

Labor Center Reporter

Issue Number 308, Spring 2001

A Publication of the Center for Labor Research and Education

314

\$6 MILLION GRANT PREPARES UNIVERSITY TO ADDRESS NEW CHALLENGES FOR WORKERS

In July 2000 the University received a 6 million dollars per year appropriation for the creation of a Multi-campus Research Program (MRP) called the Institute for Labor and Employment. This appropriation was passed by the legislature and signed by the Governor largely because of the strong lobbying by organized labor, specifically the California Labor Federation. The idea for the new Institute grew out of concern among academics, union leaders and policy-makers that UC should focus more research, educational and community service activities on crucial issues affecting working people in California.

The ILE is designed to respond to the needs of working people in California

New Multi-Campus Research Program (MRP) formed:

The Institute of Labor and Employment (ILE) is designed to find new ways to respond to the needs of unions, policy-makers, community-based organizations and others concerned with

the well-being of working people in California. Sixty percent of the new funds have been earmarked to support a new policy-oriented and applied research program on labor issues. The first UC-wide grant competition has awarded over 70 research grants to faculty and graduate students, many of whom are directly partnering with unions in their research projects. In addition to this and other future grant competitions,

the ILE research program will produce a yearly publication entitled *The State of California Labor*, and sponsor conferences, publications, innovative partnerships, an expanded web-based library, and other activities.

Forty percent of the appropriation has been earmarked for the Centers for Labor Research and Education at UCLA and UC Berkeley, who will expand their labor outreach programs in California.

Inside this issue:

ILE Creation

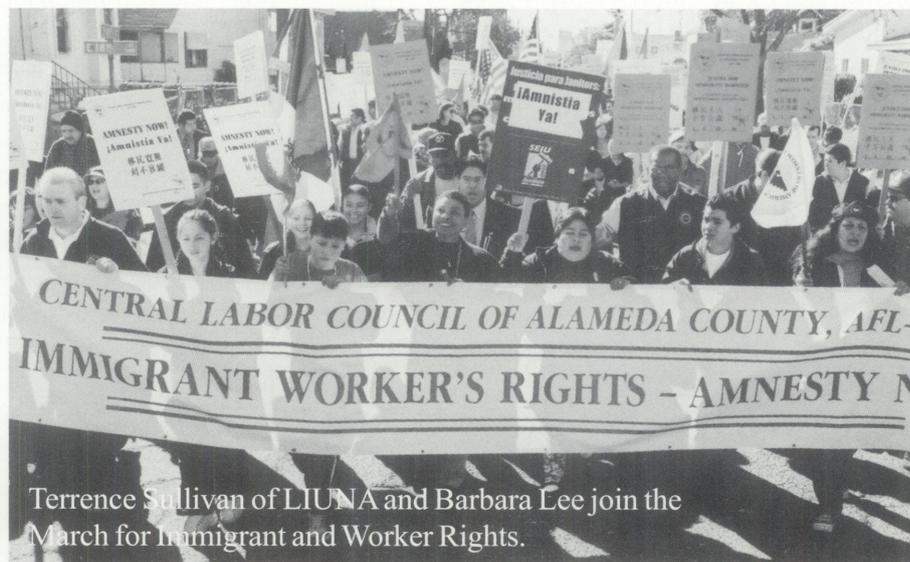
Immigrant Rights March

Organizing Updates

Election 2000 Labor Debrief

Report from Indonesian Labor Movement

THOUSANDS MARCH FOR IMMIGRANT RIGHTS



Terrence Sullivan of LIUNA and Barbara Lee join the March for Immigrant and Worker Rights.

A crowd estimated at four thousand by the Oakland Tribune filled the streets of Oakland this January to demand justice for immigrant workers and their families.

Full story on page 2.

The Labor Centers will create a new Union Leadership School, extend their labor education, research and technical assistance to new parts of the state, and help faculty and students at the other UC campuses to build new partnerships with unions, community organizations and policy-makers. In addition, labor studies courses and degree programs will be expanded at both UCLA and Berkeley.

First ILE publication ready for presentation:

The first *State of California Labor* is a compilation of current research on labor issues by UC faculty and will be published in April 2001. The ILE will highlight the research findings at a conference in Sacramento on April 6, which will offer an important opportunity for policy-makers,

The march was organized by the Labor Immigrant Organizing Network (LION) and took place in the Fruitvale neighborhood of Oakland, the center of the city's Latino and Asian communities. The rally organizers wanted the education and support for immigrant rights to take place among the most effected, and to show the immigrant community that labor was rallying behind them. The event started on the steps of St. Elizabeth's Catholic church with an inter-denominational invocation in three languages. International union president John Wilhelm of the Hotel and Restaurant Workers (HERE) and Terrance O'Sullivan, International president of the Laborer's (LIUNA) unions spoke of their union's commitment to immigrants and workers rights. Senator Barbara Boxer and Congresswomen Barbara Lee also spoke at the rally and were joined on the stage by Assemblywomen Wilma Chan and Attorney General Bill Lockyer. In addition to unions and politicians, community based organizations and workers also spoke at the rally including a member of Asian Immigrant Women's advocates (AIWA), SEIU 1877 Janitors, and Lillian Galedo from Filipinos for Affirmative Action (FAA). Elected officials, union leaders and members of the community then followed the speakers in pledging their support by signing the LION banner that listed the five demands of the marchers.

- 1) General amnesty for all undocumented immigrants
- 2) Repeal employer sanctions.
- 3) Defend right of all workers to organize.
- 4) End guest worker programs.
- 5) Defend and expand family reunification.

The march was the result of an incredible collaboration between labor, immigrant advocacy, community and faith

ers, labor and community constituents to discuss future ILE priorities with ILE staff and faculty.

Governance

Labor scholar Professor Ruth Milkman from UCLA's Dept. of Sociology has been named the first Director of the ILE, and will serve a three year term. The ILE has formed a governing council, comprising the Director, a Research Chair, the Director/Chair of the UCLA and UC Berkeley Labor Centers, two other faculty, and a labor representative. In addition, the ILE will form an advisory board that includes faculty representatives from each UC campus, and labor, community, government and employer representatives. ■

based organizations, with over 50 groups endorsing the event. Many groups are eager to continue working with LION to ensure that the demands of the march and rally are heard by our state and national legislators.

Two years ago the CLRE helped launch LION in a one day working conference composed of union and community organizers who ran up against immigration laws while fighting for workers rights in organizing drives. Since that conference the organizers have maintained this coalition to collaborate around three areas of work.

- Rapid response with direct action to support organizing efforts where employers use immigration status to attack the right to organize by firing or intimidating workers.
- Education and training to improve the ability of unions and community groups to fight for immigrant rights.
- Fight to change government policy that has used immigration status for the benefit of employers to divide workers and keep a large population of workers unable to fight for their rights.

LION also contributed to a bottom up effort among unionists to change the AFL-CIO's position on supporting employer sanctions, which has really been used to attack employees. Passing resolutions in local Labor Councils did this. The local bodies then asked the national organization to change its position.

In February 2000 the Executive Council of the AFL-CIO adopted a statement calling for immigration reform. A high level task force was appointed to hold public hearings on this issue with unions, community groups and religious organizations. Thousands attended these hearings in New

ILE Targeted Research Grants Awarded For 2001

Bloom, Joan, Spalding, Kristen, Firestein, Netsy
UCB Public Health/IIR
Construction Worker's Work and Family Survey

Bonacich, Edna, & Wolff, Goetz
UCR Sociology/UCLA Urban Planning
Manufacturing in Los Angeles: Analysis of a Neglected Sector

Edelman, Lauren & Krieger, Linda
UCB Law
Judicial Deference to Institutionalized Employment Practices (1965-1999)

Haas, Gilda, Hurst, John, Blasi, Gary
UCLA Urb. Planning/UCB Education/UCLA Law
Redefining Redevelopment: Participatory Research for Job Equity in the Los Angeles Figueroa Corridor

Johnston, Paul
UCSC Chicano/Latino Research Center
Labor Relations and Civic Participation among Mexican Immigrants to the U.S.: the Case of the King City Basic Vegetable Strike

Lane, Alycee, Delp, Linda, Lee, Pam
UCSB English/UCLA LOSH/UCB Labor Center
"To Directly Record and Analyze the Perspective of Workers Who are Engaged in Building a Global Communications Network Within a Multinational Company"

Leavitt, Jackie & Dymski, Gary
UCLA Urb. Plan/UCR Economics
Voices From the Home Front: Home Care Workers and Housing/Community Policies

Marcelli, Enrico & Cornelius, Wayne
UCLA Lewis Center for Regional Policy Studies/UCSD
Center for Comparative Immigration Studies
Southern California Mexican Immigrant legal Status Survey

McMahon, June & Glass, Fred
UCLA CLRE
California Labor History Textbook Project

Ong, Paul
UCLA Urban Planning
"Mobility of California Workers Since the Early 1990's"

Pastor, Manuel & Benner, Chris
UCSC Latin American & Latino Studies/UCB
"Study to analyze data on turnover and longitudinal earnings of workers by detailed industry and region."

Peterson, Trond
UCB Sociology
Equal Opportunity in the California High-Tech Economy: Hiring of Women and Minorities

Reich, Michael & Runsten, David
UCB Econ./UCLA Pub. Policy
Living Wage Ordinances in California-Impacts on Businesses, Employees, Unions and Local Governments

Richman, Neal
UCLA Soc. Welfare/Adv. Policy Inst.
Needs Assessment and Plan for a Model Online Home Care Worker Registry in Los Angeles County

Smith, Vicki
UCD Sociology
Choosing Work and Finding Jobs: Labor Market Preparation in Employment Organizations

Voss, Kim, Ganz, Marshall, Strauss, George
UCB Sociology/IIR
Leadership, Organization, and Institutional Change: Revitalization of California Unions, 1984-2000.

Wells, Miriam & Villarejo, Don
UCD Human & Comm. Dev.
Immigration Reform and Workers' Rights in California

Yelin, Edward
UCSF Inst. for Health Pol. Studies
The Work-Health Nexus

Zabin, Carol & Borrego, John
UCSC Community Studies/UCB CLRE
The Role of Unions in Publicly Funded Training Programs in California Firms



Participants in the January 27 march sign on to demands for immigration reform.

Immigrant Rights Cont.

immigrant workers both documented and undocumented testified about the discrimination and abuse they suffered at the hands of employers and the government.

Organizers testified about how union drives were lost and stifled when the government was called in to target leaders and activist due to immigration status. In August of 2000, the AFL-CIO issued a report on the immigrant right's hearings and on the state of immigrant workers nationally.

The AFL-CIO currently has one of the most progressive positions on immigration, yet as was concluded in the August report it will be a long road from a program position to legislative policy. LION is continuing to organize to help pave the way for this road.



ORGANIZING UPDATES

SEIU 715 WINS HOSPITAL IN THE HEART OF SILICON VALLEY

Last September roughly 900 workers at El Camino Hospital in the city of Mountain View voted for representation by Service Employees International Union (SEIU), Local 715. Representing the majority of employees, SEIU 715 won elections in three major bargaining units; service and maintenance, licensed technical and the professional units. Winning by 56% in service and maintenance, 68% in the professional unit and 70% of the licensed techs, the victory was decisive for a union election.

El Camino Hospital was founded as a community district hospital but fell victim to an attempt at privatization in the mid-90's, during the managed care crisis. The private administration lost millions of dollars and the workers saw their wages and benefits cut as a result. When the hospital was re-



El Camino Worker Committee members

turned to public control the workers were still fearful of their future and the future of the hospital. It was under these circumstances that the majority of workers wanted to organize. SEIU 715 was the logical choice, fresh from their organizing victory a year earlier at the Stanford Medical Center. The new board, having just fought to regain community control of the hospital, agreed to a neutrality agreement with the union and a community run election.

Anti-union ideology runs deep, even among workers .

When SEIU 715 was organizing Stanford hospital, the hospital hired an anti-union consultant to run mandatory staff meetings and produce anti-union literature. At El Camino the anti-union campaign was run by a group of employees. They

wore "vote no" buttons at work, wrote letters to the local papers alleging union ties to the Mafia and passed out flyers to their co-workers questioning the use of union dues money. Although it lacked the direct intimidation factor of an employer directed anti-union strategy, these anti-union workers were still able to raise fears among the workers and spread hopelessness in the ability of the union to fight for change and improvements

at the hospital. With the decline of unionization and the promotion of a pro-business agenda by the media and policy makers many workers have internalized anti-union sentiments. This campaign was an example of how declining union strength in the last few decades has caused anti-union sentiments to become in-grained in popular sentiments.

The organizing campaign won at El Camino hospital because Local 715 developed a strong committee of leaders within the hospital. A dedicated group of rank and file mem-

bers also got involved with the campaign from other SEIU hospitals in the area that shared their own positive experiences of unionization with the unorganized workers. In their current fight for a first contract the hospital management has changed again. The new CEO comes from the large, for-profit Tenet hospital chain. The current challenge for the workers committee is to fight for a contract with the new management and continue to fight against the vocal anti-union workers. The workers did not need to fight management during the election but they are facing employer opposition now under the new administration.

By Arianna Jimenez, Organizer Local 715

CATHOLIC HEALTHCARE WEST NURSES SIGNING UP WITH CNA

Ten days after concluding an unprecedented agreement with the Catholic Healthcare West hospital chain, the California Nurses Association said registered nurses at three CHW facilities had moved to bring CNA representation to their facilities.

As of February 22, over 30 percent of the Registered Nurses (RNs) had indicated their desire for CNA representation at St. Bernadine Hospital in San Bernardino, St. Dominic Hospital in Manteca, and Oak Valley Hospital in Oakdale. CNA officers said since the organizing effort commenced, RNs were rapidly signing CNA cards at 12 other non-union CHW hospitals.

On February 12, a landmark agreement between the association and CHW management was unveiled intended to guide CNA

efforts to organize registered nurses and other healthcare professionals at CHW hospitals in California, Nevada and Arizona.

"This is a great day for us," said Karen Barrett, RN at St. Bernadine. "My colleagues and I are taking a bold step forward to protect the profession of nursing." "This is a very important moment for us," said Pete Martin, RN at Oak Valley, "We are delighted that we will have the opportunity to become part of CNA."

The CHW system, based in the Western states, contains 47 hospitals and five medical groups. CNA is the largest organization of RNs in California with 35,000 members. CNA currently

SFO ORGANIZING ADDS OVER 2000 WORKERS

CLRE supported organizing at the San Francisco International Airport (SFO) by offering research and facilitating the early meetings that resulted in a collaborative that brought together six unions: Machinists (IAM), Hotel Workers (HERE), Service Employees (SEIU), retail workers (UFCW), office workers (OPEIU) and Teamsters (IBT). Two central labor councils, San Mateo, where the airport is located and San Francisco, which runs the airport collaborated in the project as well petitioning the national AFL-CIO for funding last year.

A pair of December victories brought the total number of workers winning union representation at SFO to roughly 1,700. A victory by the IAM added 400 more in January of 2001. The newest union members include 700 sky caps, wheel chair attendants, baggage handlers, screeners and other security personnel employed by ITS and 33 information-service representatives working for Polaris Research and Development. IAM got cards from baggage handlers and the ground crews at Hallmark Aviation and Swiss Port.

Through the leadership and coordination of the Central Labor Councils the San Francisco

Airport Commission approved a labor backed card-check policy. This policy requires companies operating at the airport to recognize unions once a majority of employees sign cards requesting union representation. The SFO organizing project campaigned for a "living wage" in the face of airport expansion.

The project also worked with community organizations, religious leaders and the ethnic press to question whether the new airport jobs would benefit San Mateo County residents who are in one of the most expensive areas of the country bordered in the south by Santa Clara's Silicon Valley and to the north by San Francisco. The organizers credit their victory this last year to a combination of having broad community support and having the labor movement leveraging its collective power to win the card check agreement. When the expansion is complete there could be as many as 30,000 workers at SFO.

James B. Goodno, editor of San Mateo Labor contributed many of the figures for this article.

CNA Continued

represents approximately 5,000 RNs working in CHW hospitals and is the largest group of unionized CHW employees.

Under terms of the CNA-CHW agreement:

- * RNs can discuss CNA representation on work time in the hospital.
- * No threats, intimidation, coercion or disciplinary action shall be taken or threatened against RNs for organizing with CNA.
- * RN attendance at meetings called by management to discuss representation shall be voluntary.
- * Management may not initiate any one-on-one conversations with RNs about representation.
- * Upon reaching the 30 percent threshold CNA can meet with RNs in public areas free from employer interference, post information on facility bulletin boards and reserve facility meeting space and secure time off for CNA nurses at other CHW facilities to join the organizing effort.
- * Private, expedited, non-National Labor Relations Board elections for CNA representation, overseen by a neutral third party overseer, will be held

within 45 days after CNA requests an election.

"For quite a while now we have received communication from nurses and others at CHW facilities that they wanted to become part of CNA," said Mike Griffing, CNA collective bargaining director. "Our experience over the first two weeks of the organizing effort indicates that the wish to become part of the Association is even greater than we had thought." "Concern over working conditions and a desire to play a role in creating the best possible conditions for patient care have motivated RNs to want CNA representation and to be part of the association's activities," said Griffing. "We are confident that over coming months the RNs' move to become affiliated with CNA will be realized throughout the CHW system."

By Carl Bloice, editor of the California Nurse

Concern over working conditions and ... patient care have motivated RNs to want CNA representation

REPORT FROM THE INDONESIAN LABOR MOVEMENT



Last fall, I was invited to consult for the AFL-CIO's American Center for International Labor Solidarity in Jakarta, for Indonesia's first national working women's conference and the first

women's conference of the apparel-textile-toy union (SP-TSK). On my initial trip, I developed the conference design for the national working women's conference and helped to organize a steering committee composed of women trade union leaders and non-governmental organization (NGO) leaders. I also consulted with the SP-TSK women's committee on their plans. On my second trip, I gave keynote speeches on global labor strategies at each conference and advised on various aspects of the conferences. While I was in Indonesia, I also had the opportunity to meet with union leaders and visit several textile, apparel, and other factory sites.

The result of the national working women's conference was the formation of an ongoing labor-community coalition. Unionized textile factory workers were shocked to learn that unorganized women migrant workers faced unthinkable forms of brutality. College-educated NGO feminists were surprised to find that women labor leaders were extremely sophisticated about how to lead their constituents. This new coalition united around the need to implement existing labor laws on the one hand, and to change laws that discriminate against women workers on the other. As one of their follow-up activities, the group decided to participate in a campaign to repeal provisions of Indonesian marriage law that do not allow women to be heads of households. This law requires that women be taxed at a higher rate than men, no matter what their marital status. It is also used as an excuse to lay off women before men and to deny women access to leadership positions.

The women's committee of SP-TSK was remarkable in

the high level of leadership skills demonstrated by the rank and file. The committee had only one full-time staff person, but it managed to mobilize more than 400 women to participate in the conference, and to organize panels, workshops, musical programs, and a membership survey. It also initiated creative methods of training its members, using quiz show competitions to encourage the study of labor law, a speech contest to test for verbal communication skills, and a mistress-of-ceremonies contest to train members to think quickly on their feet. These contests were competitive, but were done in the context of tremendous group spirit where everyone had a lot of fun.

Many people in developed countries hear about sweatshop-type abuses in developing countries, and they assume that the workers in Asia and Latin America are exploited victims who cannot organize themselves. While there are many things about labor relations that Indonesian trade unionists need to learn, experiences such as this demonstrate that there is much strength among our sisters and brothers in other countries, and that Americans have much to learn from workers in developing countries. Indonesian workers are struggling to set up a system of industrial relations that provides for quick and effective settlement of grievances, but they could teach American workers quite a bit about being willing to put everything on the line to go on strike. Their unions might be poor and lacking telephones, but their rank and file leadership has more creative leadership and organizational ability than many full-time union leaders in the western world.

During the next year, the Henning Center will be evaluating the challenges presented by this Indonesian experience, and will develop programs that speak to the needs of Indonesian unionists, while finding ways for American workers to learn from them.

By Katie Quan, Director of the John. F. Henning Center for International Labor Relations.

DEBRIEFING THE 2000 ELECTIONS: A LABOR PERSPECTIVE

The Bay Area Labor Studies Seminars (BALSS) sponsored by the Center for Labor Research and Education (CLRE) held its last session for the year 2000 on November 30th. At the time of the seminar we did not realize that the presidential election would not be decided for another three weeks and require the intervention of the U.S. Supreme Court. The Institute of Government Studies (IGS), and the CLRE jointly sponsored the seminar. The seminar was moderated by IGS Director Bruce Cain and included presentations by John A. Perez, Political Director of the California Federation of Labor, AFL-CIO and Michael Lighty, Director of Operations for the California Nurses Association. The state AFL-CIO ran one of the largest grass roots efforts in the state including the effort to elect Vice-President Al Gore. The California Nurses endorsed Green Party candidate Ralph Nader and worked on many of his town hall meetings around the state.

One of the first questions raised by Professor Cain was the lack of recognition given to organized labor by pundits and commentators for their electoral work and whether unions intended to run a "stealth campaign" in this last election. Mr. Perez from the AFL-CIO said that labor's efforts to maximize union membership involvement in the electoral process were never a secret. Union efforts focused on registering more voters in union families, discussing the issues of concern to working families directly at the workplace and turning out union members to the polls on Election Day. The AFL-CIO credits the ability of the Democratic Party to win four congressional seats in California, previously controlled by the Republican Party, to this grass roots effort.

From the perspective of the Nader supporters, Mr. Lighty felt that while Ralph Nader did not garner the 5% necessary to allow the Green Party to receive matching funds their mobiliza-

tion efforts also contributed to the election of more liberal legislators and the passage of progressive state and local initiatives. Expecting some backlash for the accusation that the Nader campaign cost Gore the election, Lighty also pointed out that many Nader voters might not have gone to the polls without his candidacy.

Many political organizers in the recent campaign attended the seminar. Walter Johnson, leader of the San Francisco Labor Council and John Dalrymple of the Contra Costa Council also contributed to the seminar with discussion about their local efforts.

Some activists in the room criticized the AFL-CIO for their early endorsement of Gore, which may have let the Democratic Party off the hook on key issues important to labor, such as global trade and labor law reform. It was pointed out by local labor leaders, however, that in most unions where polls of members or endorsement votes were taken, Gore was formally endorsed by membership.

Future BALSS seminar topics for 2001 include:

- Labor's Perspective on the Free Trade Agreement of the Americas (FTAA)- March 21
- Organizing Young Workers and challenges unions face to meet their needs- April 18.
- Labor rights in the U.S. and perspectives on labor law reform- May 7.

Bay Area Labor Studies Seminars are held in the Institute of Industrial Relations, 2521 Channing Way, Berkeley.

If your organization or union has topics you feel would be of interest to the labor and UC community please contact Warren Mar @ CRLE: 510-642-1851.

NEW LABOR CENTER STAFF

Tiehera Howell and Warren Mar join CLRE



Tiehera Howell joined the Labor Center in October 2000 as one of our new program coordinators. Tiehera is a long time resident of Berkeley, CA. She attended Berkeley High and San Francisco City College where she studied Micro-Biology. Her knowledge of event coordination and administration is a great addition to the Labor Center.

Warren Mar joins the CLRE after more than 20 years organizing in the Labor movement. He organized with the Hotel and Restaurant Workers (HERE) and California Nurses (CNA) before spending the last 3 years at the AFL-CIO Organizing Institute. Prior to joining the labor movement he was also a community organizer in San Francisco. He graduated from San Francisco State and the Kennedy School of Government at Harvard.

The Labor Center

Carol Zabin, Chair
Kirsten Snow Spalding, Labor Specialist
Katie Quan, Labor Specialist and Director of Henning Center
Warren Mar, Labor Specialist
Chloe Osmer, Program Coordinator
Tiehera Howell, Program Coordinator

Center for Labor Research and Education
Institute of Industrial Relations
2521 Channing Way, # 5555
Berkeley, CA 94720

Phone: 510-642-0323
Fax: 510-642-6432

<http://www.iir.berkeley.edu/clre>

Non-Profit Org.
U.S. Postage Paid
University of CA