley, 300  
 Robert Iwata, 300  
 Joel E. McCrum, 300  
 Larry Klink, 300

Sailors Union of the Pacific (2,250)  
 Gunnar Lundeberg, 375  
 Kaj Kristensen, 375  
 William S. Hennebery, 375  
 Hugh Crandall, 375  
 Lou Webb, 375  
 Duane Hewitt, 375

Seafarers--Atlantic & Gulf (1,125)  
 George McCartney, 282  
 Nick Celona, 281  
 Gentry Moore, 281  
 Kwong Jim Hom, 281

Seafarers--Inland Div. (337)  
 Vincent Coss, 169  
 Richard Holland, 168

Seafarers--Transportation Div. (787)  
 Roy A. Mercer, 394  
 Raleigh G. Minix, 393

United Ind. Workers--Cannery Div.  
 (4,875)  
 Steve Edney, 1,219  
 Robert Vodden, 1,219  
 Anthony Armstrong, 1,219  
 Wadenia Arendain, 1,218

**Service Employees Int'l. Union, AFL-CIO**  
 Building Service Employees No. 87  
 (2,859)  
 Richard Leung, 953  
 Yehya Hassan, 953  
 Maria Herrera, 953

Hospital and Health Care Workers  
 No. 250 (9,639)  
 Sal Rosselli, 964  
 Shirley Ware, 964  
 Larry Griffin, 964  
 Charlie Ridgell, 964  
 Laurel Mueller, 964  
 Patricia Hendricks, 964  
 Howard Wallace, 964  
 Dale Butler, 964  
 Corky Anderson, 964  
 Daz Lampares, 963

Hospital & Service Employees  
 No. 399 (8,333)  
 Rose Hodges, 8,333

Service Employees No. 415 (2,187)  
 Timothy J. McCormick, 729  
 Susan Chambliss, 729  
 Marc Eymard, 729

L.A. County Employees No. 434  
 (3,635)  
 Ophelia McFadden, 3,635

Social Services No. 535 (5,136)  
 Jerry Fillingim, 5,136

Los Angeles County Service  
 Employees No. 660 (2,708)  
 Harry Walton, 2,708

Sonoma Co. Public Employees  
 No. 707 (271)  
 Paul Kaplan, 136  
 Dave Spiegler, 135



- Service Employees No. 715 (4,500)  
Jeanine Meyer Rodriguez, 2,250  
Keith Garvey, 2,250
- United Public Employees No. 790  
(14,584)  
Marshall Walker III, 2,431  
Margaret Shelleda, 2,431  
Bill A. Lloyd, 2,431  
Paul Varacalli, 2,431  
Claire Zvanski, 2,430  
John Maher, 2,430
- Calif. State Employees No. 1000  
(3,833)  
Yolanda Solari, 639  
Brian Young, 639  
Perry Kenny, 639  
Barbara Glass, 639  
Shirley Castenada, 639  
Bernice Robinson, 638
- Sheet Metal Workers Int'l. Assn.**  
Sheet Metal Workers No. 206 (488)  
Jerry Thompson, 488
- Stage Employes and Moving  
Picture Machine Operators of the  
U.S. and Canada, Int'l. Alliance of  
Theatrical**
- Theatrical Stage Employees No. 16  
(500)  
Edward C. Powell, 250  
Francis X. Crowley, 250
- Theatrical Employees No. B-18 (100)  
Charles Anderson, 100
- I.A.T.S.E. No. 33 (1,218)  
Alan R. Moses, 305  
Peter G. Secor, 305  
Alvin Wilson, 304  
Theodore L. Zachary, Jr., 304
- I.A.T.S.E. No. 44 (2,308)  
R. Cunningham, 1,154  
J. Fitzpatrick, 1,154
- Motion Picture Studio Grips No. 80  
(1,108)  
Frederick C. Albrecht, 1,108
- I.A.T.S.E. No. 166 (51)  
John A. Woodworth, 26  
Donald E. Johanson, 25
- I.A.T.S.E. No. 504 (204)  
Robert Hanson, 204
- M.P. Costumers No. 705 (565)  
William K. Howard, 565
- Studio Elec. Lighting Techs. No. 728  
(900)  
Earl C. Williman, Sr., 300  
Frank Sontag, 300  
Dean Bray, 300
- M.P. Set Painters No. 729 (300)  
John Benardello, 300
- Theatrical Wardrobe No. 768 (93)  
Dorothy T. Priest, 47  
Robert A. Daily, 46
- Theatrical Wardrobe No. 784 (103)  
Anne Polland, 52  
Alfred Lorente, Jr., 51
- State, County and Municipal  
Employees, American Federation  
of**
- A.F.S.C.M.E. No. 444 (371)  
Nancy C. Dolan-Parker, 186  
Richard Mellor, 185
- A.F.S.C.M.E. No. 800 (470)  
Mary Williams, 470
- East Bay Regional Parks No. 2428  
(253)  
Tom Rankin, 127  
Laura Comstock, 126
- Steelworkers of America, United**
- United Steelworkers No. 1304 (195)  
Wayne A. Clary, 98  
Donald A. Santos, 97
- Teachers, American Federation of**
- United Educators of S.F. No. 61  
(1,903)  
Robin Brasso, 381  
Veraine Frierson, 381  
Dennis Kelly, 381  
David Oberweiser, 380  
Deborah Sanford-Page, 380
- Oakland Federation of Teachers  
No. 771 (194)  
Mary Bergan, 194
- San Jose Fed. of Teachers No. 957  
(64)  
Mike Nye, 64
- San Jose Teachers-Adult Division  
No. 957-A (28)  
Mike Nye, 28
- Berkeley Fed. of Teachers No. 1078  
(393)  
Laurel Burley, 393
- Jefferson Fed. of Teachers No. 1481  
(331)  
Judy Reagan, 166  
John Wherry, 165
- San Mateo CC Federation of  
Teachers No. 1493 (312)  
Rodger Scott, 312
- L.A. College Guild No. 1521 (3,424)  
Marty Hittelman, 3,424
- Newport/Mesa Fed. of Teachers  
No. 1794 (276)  
Hene Kelly, 276
- U.C. Berkeley Librarians No. 1795  
(11)  
Beth Curley, 6  
Laurel Burley, 5
- U.C.L.A. Faculty Union No. 1990  
(46)  
Darryl Holter, 46
- S.F. CC Federation of Teachers  
No. 2121 (641)  
Rodger Scott, 321  
Mike Hulbert, 321
- Placer Federation of Teachers  
No. 2267 (22)  
Thomas A. Romero, 22
- Los Rios Federation of Teachers  
No. 2279 (556)  
Mary Bergan, 556
- ABC Federation of Teachers  
No. 2317 (405)  
Mary Bergan, 405
- Teamsters, Chauffeurs,  
Warehousemen and Helpers of  
America, Int'l. Brotherhood of**
- Teamsters, Auto Truck Drivers  
No. 70 (926)  
Chuck Mack, 463  
Joseph L. Silva, Jr., 463
- Teamsters Automotive Empls.  
No. 78 (498)  
Stephen J. Mack, 249  
Robert McAlister, 249
- Teamsters & Auto Truck Drivers  
No. 85 (304)  
Terry Hart, 152  
Van Beane, 152
- Teamsters, Chauffeurs,  
Warehousemen No. 166 (742)  
A.W. "Pete" Espudo, 248  
Butch Copeland, 247  
Robert D. Isbill, 247
- Chauffeurs, Teamsters & Helpers  
No. 186 (359)  
Dennis A. Shaw, 180  
Junior Ramirez, 179
- Freight, Constr. & Gen. Drivers  
No. 287 (693)  
Tony Gellepis, 347  
Doug O'Neal, 346
- Sanitary Truck Drivers No. 350  
(273)  
Robert Morales, 137  
James Payton, 136
- Studio Transportation Drivers  
No. 399 (401)  
Mike Padovitch, 401
- Teamsters, Automotive Wkrs.  
No. 495 (1,115)  
Robert M. Lennox, 1,115
- Creamery Empls. & Drivers No. 517  
(266)  
Ron Costa, 266
- Chauffeurs, Sales Drivers No. 572  
(1,067)  
Jack Cox, 534  
James Gualtiere, 533
- Retail Delivery Drivers No. 588  
(445)  
John Kikes, 223  
Leroy Salido, 222
- Food, Indus. & Bev. Warehouse  
Drivers No. 630 (1,599)  
J.L. Vercruse, 533  
Walter D. Pettit, 533  
Kurt S. Larsen, 533
- Teamsters, Automotive Employees  
No. 665 (498)  
Ford T. Wagner, 498
- Freight Checkers, Clerical Empls.  
No. 856 (1,070)  
Ben Leal, 268  
John McLaughlin, 268  
Michael McLaughlin, 267  
Kevin Ryan, 267
- General Teamsters, Warehousemen  
No. 890 (323)  
Michael A. Johnston, 162  
Franklin A. Gallegos, 161
- Teamsters, Pub., Prof. Med. Empls.  
No. 911 (805)  
Arlene Mordasini, 805
- Teamsters No. 912 (215)  
Joe Fahey, 215
- Teamsters No. 952 (1,642)  
Jim Boardman, 821  
Harry Ashley, 821

**Theatrical Press Agents**

Theatrical Press Agents No. 18032  
(87)

Patricia Heagy, 44  
Hanns Kolmar, 43

**Transit Union, Amalgamated**

Amalgamated Transit No. 192  
(1,673)

Ely Hill, 335  
William McCombe, 335  
Wayne Meadows, 335  
Adrian Moreira, 334  
Robert Wooden, 334

Amalgamated Transit No. 265  
(1,891)

Richard Trujillo, 1,891  
Amalgamated Transit No. 1617 (40)  
George Viramontes, 20  
Marilyn Coffin, 20

**Transport Workers Union of America**

Transport Workers No. 250-A  
(1,800)

Bobbie L. Brown, 360  
Ray J. Antonio, 360  
Claire Caldwell, 360  
William K.Y. Jung, 360  
Joseph Barnes, 360

Transport Workers No. 505 (400)  
Thomas Smoot, 200  
Jack Donnellan, 200

**Building and Construction Trades Councils**

Alameda Co. Bldg. & Const. Trades

Council (2)

James L. Brown, 1

Los Angeles Bldg. & Const. Trades  
Council (2)

Ronald T. Kennedy, 1

San Francisco Bldg. & Const. Trades  
Council (2)

Stanley M. Smith, 1

San Joaquin Bldg. & Const. Trades  
Council (2)

Raymond Helmick, 1

Santa Clara/San Benito Bldg. Trades  
Council (2)

William A. Nack, 1

Sonoma, Mendocino, Lake Cos.  
Bldg. Trades Council (2)

Bob Miller, 1

John Reynolds, 1

**California State Councils**

Bldg., Const. Trades Council, Calif.  
State (2)

Jerry P. Cremins, 1

Carpenters, California State Council  
(2)

Daniel M. Curtin, 1

Hotel Employees and Restaurant  
Employees California State  
Council (2)

Loretta Mahoney, 1

Val Connolly, 1

Machinists, Calif. Conference of (2)  
James L. Quillin, 1

Musicians, Calif. Conf. of (2)

Nick J. Bardes, 1

Sammy Cohen, 1

Operating Engineers, Calif., Nevada  
Conference (2)

Gordon R. MacDonald, 1

Ron Wood, 1

Pipe Trades Dist. Council No. 51,  
No. Calif., No. Nevada  
Council of (2)

Tom Hunter, 1

Teachers, Calif. Federation of (2)

Mary Bergan, 1

Service Employees Calif. State  
Council (2)

Dean Tipps, 1

Theatrical Federation, Calif.  
State (2)

Edward C. Powell, 1

Transport Workers, Calif. State  
Conference of (2)

Lawrence B. Martin, 1

**Central Labor Councils**

Alameda County Central Labor  
Council (2)

Owen A. Marron, 1

Michael K. Henneberry, 1

Butte & Glenn Cos. Central Labor  
Council (2)

Mickey Harrington, 1

Contra Costa Central Labor  
Council (2)

Steven A. Roberti, 1

Los Angeles County Federation of  
Labor (2)

William R. Robertson, 1

James M. Wood, 1

Merced-Mariposa Cos. Central  
Labor Council (2)

Jerry Martin, 1

Orange County Central Labor  
Council (2)

Bill Fogarty, 1

San Bernardino-Riverside Central  
Labor Council (2)

Jack Stowers, 1

San Diego-Imperial Central Labor  
Council (2)

Joseph S. Francis, 1

San Francisco Labor Council (2)

Paul Dempster, 1

San Joaquin/Calaveras Cos. Central  
Labor Council (2)

James H. Beno, 1

San Mateo Central Labor  
Council (2)

Robert D. Anderson, Jr., 1

Shelley Kessler, 1

Santa Clara-San Benito Central  
Labor Council (2)

Richard Sawyer, 1

Amy Dean, 1

Santa Cruz County Central Labor  
Council (2)

Dan Reed, 1

Tim McCormick, 1

Sonoma, Mendocino, Lake Cos.  
Central Labor Council (2)

Bill Scanlan, 1

David Spiegler, 1

Stanislaus, Tuolumne Cos. Central  
Labor Council (2)

Jim Biever, 1

Tri-Counties Central Labor Council  
(2)

Marilyn Wollard, 1

**Councils**

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