

# LABOR EDUCATION

## NEWS

UCLA Institute of Industrial Relations

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## UCLA Labor Center celebrates 30 years

**T**he creation of UCLA's Center for Labor Research and Education in 1964 was recently commemorated at a gala anniversary luncheon that featured top labor leaders and former Labor Center faculty. The Center was born through an agreement between the University of California and the California Federation of Labor. The idea was to form a strong educational and research link between the University and organized labor.

The fifty participants at the anniversary luncheon were greeted by Archie Kleingartner, Dean of UCLA's School of Public Policy and Social Research. He noted his own past involvement with unions and underscored the importance of organized labor in a democratic society. He emphasized UCLA's commitment to reaching out to labor's constituency and added that the Labor Center will play an important role in the new school of public policy.

Gloria Busman, a former Director of the Labor Center, recalled her first years as a young union representative in Los Angeles. She described how the members of the UCLA Institute of Industrial Relations offered a great deal of assistance to her in the 1950s and how proud she was to join the staff of the Labor Center after it was established in 1964.

Jack Henning, the legendary leader of the California Federation of



Proclamations to commemorate the UCLA Labor Center from local, county, and state elected officials were displayed by Darryl Holter, Archie Kleingartner, Jack Henning, Marianne Brown, June McMahon, and Kent Wong.

Labor, put the issue of labor education into historic perspective. He talked about how the 19th century cigar makers, including Samuel Gompers, the founder of the American Federation of Labor, would routinely assign one of their co-workers to serve as a "reader" who would read aloud from books,

selected by the workers, while they worked. While the labor movement and the economy have changed a great deal over the last century, the workers' need for intellectual discussion remains vital, said Henning.

Loretta Stevens, a field

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# UCLA Labor Center helps win big grant

**W**hen the UCLA Labor Center recently became a part of the newly created School of Public Policy and Social Research, Kent Wong noted that collaboration between the Labor Center and academic departments like Urban Planning could lead to new and positive developments. That assessment seemed confirmed recently when UCLA was awarded a large federal grant from the U.S. Department of Housing and Urban Development. The \$549,000 grant, which is aimed at addressing urban problems, was awarded to the Labor Center, the Labor Occupational Safety and Health Program, and the Department of Urban Planning.

The new grant will be used for research, technical assistance and

community outreach dealing with urban problems.

Those who worked on the grant described it as "urban policymaking from below." Rather than handing down a series of recommendations for local communities to follow, the grant will involve local community representatives in shaping a strategy to address issues such as the shortage of affordable housing, environmental and on-the-job health hazards, and other problems.

A Community Outreach Partnership Center, comprised of local community leaders, will play an important role in linking UCLA researchers with the community. "We plan to recruit and educate people from the communities to conduct much of the research and

outreach," said Jacqueline Leavitt, the grant's principal investigator and a faculty member in the Urban Planning department.

The research will also be enhanced by the involvement of the UCLA Community Scholars, who are spending this year studying the industries and workforce located in Los Angeles' Alameda corridor. ■

## Research on workplace safety and health in Mexico and the U.S. continues

**T**he UCLA Labor Occupational Safety and Health (LOSH) program and the Labor Center, together with the Center for Occupational and Environmental Health (COEH), recently received a grant from the University of California MEX-US at UC-Riverside to study aspects of occupational health and safety in the U.S. and Mexico.

The project will assess U.S. and Mexican regulations, particularly, those that concern asbestos, lead, the employee's "right to know" regarding toxic substances, and health and safety committees in the workplace. The researchers will lay the groundwork for a detailed comparison of occupational and safety standards and enforcement in both countries.

Scholars working on the grant include Diane Perry of the COEH, Marianne Brown, Linda Delp, and Rosa Elena Garcia of LOSH, and Darryl Holter of the Labor Center. ■

## Popular education retreat charts future

**O**n November 18-20 the UCLA Labor Center convened a retreat of 40 influential labor and community leaders to build a residential popular education center in Los Angeles.

The initiative is building on the tradition of the Highlander Center, which was founded by Myles Horton in Tennessee. The Highlander Center existed for decades as a center for labor, civil rights, and community based popular education.

Working people in Los Angeles are involved in numerous exciting organizing initiatives, launched by both unions and community organizations.

Unfortunately, many of these efforts are scattered and disconnected.

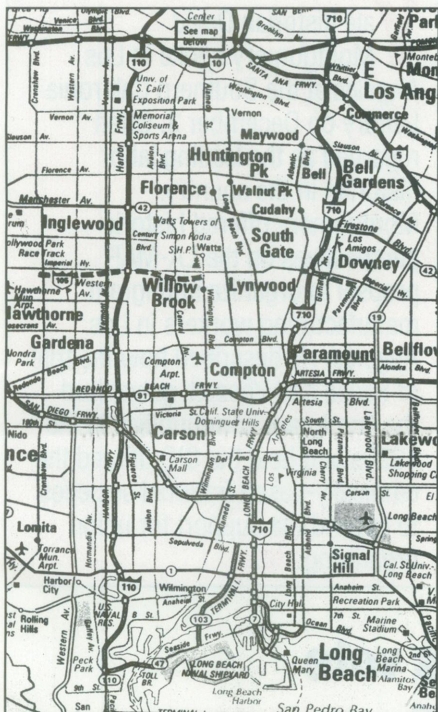
"By building a popular education center, we can create new opportunities for greater collaboration, sharing of ideas and resources, training new organizers, and developing stronger labor and community alliances," said Kent Wong.

Participants at the retreat shared their experiences, discussed the need for popular education in Los Angeles, and emerged from the weekend committed to build an ongoing residential popular education center. The first retreat is set to take place in the summer of 1995. ■



# Labor leaders discuss new organizing plan

**“H**istory is being made at this meeting,” said Jim Wood, leader of the Los Angeles County Federation of Labor, as he opened a meeting on November 18 to discuss an ambitious proposal to organize half a million manufacturing workers in L.A. The crowd numbered more than 100 participants, including representatives from 25 international unions as well as the



**Nearly half a million manufacturing workers are employed in this area of Los Angeles**

UCLA Labor Center, the LOSH program, and a number of UCLA graduate students who are doing research on the potential for organizing manufacturing workers in the huge industrial corridor that runs from downtown L.A. to the port.

The plan has been promoted by a non-profit coalition called the Los Angeles Manufacturing Action Project, or LA-MAP. Veteran organizer Peter Olney serves as coordinator of the new project.

“Never before, in Los Angeles or elsewhere, have union organizers attempted to create a regionwide, multi-union drive that targeted entire industries,” said Olney. Despite the loss of jobs in aerospace and auto, other industries producing durable and nondurable goods remain in the area that is often referred to as the Alameda Corridor. “This is the largest concentration of industrial workers in the country,” he added. “They are largely immigrant workers and very few are currently represented by unions.”

Labor economist Goetz Wolff briefed the participants by exploding several myths about L.A., especially the notion that manufacturing is no longer important. In fact, Los Angeles County still claims the largest manufacturing sector in the United States with 665,000 workers (Chicago is second with 456,000). Manufacturing accounts for 19% of the jobs in L.A. County (by

comparison, the film industry employs about 3%). While heavy industry has declined, light industry in nondurable manufacturing is stable or growing. However, real wages in this sector have steadily declined. Wolff also explained that Latino workers comprise nearly two-thirds of the workforce in light manufacturing. “About 80% of the light manufacturing workers are people of color,” said Wolff. Experienced organizers hope to adapt and utilize the strategies that have proved successful in organizing immigrant and minority workers in other sectors, especially the service sector.

Graduate students from UCLA offered insights into the potential for union organizing by reporting on their current research in three industrial groups: food, textiles, and paper. This research can be used to reveal whether or not firms will be

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## Community scholars focus on LAMAP

by William Kramer

**T**his year's Community Scholars program kicked off on September 30th with a tour of the Alameda Corridor which provided the incoming scholars with an introduction to the area that the Scholars will be researching as part of their work for the Los Angeles Manufacturing Action Project (LAMAP).

The Community Scholars program, a joint initiative of UCLA's Department of Urban Planning and the Labor Center, offers community and labor activists an opportunity to participate in graduate classes as well as a nine month focused project seminar. This year's project

will be “the Los Angeles Manufacturing Action Project”, which will formulate and conduct a participatory research process with labor and community leaders to determine a strategy for building a broad labor organizing campaign in the Alameda Corridor.

This year's scholars include five community representatives and three labor representatives. The five community scholars are Angelo Adams, the vice president of the Ujima Village Board of Directors; Adrienne Shropshire, a staff organizer with Action for Grassroots

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# Los Angeles hosts AFL-CIO national safety and health conference

**H**undreds of union safety and health activists met in Los Angeles at a conference sponsored by the AFL-CIO in December. The conference theme was: "Safe Jobs: Our Right, Our Fight." Participants from around the country met to learn about occupational health and safety problems, exchange information and strategies, and organize for stronger laws and safer workplaces.

"Twenty four years ago, Congress enacted the Occupational Safety and Health Act, which promised a safe job for every American worker," said Marianne Brown, Director of UCLA's Labor Occupational Safety and Health program. "But since that time, millions of workers have been killed by workplace hazards. The conference helps us continue the fight for a safe and healthful workplace," she added.

Tom Donahue, Secretary Treasurer of the national AFL-CIO, discussed "the disaster that occurred on Election Day." He explained that while 62% of union members voted Democratic, "it still wasn't good enough." He blasted the Republicans "contract on America" and its so-called "Job Creation and Wage Enhancement Act" which has nothing to do with jobs or wages. Instead, the proposal would cut the capital gains tax and eliminate many regulations that have been enacted to provide worker protection. The new political situation, said Donahue, calls for more activity at the local level to motivate rank and file members. "We won't win one big battle in Congress. They'll be fought out at the local level. We'll have to be more aggressive in the workplace and do by contract what

cannot be done by laws or regulations."

Joe Dear, U.S. assistant secretary of Labor who is in charge of the Occupational Safety and Health division, stated that prospects for reform of OSHA had dimmed considerably by the new changes in Congress. "We've never faced the kind of challenge that we face today," Dear explained, adding that attempts to repeal the OSHA law might even be proposed.

Some participants asked Dear to take a message to President Clinton, urging him to stand firm and use the weapons that Ronald Reagan and George Bush used to defeat virtually every labor-backed proposal that had been passed by the Democratic congresses during the 12 years between 1980 and 1992.

David Sickler chaired a plenary session that highlighted efforts to organize immigrant

workers in Los Angeles around workplace health and safety issues. ■

## Montgomery offers historical perspective on organizing

**Y**ale historian David Montgomery spoke in Los Angeles at the Southern California Library on December 3. Often regarded as the leading labor historian in the country, Montgomery offered historic perspectives on the LA-MAP proposal to organize immigrant manufacturing workers in Los Angeles. He described how the trial of Sacco and Vanzetti galvanized the immigrant communities in the 1920s and how the CIO utilized the ethnically-based fraternal societies to expand the support for union organizing. ■

## UC technical employees vote for union representation

**I**n what was described as "the largest union election in California in 1994," the technical employees at the University of California have voted to be represented by the University Professional and Technical Employees (UPTe). The organization is affiliated with the Communications Workers of America and the AFL-CIO.

The representational election, which took place between October 17 and November 14, resulted in 1215 votes for UPTe and 992 votes against representation. As a result, the technical employees at nine campuses, five medical centers, the

Lawrence Berkeley Lab, and the Office of the President have won the right to bargain a union contract.

Cliff Fried, president of the UPTe chapter at UCLA said that UPTe has surveyed technical employees regarding their concerns to determine what issues will be brought to the bargaining table. The list includes job security, promotional and training opportunities, and wage increases. Following the election, the UCLA Labor Center congratulated UPTe leaders and wished them luck in winning their first union contract. ■



# Southwest Labor Studies conference will feature Richard Trumka

**R**ichard Trumka, the dynamic president of the United Mine Workers of America, will be a keynote speaker at the annual meeting of the Southwest Labor Studies Association in May. The meeting, which brings together labor scholars and union activists, is being held at the UCLA Faculty Center on May 4-6, 1995. The conference theme is: "Organizing

and Reorganizing Labor: Past, Present, and Future."

Trumka, who guided the UMWA to a stunning victory against the Pittston coal company in 1990, represents a new breed of union leaders who have emerged from the brutal Reagan-Bush era with a message of activism and solidarity. "Rich Trumka is articulate and forward-thinking. He's a great

match for the theme of this conference," said Darryl Holter of the UCLA Labor Center. "No union takes organizing more seriously than the United Mine Workers."

A call for papers for the conference has been issued and is being widely circulated. The deadline for proposals has also been extended to January 15, 1995.

## NAFTA protections prove worthless

**D**uring the debate over NAFTA, opponents on both sides of the border argued that a strong commitment to labor standards and workers rights would be needed to allow Mexican workers to organize. Without unions, they claimed, Mexican workers would be unable to increase their wages and begin to narrow the disparity between wages in Mexico and the United States.

Unfortunately, the "side agreement" that was added to NAFTA in order to ensure fair labor standards has been exposed as a toothless vehicle. The weakness was revealed in October when the U.S. National Accounting Office (NAO), established to review labor law complaints submitted under NAFTA, rejected claims that Mexican workers at two maquiladora plants had been dismissed for union activities. The cases involved the dismissal of 25 women workers at a Honeywell plant in Chihuahua and more than 100 workers who were fired or forced to "voluntarily resign" at the General Electric plant

### SOUTHWEST LABOR STUDIES ASSOCIATION

Twenty-first Annual Conference

May 4-6, 1995

University of California, Los Angeles

Theme:

### ORGANIZING AND REORGANIZING LABOR Past, Present and Future

The Southwest Labor Studies Association brings together labor scholars and union leaders and activists. The 1995 conference will highlight new organizing campaigns that are being developed in the Los Angeles area. We are especially interested in historical, contemporary, and future-oriented perspectives including:

- Innovations in organizing strategies
- Union organizing and minority, women, immigrant and young workers
- Types of research that can enhance union organizing
- The use of culture and art in union campaigns
- Organizing in a global economy
- Labor rights and public policy

Proposals for sessions on other topics in labor studies are also welcome if submitted by January 15, 1995 to: Darryl Holter, UCLA Center for Labor Research and Education, 1001 Gayley Avenue, Los Angeles, CA 90024.

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# Labor Center faculty reaches out to labor and the community

**S**ome may consider the university to be an “ivory tower,” but you wouldn’t know it to look at the many activities in which the UCLA Labor Center coordinators are involved. In conformity with its mission, the Labor Center faculty is reaching out to unions and community groups in southern California and elsewhere.

Kent Wong attended the first meeting of the U.S. Department of Labor’s Task Force on Excellence in State and Local Government Through Labor and Management Cooperation. As president of the Asian and Pacific American Labor Alliance (APALA) Kent also attended the national meeting of the AFL-CIO Support Organizations. He served as a keynote speaker at several events including the UCLA Foundation Board of Trustees, a memorial service for Philip Vera Cruz, the American Federation of Teachers Local 1521 conference for classified workers, a forum at Claremont College, and at a training conducted by the Labor Center for

the Utility Workers union. Kent also served as the emcee for the big meeting on the LA-Manufacturing Action Project on November 18. He made a presentation to the Teamsters’ Organizing Conference on Labor Law issues.



**June McMahon**

June McMahon conducted trainings and worked on developing action-oriented union education with the Utility Workers Union, the Sheet metal Workers Apprenticeship Program, three locals of the Service Employees International Union (99, 535 and 660), and the Communications Workers Local 9510. She led workshops on communication skills and negotiations for the national United Food and Commercial Workers Women’s conference in Las Vegas. June also taught a collective bargaining course for the labor studies program at California State University at Dominguez Hills. Currently, she is working on two research projects with UCLA students on the issue of sexual harassment and the workplace.

For the past year Marianne Brown has served as the Program Chair for the Occupational Health and Safety Section of the American Public Health Association. She organized that section’s program for the annual meeting of the APHA in Washington DC. Marianne was also appointed to the Worker Safety and Training work group of the California Department of Health Services’ project to develop a strategic plan for the elimination of lead poisoning for California. She heads up two projects that have recently been funded to address environmental toxins in the Alameda Corridor. The next issue of the journal *New Solutions: A Journal of Environmental and Occupational Health Policy* will include an article by Marianne entitled “Worker Risk Mapping: An Education for Action Approach.” On the political front, she wrote a declaration for the



**Marianne Brown**

American Civil Liberties Union coalition that went to court following the November 8 election



**Kent Wong**



to block implementation of Proposition 187. The declaration spoke to the ways this proposition, which blocks non-emergency care to undocumented immigrants, will have an adverse effect upon all immigrant workers regarding work-related diseases.



**Darryl Holter**

Darryl Holter was the featured speaker at a meeting of the Wisconsin chapter of the Industrial Relations Research Association (IRRA). He also gave the keynote address at an event to commemorate the 100 year anniversary of the State Federation of Labor in Wisconsin. He completed an article for the journal *Contention* and initiated research on the history of occupational safety and health legislation. Darryl also organized the Collective Bargaining Institute for L.A. High School Students and began preparations for the annual meeting of the Southwest Labor Studies Association which will take place in May. At a meeting of the North American Labor History Conference, he served as moderator for a panel on transnational labor organizing. ■

## Elizabeth Panetta and Sandy Goldfarb join Labor Center staff

**E**lizabeth Panetta and Sandy Goldfarb have joined the staff of the UCLA Labor Center. As Coordinator Assistants, Elizabeth and Sandy play a crucial role in the Center's many activities undertaken by the Center, especially in the preparation that is required for conferences, meetings and workshops. They also serve as a direct line of communication between the Labor Center coordinators and the public.

Elizabeth Panetta came to the the UCLA Labor Center in January, 1994, bringing with her extensive union experience. She worked as a field representative for Hotel and Restaurant Employees Local 11 for several years and was most recently

an organizer for the University of California American Federation of Teachers.

Sandy Goldfarb, recently on staff at the UCLA School of Public Health, joined the Labor Center in October, 1994. She brings with her more than 20 years experience as an entertainment publicist, during which she organized press conferences, publicity tours and other special events for the motion picture industry. In addition, she specialized in promoting folk music—especially topical songs and political satire. Her clients have included Tom Paxton and the late Earl Robinson ("Joe Hill" & "Ballad For Americans"). ■

## Labor policy undergraduate curricula advances

**T**he task of creating the curricula for UCLA's new School of Public Policy and Social Research has been undertaken by several committees of UCLA faculty members. One committee has focused on the area of Labor and Work. Over the last few months, committee members Daniel Mitchell, Sanford Jacoby, Ruth Milkman, and Darryl Holter have developed a number of proposals for courses that could be taught in the new school when it begins enrolling students in the fall of 1995.

The committee has recommended that students wishing to receive a minor in policy studies with an emphasis on labor and work should begin with a survey course, Labor and

Employment Policy, and then take three or four additional courses. The new courses that have been developed include Labor Markets and Public Policy, Comparative Labor Policies, Labor Policy in Historical Perspective, Business and Public Policy, and History of Social Welfare Policy.

The existing undergraduate specialization in Labor and Workplace Studies, located in the college of Letters and Science, will continue as before. Approximately 30 students are currently enrolled in this specialization. "We expect that some students in the Letters and Science specialization will want to enroll in the new courses in order to complete a minor in Policy Studies," Holter said. ■



## L.A. students get hands-on lesson in collective bargaining

**T**he annual Collective Bargaining Institute for L.A. High School Students, now in its third year, brought together more than 100 students for a full day, hands-on experience with collective bargaining on November 23. The event was coordinated by the UCLA Labor Center.

The students came from 10 schools in the Los Angeles Unified School District. They were accompanied by their teachers, all of whom are members of United Teachers Los Angeles. All students were sponsored by unions from the Los Angeles area. As they enter the institute, the students were assigned to labor or management teams. "They learned what unions do by doing it themselves," said Darryl Holter, of the UCLA Labor Center. "During the bargaining exercise, they learn about vital issues such as wages and health care benefits. And they learn a lot about the relationship between workers and employers," he added.

Twenty two union representatives served as management and labor "coaches" to help the students develop their strategies.

"The students, as usual, were the real stars of the Institute," said Day Higuchi, vice president of United Teachers Los Angeles. "They begin slowly and somewhat hesitantly, but by the end of the day, they are really involved. It's fun to watch them get into the action."

The Collective Bargaining Institute has served as a model for similar efforts around the country. Many groups have heard about the Institute and have contacted the UCLA Labor Center, seeking further information. Similar programs have been established in Stockton, California and West Virginia, according to Linda Tubach, a teacher at Franklin High School. "It's a great way for young people to learn first hand about the role of unions and collective bargaining," she added. ■

## Labor Center

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organizer for the Service Employees International Union, explained why she decided to apply for the Harry and Lucy Lang scholarship, which is awarded annually by the Labor Center. She described the ongoing work of the UCLA Community Scholars, a program jointly administered by the Labor Center and the Department of Urban Planning. This year the Community Scholars are focusing their research on manufacturing industries.

Kent Wong offered a brief update on the many recent activities of the UCLA Labor Center. Marianne Brown did the same for the Center's Labor Occupational Safety and Health (LOSH) program.

David Sickler, Director of AFL-CIO Region 6 (California, Nevada and Hawaii) and chair of the Center's Labor Advisory Committee, explained why he and several other labor leaders met with University officials last spring to underscore the AFL-CIO's determination to prevent the Center from cuts in staffing or budgets.

The event concluded with a rousing version of labor's anthem, "Solidarity Forever." ■



One hundred students took part in this year's Collective Bargaining Institute for Los Angeles high school students.



## Scholars

*continued from page 3*

Empowerment and Neighborhood Development Alternatives (AGENDA); Gabriel Esperitu the Coordinator at Search to Involve Pilipino Americans (SIPA); Teresa Sanchez, a staff member with the Mexico Information Project and the California Network for A New Economy and Arlene Williams, an officer with the Compton Local Planning Council.

The three labor scholars are Loretta Stevens, a Senior Field Representative for the Western Region of the Service Employees International Union; John Dominguez, an executive board member of the United Auto Workers Local 645; and Monica Silbas a shop steward and executive board trustee with International Association of Machinists and Aerospace Workers (IAM).

The three labor scholars received support from the Harry and Lucy Lang Scholarship.

On November 18th, the Scholars and the graduate students that have been working with them as part of a graduate seminar entitled "Introduction to the Alameda Corridor" reported their findings to unions interested in joining LAMAP. Three groups of students and scholars presented information on the paper, food processing, and textiles industries, and the fourth group talked about ways to connect LAMAP with the African American community in Los Angeles.

Monica Silbas, who served as emcee for the for the research teams, concluded the event by reminding everyone that the research had only just begun. "Keep in mind this is only one month worth of research", she said. "Just imagine what we can do in nine months". ■

## UCLA-LOSH teams up with L.A. unions on workplace safety

**H**eath and safety issues in the workplace are at the heart of a new collaboration between UCLA's Labor Occupational Safety and Health program (LOSH) and the International Ladies Garment Workers Union (ILGWU) in Los Angeles. The effort, which involves training staff and workers in Spanish and English, is funded by a grant from the California Department of Industrial Relations.

"Most of the worksites are small manufacturing firms that produce everything from metal frames, plastic eyeglass lenses, and pillows and quilts," said LOSH's Diane Factor. "Our staff visited several worksites to speak directly with workers and to observe shopfloor conditions."

The ILGWU's director of politics and education, Cristina Vasquez and union representative Simon Moreno, worked closely with LOSH staff. After the site visits, a group of union staff and shop stewards attend two Saturday sessions, said Factor. "They learn about the hazards of their industries and workers' rights under OSHA. Then we strategize about actions that the union can take to ensure a safe and healthful workplace. We worked with individual shops to follow up on the plans," she added.

The collaboration between LOSH and ILGWU was highlighted at the national AFL-CIO's Safety and Health conference which was held in Los Angeles in December. ■

## Philip Vera Cruz, United Farmworkers pioneer, honored in Los Angeles

**T**he late Philip Vera Cruz, former vice president of the United Farmworkers Union, was honored at a memorial on October 29 in Los Angeles. The event was sponsored by the UCLA Labor Center, the UCLA Asian American Studies Center, and numerous unions and community organizations.

Speakers included Hotel and Restaurant Employees Local 11 president Maria Elena Durazo, Deborah Vollmer, Vera Cruz' longtime companion, and Kent Wong, UCLA Labor Center director. UCLA students sang songs of tribute to Vera Cruz, and others read passages from his book which was printed by the UCLA Labor

Center and Asian American Studies Center.

The event also unveiled the Philip Vera Cruz Memorial Fund, which will support research and projects involving Pilipino American labor history, Asian American labor studies, and Asian American college students.

The first printing of the book on the life of Philip Vera Cruz has sold out. A second printing has just been completed. All proceeds from the second printing will go directly to the Philip Vera Cruz Memorial Fund. For more information, contact Kent Wong at the UCLA Labor Center, (310) 794-0385. ■



# New study shows how taxpayers are cheated by job subsidies

**I**f you think the Pentagon's \$600 toilet seats are outrageous, wait until you find out how much money has been wasted on corporations that are abusing your local and state development subsidies." This was the message delivered by Greg LeRoy, a nationally-recognized expert on plant closings and industrial job retention policies.

Speaking to Los Angeles labor and community leaders at a recent luncheon sponsored by the UCLA Labor Center, LeRoy claimed that almost every city and state in the country is offering subsidies to induce companies to locate in their areas, including tax cuts, low-interest loans, training grants, and other advantages. The problem, said LeRoy, is that most of these firms fail to create the number of jobs they promise. Most of the jobs created pay low wages and offer no benefits. Moreover, taxpayers are hurt by the subsidy giveaway game.

"This subsidy strategy is the root cause of many states' and cities' persistent budget crises," said LeRoy. "Teachers, police, and fire fighters are being laid off. And homeowners and small businesses are getting stuck with ever-higher taxes to make up the difference."

LeRoy cited the state of Michigan where \$81 million in subsidies were offered to create only 35 jobs. In Alabama, \$100 million in taxpayer dollars were offered to create 30 jobs. In order to convince the Intel corporation to locate in California, said LeRoy, the state offered construction grants, tax breaks, low interest loans, and free tuition in the University of California for the children of executives. The price tag to taxpayers: \$250,000 per job.

LeRoy's new study, entitled "No More Candy Store: States and Cities Making Job Subsidies Accountable," has been well received by many elected officials,

especially where taxpayer giveaways to corporations have not resulted in job creation. Also important is the fact that many communities are demanding more accountability. Some cities and states are suing firms that have not lived up to their commitments. Several governors are pursuing a multi-state agreement that would put limits on the whipsawing that pits state against state. Seven states and four cities have "recapture penalties" aimed at protecting taxpayers from corporate welfare fraud, said LeRoy. "Subsidizing jobs that pull down living standards is certainly not economic development," he added.

In view of the Republicans conquest of Congress, LeRoy's analysis could be utilized in the building of a new majority by linking the public's disdain for government subsidies with the need to abolish corporate "welfare as we know it." ■

many of the workers had signed "voluntary resignations" under duress. But the NAO said that because some had accepted severance pay, the Mexican government was pre-empted from establishing whether the dismissals were for cause or in retribution for organizing.

"The Department of Labor's decision not to proceed with this case is extremely disappointing," said Mark Anderson, a trade specialist from the AFL-CIO. "The only remedy available is continuing discussions with the Mexican government, and the Labor Department saw fit not to do that." ■

## UCLEA meeting set for Texas

**T**he annual meeting of the University and College Labor Education Association (UCLEA) will take place April 4-8, 1995 in Dallas, Texas. UCLEA is the professional organization of labor educators across the country. The annual meetings are co-sponsored by the Education Department of the national AFL-CIO.

The conference will be held at the Sheraton Grand Hotel at the Dallas-Fort Worth airport. Contact Tony Sarmiento at 202-637-5144. ■

## NAFTA

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in Juarez. In both cases, workers were involved in organizing campaigns, acting in concert with U.S. unions, the Teamsters and the United Electrical Workers.

The Mexican workers claimed they were harassed and dismissed for union activities, in violation of Mexican laws. After 60 days, a hearing was conducted by the NAO. No company representatives bothered to testify. Nor did the Mexican government send anyone to address the charges. In its decision, the NAO concluded that



# Southern California Labor Advisory Committee

**Morton Baum**  
United Food & Commercial Workers Local 324

**Cherie Brokaw**  
Communications Workers of America

**Michelle Buehler**  
Service Employees International Union

**Leonard Chassman**  
Screen Actors Guild

**Teresa Conrow**  
Service Employees International Union Local 399

**George Datz**  
California School Employees Association

**Jose de Paz**  
California Immigrant Workers Association

**Maria Elena Durazo**  
HERE Local 11

**Alex Ende**  
FORUM

**Ralph Flynn**  
California Teachers Association

**William Fogarty**  
Orange County Central Labor Council

**Jack Foley**  
Oil, Chemical and Atomic Workers Union

**Joseph Francis**  
San Diego & Imperial Counties Central Labor Council

**Jerry Hall**  
Los Angeles City Firefighters

**Day Higuchi**  
United Teachers Los Angeles

**Kathleen Kinnick**  
California Federation of Labor

**Patrick McGinn**  
Los Angeles Building Trades Council

**Don Mear, Sr.**  
International Union of Operating Engineers

**Ernesto Medrano**  
International Association of Machinists

**Susan Minato**  
Utility Workers of America

**Hugo Morris**  
Joint Council of Teamsters 42

**Peter Olney**  
Los Angeles Manufacturing Action Project

**Teresa Pascual-Valladolid**  
AFSCME

**Bill Sauerwald**  
Painters District Council 36

**Judy Serlin**  
CSEA Local 1000

**Carole Sickler**  
Los Angeles County Federation of Labor

**David Sickler**  
AFL-CIO, Region 6

**John Siggson**  
Oil, Chemical & Atomic Workers, I-128

**Keith Skotnes**  
United Auto Workers

**John Siggson**  
Oil, Chemical and Atomic Workers Local 1-128

**Dick Slauson**  
L.A. Building Trades Council

**Bob Trombetta**  
International Alliance Theatrical Stage Employees  
Local 33

**Henry Walton**  
Service Employees Int'l Union Local 660

**Joe Wetzler**  
International Union of Operating Engineers Local 501

**Jackie White**  
National Association of Letter Carriers

**Jim Wood**  
L.A. County Federation of Labor

**Andrea Zinder**  
United Food & Commercial Workers Local 770

## LABOR EDUCATION CALENDAR

January 13-15	Western Workers Labor Heritage Festival Burlingame, CA
January 23-27	Carpenters' "Train-the-Trainer" conference
January 25	UCLA Labor Center Advisory Committee meeting
January 25	Labor Leadership Luncheon: "UCLA Economic Forecast for 1995." A. County Federation of Labor
April 4-7	University and College Labor Education Association annual meeting, Dallas-Fort Worth
April 26	UCLA Labor Center Advisory Committee meeting
May 4-6	Southwest Labor Studies Association meeting UCLA Faculty Center, Los Angeles

## Organizing plan: "a bold experiment"

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able to sustain union-scale contracts and whether or not they will relocate offshore or out of state if the workers organize into unions. Textile producers, for example, have invested in new equipment and want to be located near their customers. Thus, they are unlikely to pick up and leave. Similarly, the food industry, which employs thousands in L.A., must be located close to its customer base due to the perishability of its products. Thus, it is unlikely that the food industry will leave the area if its workforce is unionized. Also, the food industry is image-conscious and afraid of negative publicity, which could have implications for organizing efforts. A fourth student team highlighted the importance of African American workers in the workplaces and neighborhoods of Los Angeles.

David Sickler, Regional Director for the AFL-CIO, had issued the call for labor leaders to learn about the new project. He urged the unions to get involved in "a bold new experiment that can transform the labor movement in L.A. and

around the country."

LA-MAP coordinator Peter Olney outlined four elements that are needed for the effort to begin in the fall of 1995. First, industrial sector analyses must be undertaken in order to assess whether or not the industry can sustain union scale wages and to uncover points of leverage that can be used to win industry-wide union contracts. Second, a deeper understanding of the community and the local political environment is needed in order to build strong ties with broad-based community groups. Third, a strategy must take advantage of the market-based logic that rules business decision-making. And it must go beyond the old, NLRB-based, firm-by-firm organizing model which no longer is feasible. Fourth, a unified, but flexible command structure will be needed in order to coordinate the influx of resources and a large staff of 40 to 60 organizers.

Other speakers included Joe Schantz of the AFL-CIO Department of Organization and HERE Local 11 president, Maria Elena Durazo. ■



## LABOR EDUCATION RESOURCES

Workers at Brooks Brothers factories in North Carolina have ratified their first-ever contract as management voluntarily recognized the Amalgamated Clothing and Textile Workers Union as bargaining agent for several hundred workers.

A new brochure entitled *Don't Discriminate: Lesbian and Gay Workers Have Rights, Too* has been published by the Service Employees International Union. SEIU Human and Civil Rights Dept., 1313 L St. NW, Washington DC 20005.

A new documentary video, *Hamlet: Out of the Ashes*, features four

African American women who survived the 1991 fire at Imperial Food chicken processing plant in Hamlet, North Carolina. \$25. NCOSH, P.O. Box 2514, Durham, NC 27715.

*Technological Change in the Workplace: Health Impacts for Workers* is a new book that addresses cutting-edge health and safety issues facing workers as technology transforms the workplace. Edited by Marianne Brown of UCLA-LOSH and John Froines, Director of the UCLA Center for Occupational and Environmental Health. To order a copy call 1-800-247-6553. The cost is \$18.50. ■

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## Labor luncheon features "Economic Forecast for 1995"

**W**hat kind of economic conditions will workers and organized labor face in 1995? Find out at the UCLA Labor Center's luncheon on January 25.

The event will feature professors Daniel J.B. Mitchell and Chris Erickson, two labor economists from UCLA's Anderson Graduate School of Management. Mitchell is the widely recognized author of several books on the economy, unions, and collective bargaining. Erickson is a specialist in wage issues and employment and labor relations in the aerospace industry.

The luncheon will be given at noon at the L.A. County Federation of Labor. Reservations needed. Cost \$10. Contact Elizabeth Panetta (310) 794-0385. ■

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