

# LABOR EDUCATION NEWS

UCLA Institute of Industrial Relations

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## Introducing students to the collective bargaining process

# High school institute set for November in Los Angeles

**T**oday's students are the workers of tomorrow. Sure, some of them will become stock brokers or bank presidents. But most students will find employment in hospitals, offices, factories, or retail stores. They may be hired as professionals, technical workers, laborers or clerical workers, but most of them will be working for a living. They need to know more about the world of work. And they can benefit from knowing about the role of labor unions in the workplace and the economy.

A new Collective Bargaining Institute for high school students has been created to introduce 100 students from the Los Angeles area to the collective bargaining process. "The time is right for this kind of program," says Day Higuchi, vice president of the United Teachers of Los Angeles. "Most of our students know very little about unions. But the institute will allow the students to participate in a hands-on educational experience with professional negotiators and industrial relations practitioners." The institute will take place on Wednesday, November 25 at the offices of the United Teachers of Los Angeles, 2511 W. 3rd Street in Los Angeles.

Linda Tubach, a teacher at Franklin High School, has been involved in the institute since the planning stages last fall. "The institute should enhance the students' problem solving, critical thinking and decision-making skills in preparation for the

world of work," Tubach said.

Students will be assigned to management or labor teams and will be given a case study, complete with information on a particular firm and the local union representing workers. They will study financial records, economic

### Students will gain hands-on experience on how collective bargaining works.

data, and other materials in an effort to determine their bargaining goals. Once proposals are exchanged, the bargaining process will begin as both sides are encouraged to work toward an agreement that is acceptable to labor and management. Representatives of the Federal Mediation and Conciliation service will be assigned to each bargaining table to help both sides

work their way toward an agreement before the 3:00 p.m. deadline.

Unions in the Los Angeles area are contributing funds to cover the cost of transportation, food and instructional materials. To date, nearly 25 unions have agreed to sponsor students for the institute (see page 3). The institute is being coordinated by the UCLA Center for Labor Research and Education. Sponsors include the Los Angeles County Federation of Labor, AFL-CIO, the Labor Center at Los Angeles Trade Tech, United Teachers of Los Angeles, and the Federal Mediation and Conciliation Service.

"We'd like to see much closer cooperation between organized labor and public schools," Darryl Holter says, Coordinator of Labor Programs at UCLA's Labor Center. Students should know about apprenticeship programs and about their rights in the workplace. "Unions that are sponsoring a student for the Collective Bargaining Institute," he added, "are making an investment in the future." ■

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# Labor Day Dilemma: Protest Versus Celebration

By Nicole Perron

Los Angeles. The heart of the American entertainment industry. With such potential at their fingertips, no organization in California has a good excuse for not throwing a great party. The celebration of Labor Day is no exception.

Historically, Labor Day in Los Angeles has included parades full of celebrities, theme floats, amusement parks and picnics. Yet despite the outward glamour of the holiday, labor organizers try to hold the focus as a day of collective power.

Michael Kazin and Steven Ross, in an article in the *Journal of American History* (March, 1992), examine the tension that developed between expressing the specific views of organized labor and gaining popular support on Labor Day. In "America's Labor Day: The Dilemma of a Workers' Celebration," Kazin and Ross show how this dichotomy has existed since the conception of the holiday.

When Labor Day was founded in 1882 in New York City, it had a specific purpose: to express the collective power of American labor. Laborers from assorted industries marched together in parades, many holding the tools of their trade as symbols of their labor. In the early years of the now-established holiday, workers had to fight for a national Labor Day, and to celebrate it often meant a one-day strike, as many employers refused to recognize it as a legitimate holiday.

By the early 1900s, the American Federation of Labor (AFL) had secured the wide-spread observance of Labor Day. By then, however, many workers opted to spend the vacation time with friends and family, rather than trek down hot city streets in uniforms and costumes.



Photo: Hearst Collection, Department of Special Collections, USC Library.

An estimated 100,000 persons marched in the Labor Day celebration in Los Angeles in 1941.

Unions for many workers were now considered a tool to ensure a prosperous life rather than a life-long struggle. Labor leaders turned to other methods to increase both union and non-union turnout at the traditional Labor Day activities, such as picnics and parades. Entertainment was frequently used as the lure.

According to Kazin and Ross, Los Angeles led the way in creating massive spectacles designed to lure both union members and the public at large. Los Angeles Labor Day organizers were able to increase both marchers and spectators from 20,000

and 100,000 in 1935 to 100,000 and 500,000 in 1941 through the use of celebrities and pinup girls.

Although the Labor Day celebrations may at first appear frivolous and commercialized (this image was solidified by the deluge of Labor Day sales), the purpose has not changed during the years. The organizers of the annual event are simply struggling with the same issue that has confronted them since the Day's conception: The problem of how to balance the show of labor's collective power with the attempt to win public and political approval. ■

# Darryl Holter combines education and action

By Kent Wong

Last year when Darryl Holter announced that he was leaving Wisconsin to come to work at the UCLA Center for Labor Research and Education, the Madison Federation of Labor newspaper wrote, "It's good news for California unionists, but it's a big loss for the Wisconsin labor movement."

From his first involvement as an organizer of a successful unionization drive of hospital workers in 1972 to his wide-ranging duties as assistant to the president of the Wisconsin State AFL-CIO, Darryl left his mark on the labor movement. Holter said, "I was fortunate to work with a wonderful team of officers and staff who revitalized the state AFL-CIO. I was involved in every aspect—lobbying the legislature, political action, editing the monthly newspaper, and working with the media. It was a job that never ended, but I learned a great deal about the labor movement."

As a Coordinator of Labor at UCLA's Center for Labor Research and Education, Darryl has brought his skills to bear on the labor movement in Southern California. The highly successful "Unions and Education" conference last November brought together 120 union leaders and teachers, laying the groundwork for new labor in the schools projects, such as the Collective Bargaining Institute for high school students. He played a leading role in a recent conference on the free trade agreement and taught a course for the George Meany Western Semester in July. He created *Labor Education News*, a quarterly publication of the UCLA Labor Center, which reaches out to 8,000 readers in California and beyond. This fall Darryl will be teaching an



Darryl Holter

undergraduate course on labor relations as part of the labor studies specialization at UCLA.

Darryl is equally at home with union activists and leading scholars. He holds a doctorate in history from the University of Wisconsin and has written several articles on the labor movement in the United States and France. His new book, *The Battle for Coal: Miners and the Politics of Nationalization in France, 1940-1950* has just been published by Northern Illinois University Press. He has also edited the proceedings of the conference on the North American Free Trade Agreement and is working on another book entitled *Workers and Unions in Wisconsin: A Labor History*.

Darryl likes to play his guitar and write songs. He has performed with Pete Seeger, Joe Glazer, Arlo Guthrie and Larry Penn. Darryl is married to Carole Shammass, a professor of history at the University of California at Riverside and the chair of the new women's studies program. He has two daughters, Rachael, 20, a student at the University of Minnesota, and Julia, 7, who attends Third Street Elementary School in Los Angeles. ■

## Unions sponsoring students

The following unions to date are sponsoring one or more students for the Collective Bargaining Institute on November 25:

- American Federation of Government Employees, Local 2391
- Service Employees, Local 99
- International Association of Theatre and Stage Employees, Local 300, Local 683, and Local 818
- Communications Workers of America, Local 9550
- Graphic Communications International Union, Local 404
- Maritime Trades Department, Southern California Ports Council, AFL-CIO
- International Brotherhood of Electrical Workers, Local 47
- Association for Los Angeles Deputy Sheriffs
- United Teachers of Los Angeles
- United Brotherhood of Carpenters and Joiners of America, Local 1506
- Office and Professional Employees International Union, Local 30
- Association of Machinists and Aerospace Workers District 720
- International Union of Operating Engineers, Local 501
- Association of Psychiatric Social Workers of Los Angeles County
- California State Employee's Association, DLC 724
- Los Angeles County Building and Construction Trades Council
- United Transportation Union Local 1607
- Asian and Pacific American Labor Alliance-L.A. Glass, Molders, and Pottery Workers, Local 137
- California Federation of Teachers
- Hotel Employees and Restaurant Employees, Local 11
- National Association of Letter Carriers, Branch 2200

If your union wishes to sponsor a student, please contact Brikti Abraha at the UCLA Labor Center at (310) 825-9602. ■

# Labor leaders, scholars explore free trade issues

**T**he North American Free Trade Agreement emerged as a major issue in 1992. Last spring while negotiators from Canada, Mexico, and the United States hammered out the details and the Bush administration debated whether or not to bring the agreement to Congress before the November elections, a group of 75 labor leaders and scholars gathered in Ventura, California to discuss the free trade agreement.

The conference, entitled "Beyond the Free Trade Debate: Labor's Future in California and Mexico," focused on the larger issues that surround the free trade issue, especially economic integration, immigration policies and labor and environmental standards. Experts on the politics and economy of Mexico shared the results of their latest research with California labor leaders. Union activists offered a grass-roots look at organizing immigrant workers. Mexican and United States labor leaders traded perspectives on trade, immigration, cross-border solidarity, and union democracy.

An edited version of the conference proceedings will soon be available from the UCLA Institute of Industrial Relations. Below we offer some of the key points made by a few of the conference speakers.

"What the corporations want is a treaty that will allow massive investment inside Mexico. Then, if there's a change in the political climate, these corporations want to ensure by treaty that they have the right to continue to own the property in Mexico and the right to repatriate back to the United States the profits that they make there. That is really the essence of it."

— *Richard Holober, California Labor Federation, AFL-CIO*

"Rural poverty in Mexico is as much a part of the United States economy as the field workers we saw when we were driving here today. This is a very tightly linked agricultural labor market."

— *Raul Hinojosa-Ojeda, UCLA*

"The deregulated economy and

labor market has created lots of little holes where immigrants can fit into our labor market. If you have a supply of certain workers available, you may soon create a demand for their services."

— *Philip Martin, UC Davis*

"The treaty represents a profound opportunity that will allow us to rise above the contradictions that exist between the industrialized countries and those that are less developed."

— *Tomas Martinez, Confederacion de Trabajadores de Mexico*

"That economic integration is going on doesn't mean that a free trade agreement is inevitable, or that it cannot be fought, reformed, resisted or defeated if it's the wrong kind of agreement. In fact, the NAFTA in its current form is a plan for formalizing the integration process. It's a disaster for American, Mexican and Canadian workers. And for unions in all three countries."

— *Ron Blackwell, Amalgamated Clothing & Textile Workers Union*

## Health and Safety classes announced

**A** Workplace Health and Safety class will be taught by UCLA-LOSH staff through the Labor Studies Program at Los Angeles Trade Technical Community College this fall.

Topics will include:

- How to identify hazards in the workplace: chemicals, asbestos, safety hazards
- New regulations
- Developing strategies to improve workplace conditions

The class will be held on six Tuesday evenings, 6:00-9:00 p.m., from November 10 to December 15. Call UCLA-LOSH at (310) 825-3877 for more information. ■



Photo: California-Mexico Project, USC

**Professor Maria Lorena Cook and Berta Lujan, a leader of the Mexican Frente Autentico del Trabajo speak to NAFTA conference participants.**

# Women trade unionists celebrate the Year of the Women

By June McMahon

**M**ore than 200 women from unions in Canada and the United States met at Simon Fraser University, in Vancouver, British Columbia, the week of July 12, 1992 to learn skills, share information and build alliances.

The Eleventh Western Summer Institute for Union Women was held in Canada for the first time. Canadian and U.S. sisters discussed issues and political solutions in workshops designed around the theme of "Political Action for Union Women." The conference provided an opportunity for participants to discuss and compare the role of the Canadian and American labor movements in electoral politics and to discuss women workers' efforts to achieve political goals such as economic justice, pensions and child and health care.

The institute opened with a traditional purification ceremony by a delegate of the First Nation's (Native American) women. Among the speakers was Joy McPhail, an elected member of the British Columbia New Democratic Party. She spoke out against the North North American Free Trade Agreement. She told the group, "The federal governments of the United States and Canada are being controlled by the corporate agenda." The Canadian women told many stories of the lay offs and wage cuts which are a result of the Canadian-U.S. Free Trade Agreement.

Ronda Schaffer, a member of Utility Workers Local 246 in Los Angeles, and a participant in the institute's Teacher Apprentice Program called the institute "the most intense but highly rewarding event I've ever attended. Through the Teacher Apprentice Program I learned skills that I can use when presenting programs to my local."

The 1993 Summer Institute will be held in Los Angeles at UCLA. If



June McMahon of the UCLA Labor Center (center) with two sisters from Ironworkers Local 627 in San Diego.

you wish to be placed on a mailing list for a brochure call June McMahon or

Gwen Hendrix at (310) 825-9603 or (310) 825-3537. ■

## Raoul Teilhet, *continued from page 8*

unusual situation. Traditionally, unions will go into a plant and organize the union against the employer. The boss is your opposition. In public education, our industry was highly organized into an anti-union Association. Everyone, including management, was a member of the school district's company union. In the early years, most of our energy went into persuading teachers that they had problems, that we had the solution, and that their Association was an ineffective company union. Teachers had an image of themselves as professionals and of the union as a haven for non-professional workers. We made a tactical error in underestimating the importance of self-image and professionalism. If I had to do it all over again, I would co-opt the professionalism image and find a way to make it part of our union message.

One of the great ironies is that if the Association had opted for democratic collective bargaining when we first proposed it in the late 1950s, or at any time prior to 1970, they

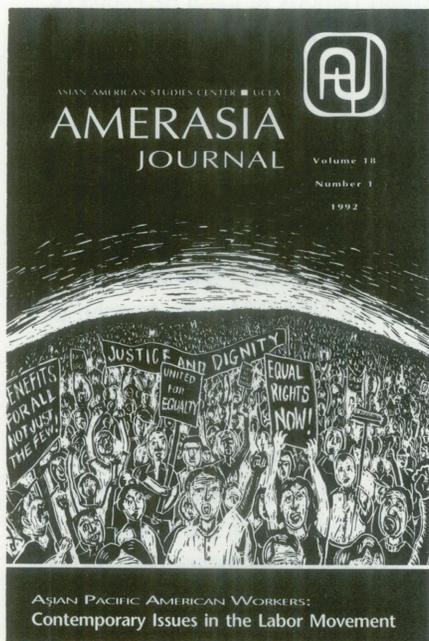
would have politically eliminated the AFT in California. Fortunately for the AFT, the NEA/CTA were trapped by their obsessive opposition to the AFL-CIO. Between 1968 and 1976, the AFT membership grew from 8,000 to 30,000. We now bargain for about 100 public and private employee units from Head Start through the University of California and represent over 60,000 employees.

**You've been involved in this since the late 1950s. How has teacher unionism changed during the last 30 years?**

It's hard to find a teacher, or any employee in the public school system, who doesn't believe in democratic collective bargaining and employee militancy. This is a big change. Now, this kind of unionism has become an article of faith for almost all school employees today. The only major issue is affiliation with the AFL-CIO. ■

## Amerasia Journal features special labor issue

**P**ublished by the Asian American Studies Center at UCLA, *Amerasia Journal* has been on the cutting edge of scholarly research on the Asian and Pacific American experience since the journal began in 1971. The latest issue (Volume 18, Number 1) continues to break new ground by highlighting the experience of Asian and Pacific American workers in contemporary society.



The issue features several articles including "Immigrant Asian Women in Bay Area Garment Sweatshops" by Miriam Ching Louie and "Pico Korea Workers, Korean-Americans, and Lessons of Solidarity" by Ramsay Liem and Jinsoo Kim. Two thoughtful introductory pieces by co-editors Glenn Omatsu, staff member of the Asian American Studies Center and Edna Bonacich, of the Sociology Department, University of California at Riverside, open the new volume.

Omatsu locates the importance of Asian and Pacific American workers in the field of Asian studies, inside organized labor, and within the Asian and Pacific American communities. Bonacich criticizes a tendency in current Asian American studies to neglect working class and labor issues in favor of "middle class" issues such as glass ceilings in managerial positions, Asian enrollments at the country's top universities and problems facing immigrant Asian businesses.

One article of particular interest to unionists in the Los Angeles area is an inquiry into the current situation facing Asian immigrant women in the garment industry in Los Angeles. Starting their research in a graduate course at UCLA in 1991, the investigators used a variety of methods to document the everyday experiences of garment workers from the Chinese, Korean, Filipino, and Southeast Asian (Vietnamese and Cambodian) communities.

A very intriguing set of 11 shorter articles, "From the Grassroots," offer perspectives from Asian Pacific labor activists. Sumi Haru, a national board officer of the Screen Actors Guild and the American Federation of Television and Radio Actors, describes her "twenty years in the union trenches." Namju Cho, a UCLA student, chronicles the story of the Wilshire/Hyatt hotel in Los Angeles, which was taken over by the Koreana, a Korean corporation, which promptly fired all the union workers and replaced them with lower paid, non-union workers. Kent Wong, director of UCLA's Center for Labor Research and Education, discusses the importance of the new nationally-based Asian and Pacific

American Labor Alliance (see insert).

Also featured are drawings from an Asian American comic book called "The Garment Worker's Story," a number of book reviews on labor-related subjects, and artwork by UCLA students Kathyne Cho and Tony Osumi. The issue is dedicated to pioneer Filipino immigrant labor organizer Philip Vera Cruz, former vice president of the United Farm Workers.

To obtain a copy of this special issue send \$7.00 plus \$1.00 for postage to *Amerasia Journal*, UCLA Asian American Studies Center, 405 Hilgard Avenue, Los Angeles, CA 90024-1546. California residents add 7.25 percent sales tax; Los Angeles county residents add 8.25 percent sales tax. ■

### APALA begins work

**O**n May 1 and 2, the Asian Pacific American Labor Alliance (APALA), AFL-CIO held its founding convention in Washington, D.C. Nearly 500 Asian Pacific workers, representing dozens of unions from all parts of the country, took part in this historic event. The establishment of APALA signals a new era in the effort to organize Asian Pacific Workers, to promote their participation within the ranks of the labor movement, and to forge a new path to fight for equality and justice for Asian Pacific American workers. ■

— Kent Wong

## James Johnson: "Anatomy of the L.A. rebellion"

At a special meeting for Los Angeles area labor leaders, Professor James Johnson offered a detailed analysis of the unrest that swept through the area in April. The session, organized by the UCLA Center for Labor Research and Education, was the first of a series of monthly luncheon meetings aimed at informing labor leaders of the latest research on key issues.

Professor Johnson, director of the Center for the Study of Urban Poverty at UCLA, compared the events of 1992 with the Watts revolt in 1965. Finding the sources for the disturbances in "two decades of conservative federal policies and divestment in the black community," Johnson said the civil unrest reflected disappointment, frustration, and

despair. According to Johnson, the "seeds of rebellion" were sown by patterns of police action, failure of the justice system, massive immigration of Latinos into south central Los Angeles, the exit of Jewish businesses and emergence of a new group of Korean merchants, and the disappearance of good-paying union jobs in the Los Angeles area.

Johnson finds little hope in the Bush administration's strategy for confronting the urban crisis. "There is an assumption that if proper incentives are taken, the private sector will take care of everything," Johnson said. "I don't think that will happen." Instead, Johnson proposed a works program to create jobs by rebuilding the urban infrastructure. ■

## Daniel Mitchell: Suggestions for unions

The problems facing organized labor are well documented, but the strategies that unions might use to improve their situation remain less well known. Professor Daniel J. B. Mitchell of the UCLA Anderson Graduate School of Management and a former director of the Institute of Industrial Relations, has prepared an interesting working paper that could be useful to union leaders and labor researchers.

Provocatively entitled "The Future of the American Labor Movement: Three Suggestions for Ensuring There Is One," Mitchell suggests that unions must move away from traditional short-term bargaining and toward more flexible instruments, including gain sharing and profit sharing. Such an approach could lead

to settlements that reflect firm-level economic conditions.

Mitchell also offers a view of union "representation" that goes beyond traditional collective bargaining, including experiments with associate memberships. "If the goal is to enhance employee interests, then every representation election need not be viewed as a 100 percent success or a 100 percent failure depending on the majority outcome. It is only the assumption that collective bargaining is the goal that produces the all-or-nothing interpretation."

Copies of the working paper can be obtained from Jeannine Schummer at the UCLA Institute of Industrial Relations, 405 Hilgard Avenue, Los Angeles, CA 90024-1478, or call (310) 826-2269. ■

## New book highlights Filipino labor leader

A "personal history" of pioneer Filipino immigrant labor leader Philip Vera Cruz has been published by the UCLA Center for Labor Research and Education and the Asian American Studies Center. The book — entitled *Philip Vera Cruz: A Personal History of Filipino Immigrants and the Farmworkers Movement* — is authored by Craig Scharlin and Lilia Villanueva of Berkeley, California, and based on extensive interviews with Philip Vera Cruz in the late 1970s. Vera Cruz, 87, is a former vice-president of the United Farm Workers union, and was the UFW's highest-ranking Filipino officer. He is part of the manong generation — the first wave of Filipino immigrants who came to the United States in the early 20th century and worked in agricultural fields, canneries, hotels, and restaurants up and down the west coast.

According to Kent Wong, director of the UCLA Center for Labor Research and Education and the author of the book's introduction, this "is a chapter of U.S. labor history and Asian American history that has seldom been told."

The price of the book is \$14.95, plus \$1.00 for postage, and may be ordered from either the UCLA Center for Labor Research and Education, 1001 Gayley Avenue, 2nd Floor, Los Angeles, CA 90024-1478, or the UCLA Asian American Studies Center, 3230 Campbell Hall, 405 Hilgard Avenue, Los Angeles, CA 90024-1546. California residents add 7.25 percent sales tax; Los Angeles residents, 8.25 percent. ■

# Building the California Federation of Teachers

Raoul Teilhet, former president of the California Federation of Teachers, is interviewed by *Labor Education News* editor Darryl Holter.

## **Tell us how you came to be a labor leader in California.**

I started teaching at Pasadena High School in 1960 and participated in my first year in the organization of the first AFT local in the San Gabriel Valley. I was elected treasurer of the new local. Nine years later I was elected president of the very small 6500-member California Federation of Teachers. Following that I was elected vice president of the California Labor Federation, AFL-CIO, the first teacher to serve in that capacity. I also was elected to the Los Angeles County Federation of Labor as a vice president.

## **Someone referred to you as the principal architect in the building of the statewide California Federation of Teachers (CFT).**

Well, there were many people involved. Because I was the first full-time president and served during the critical organizing period of 1968-1976 — the year that Governor Jerry Brown signed into law the Rodda Act which conferred collective bargaining rights on K-14 all public school employees — I am awarded a great deal of credit that really should be assigned to the collective leadership and staff of the CFT. I learned that a successful organizer knows how to motivate other people to take action.

## **What were the strategies you developed?**

We had several statewide strategies.

First, the CFT would be a progressive, democratic, open union. We selected the political left employees within our jurisdiction as our primary organizing target. The California Teachers Association was conservative, if not downright reactionary at the time. We experienced a period of dramatic membership growth by emphasizing the political contrast between the union and the Association.

Second, we committed ourselves to making the CFT a statewide organization. We financed \$1,000,000 in CFT organizing certificates at a reasonable interest rate. We did not have any collateral to guarantee the notes other than the faith that our members had in the future of the CFT. We organized locals from Oregon to Mexico in every type and size of school jurisdictions.

Third, we isolated higher education where the Association was weak. As a result, we became the majority organization in the state community college faculty. We are also the largest AFL-CIO Union that represents professional staff in the University of California system, but we tragically lost the collective bargaining election for the 20,000 faculty members in the California State College system by 30 votes. This loss cost us our chance to replace the Association as the majority school employee union in California. However, the California Faculty Association, the prevailing organization in the CSU organizing campaign has subsequently affiliated with the SEIU, AFL-CIO. It still hurts, but the hurt is somewhat modified by the fact that they are in the house of

labor as a direct result of our 15-year campaign.

Fourth, we developed two service units that greatly enlarged our organizing effort. A highly respected legislative political action program that had political, intellectual and professional integrity. We also functioned from our earliest days as the ACLU for public school employees. A majority of the major school employee right's case law was won by AFT members and AFT attorneys in the 1960s and '70's.

## **What about your relations with the California Teachers Association?**

In 1968, we recognized that public school employees had a deep felt desire to be unified into one organization. In 1970, after the CTA changed its official opposition to support collective bargaining, we began to propose unity and merger at the local level. The Association rejected affiliation with the AFL-CIO and therefore would oppose our merger proposal at the local level thereby creating real frustration on the part of their membership. Our sincere commitment to unity was credible, our merger proposals reasonable and when the state CTA/NEA denied the locals right to merge we were able to drive an organizing wedge between the Association members at the local level and their state and national organization.

## **In putting together the CFT, what were some of the biggest obstacles you faced?**

I'd say that we faced an

*continued on page 5*

# Trade unions: Why women aren't at the top

It goes without saying: Women are courageous, tenacious, determined; they look for concrete solutions instead of abstract theories. They are ready to be leaders of their trade unions. Yet, they are still too often absent at the leadership level. Why is this? How is women's participation in trade union leadership currently being encouraged?

A recent article [Anne Trebilcock: "Strategies for strengthening women's participation in trade union leaders." *International Labor Review*, Vol. 130, No. 4. ILO, Geneva] attempts to provide answers to these questions, which are important for the progress of equality between men and women at work and even more so for the reinvigoration of trade unionism. The author, ILO labor lawyer Anne Trebilcock, finds that in all parts of the world, women workers still do not participate fully at the leadership level of their trade unions. But unions and their federations have begun to make changes to rectify the situation.

Numerous well-known obstacles work to prevent women's full participation in trade union activities. Stereotyped ideas about women's "proper" role can lead to discrimination in the form of discouragement of or even hostility toward women trade unionists. Some organizations have entrenched rules and regulations that hamper women's advancement. The "double burden" of home and family plus the job can automatically restrict women's participation in union leadership. Women can also lack confidence in their own abilities, after many years of such traditional and cultural influences.

In sum, the barriers to women's

participation in trade union leadership can be described as "a lack of time, a lack of support, and a lack of training."

Serious discrepancies in perception of the barriers to women in trade unions have been recorded between men and women leaders in such differing countries as Malaysia, Canada, the UK and Switzerland. With little time at their disposal, women may lose patience with long meetings, self-promoting speeches, and a dearth

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**The barriers to women's participation in union leadership can be described as "a lack of time, a lack of support, and a lack of training."**

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of discussion of issues that women consider important, Trebilcock found.

Anne Trebilcock believes that "mobilizing women will be an important part of trade union survival." Her new study goes on to analyze the structural and organizational changes the trade unions have made that could encourage women to strive for and accept trade union leadership positions. "They fall basically into the following categories: regularly scheduled women's conferences, strengthened women's committees or equality

committees, women's departments or equality officers, reserved seats on executive bodies, guarantees of proportional representation and other changes in election rules, new approaches to conducting union business, and workers' education."

Increasingly, trade union organizations such as the ICFTU and the Australian Council of Trade Unions are implementing regularly scheduled women's meetings. Proposals for reform of union structures to foster the development of women leaders are often sown at women's conferences and then harvested at general conferences.

Finally, workers' education efforts that foster women's increased participation as trade union leaders are now aimed not only at such topics as public speaking and negotiation tactics but also at programs designed to heighten awareness about issues affecting women in particular. The latter pave the way "for men and women union members to accept women as leaders, and should therefore not be addressed only to women."

Full integration of women in trade union decision-making has yet to be achieved. "Acknowledging this, a growing number of unions have concluded that a new strategy is needed and have taken significant steps to improve the chances of women attaining leadership posts." These strategies need to be tailored to each organization. But of course the organization must also provide needed financial and political support. ■

— From *ILO Information*, Vol. 20, No. 2, May 1992

# California Labor Federation backs labor education projects

Delegates to the 19th convention of the California Labor Federation, AFL-CIO affirmed their support for labor education programs in California and called upon AFL-CIO unions and central labor councils "to promote the educational programs our members need and to defend labor education programs against fiscal cutbacks."

Convention delegates, meeting in San Francisco July 27-29, also endorsed the various "labor in the schools" projects. They urged affiliates to inform their members about such programs and "their importance in helping students to understand the role played by unions in our society and economy."

Several speakers addressed the convention, including national AFL-CIO Secretary Treasurer Tom Donahue, California State Treasurer Kathleen Brown, State Insurance Commissioner John Garamendi, Tony Mazzocchi, secretary treasurer of the Oil, Chemical and Atomic Workers (OCAW), Barbara Boxer, Diane Feinstein, and AFL-CIO Regional Director David Sickler.

In a dramatic address to the delegates, Executive Secretary Treasurer John F. Henning focused on what he considers "the most important event of our time: the dissolution of the Soviet Union." Henning said, "The Moscow monkey is off our backs. No more can democratic dissent and militancy by unions be considered anti-American or subversive." In his remarks on the historical development of capitalism, including slavery and the rise of the factory system, Henning urged delegates to remember that capitalism must be challenged and regulated by organized labor.

Delegates also debated whether or not the union movement should support a labor party. Tony

Mazzocchi, Secretary-Treasurer of the Oil, Chemical and Atomic Workers (OCAW), discussed the progress of Labor Party Associates, a group that is trying to promote a Labor Party formation in the United States. While the convention decided against calling for a labor party, Henning reminded delegates that, in the current political system, organized labor is left out of the key issues of the day: war, peace, and the economy. Henning said, "Our

lobbyists are just that. They are forced to wait in the lobby to talk to politicians."

A wide-ranging and detailed set of policy statements were debated, amended and approved by convention delegates. Subjects include the economy, taxation, international affairs, women's rights, health care, education and many others. A close look at the statements reveals labor's program for 1992 and its vision for the next century. ■

## IIR PUBLICATIONS

**NEW:** *Studies in Labor Markets and Institutions*, by Kenneth Sokoloff, ed., 1992. \$12.00.

*UCLA Employee Relations Update*, a workbook prepared for the 31st Annual UCLA Employee Relations Conference, March 1992. \$25.00.

*Japan's California Factories: Labor Relations and Economic Globalization*, by Ruth Milkman, 1991. \$11.00

*Resolving Discriminatory Practices Against Minorities and Women in Steel and Auto, Los Angeles: 1936-1982*, by Myrna Cherkoss Donahue, 1991. \$8.50.

*But It Was Just A Joke. . .! Theater Scenes and Monologues for Eliminating Sexual Harassment*, by Dorene Ludwig, 1991. \$17.50.

*A Worker's Sourcebook: Spanish Language Health and Safety Materials for Workers/La Fuente Obrera. Materiales de Salud y Seguridad en Espanol para Trabajadores*. Compiled by Ana Kimbell, UCLA 1991. \$8.00.

*Privatizing Government Services: An Economic Analysis of Contracting Out by Local Government*, by Werner Hirsch, 1991. \$11.00

*Refinery Safety: Benefit Not Burden*. UCLA Labor Occupational Safety and Health Program, Center for Labor Research and Education, IIR. \$12.50

### FORTHCOMING:

*Beyond the Free Trade Debate: Labor's Future in California and Mexico*.

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

## LABOR EDUCATION CALENDAR

September 17-18	<b>"Factories of the Future"</b> Conference, Disneyland Hotel, Anaheim, California.
Sept. 22-Oct. 27	<b>Labor Studies 100:</b> Affirming Diversity in the Workplace. 6:00 to 9:00 p.m. Los Angeles County Federation of Labor.*
September 25	<b>Labor Luncheon:</b> "Clinton's Economic Agenda." Speaker: Derek Shearer. Los Angeles County Federation of Labor.
October 9-10	<b>Labor Studies 116:</b> New Strategies for Labor: A Two-Day Symposium. 9:00 a.m. to 5:00 p.m. Los Angeles Trade-Technical College.*
October 15	<b>Ronald Dore</b> , Center for Economic Performance, London School of Economics. "Different Kinds of Capitalism, Different Kinds of Labor Markets." 4:00-6:00 p.m., 9383 Bunche Hall, UCLA.
October 16-18	<b>APALA/AFL-CIO</b> Organizing Institute Seminar, Los Angeles
October 17 & 24	<b>Labor Studies 108:</b> Labor Economics Seminar. 9:00 a.m. to 5:00 p.m. Los Angeles Trade-Technical College.*
October 28	<b>Labor Center Advisory Committee</b> Meeting, 1001 Gayley Avenue, 2nd Floor, Los Angeles. 10:00 a.m.
Oct. 31 & Nov. 7	<b>Labor Studies 127:</b> Update On Workers Compensation. 9:00 a.m. to 5:00 p.m. Los Angeles Trade-Technical College.*
November 3	<b>Election Day.</b>
Nov. 10-Dec. 15	<b>Labor Studies 115:</b> Issues in Health and Safety. 6:00 to 9:00 p.m. Los Angeles County Federation of Labor.*
November 12	<b>Arne Kalleberg</b> , Sociology Department, University of North Carolina. "Comparative Perspectives on Employment: Work Organizations and Workers in Norway and the United States." 4:00-6:00 p.m., 9383 Bunche Hall, UCLA.
November 17	<b>Public Sector Conference</b> , Airport Marina, 8601 Lincoln Blvd., Los Angeles. 9:00 a.m.
November 21	<b>APALA Conference</b> , "Labor's Response to Asian-Bashing".
November 25	<b>Collective Bargaining Institute</b> for high school students, UTLA, 2511 W. 3rd Street, Los Angeles. 8:30 a.m. - 3:30 p.m.
December 5 & 12	<b>Labor Studies 128:</b> Sexual Harassment and Employment Discrimination. 9:00 a.m. to 5:00 p.m. Los Angeles Trade-Technical College.*
December 11-13	<b>Communications Workers of America</b> Local 9510 Training, Lake Arrowhead, California.
January 25	<b>Michael Piore</b> , Economics Department, MIT. "If Institutions Matter, Can They Be Borrowed from Abroad?" 4:00-6:00 p.m., 9383 Bunche Hall, UCLA.
March 4	<b>Louise Tilly</b> , History and Sociology Departments, New School for Social Research. "Comparative Perspectives on the Pervasiveness of the Gendered Division of Labor." 4:00-6:00 p.m., 9383 Bunche Hall, UCLA.
April 15	<b>Andrei Markovits</b> , U.C.-Santa Cruz. "Recent Labor Developments in Germany." 4:00-6:00 p.m., 9383 Bunche Hall, UCLA.

\* For information, contact John McDowell at (213) 746-0470.

## LABOR EDUCATION RESOURCES

**A** new report on health care and Latino workers has been issued by the Labor Council for Latin American Advancement (LCLAA) and the National Council of La Raza. Provides overview as well as statistical information. LCLAA, 815 16th St., N.W. Washington, D.C. 20006.

"Hamlet, North Carolina: Our Jobs, Our Lives," a video on the tragedy at the Imperial Foods Plant in Hamlet, North Carolina, is available for \$20 plus \$2.50 shipping and handling. BWFJ, P.O. Box 1863, Rocky Mount, NC 27802.

The impact of the recession on women in the sales and service sector is examined in *This Recession's Invisible Victims: Women Sales and Service Workers*. Published by the Women's Research and Education

Institute. \$12.50 to WREI, 1700 18th St., N.W., #400, Washington D.C. 20009.

The AFL-CIO Department of Occupational Safety and Health has published a 103-page booklet, *Resource Manual on Workers' Compensation*. For copies send \$5 to AFL-CIO Publications and Material Office, 815 16th Street, N.W., Washington D.C. 20006.

*An Organizing Guide for Local Unions*, written by Virginia R. Diamond, is ideal for use in new staff and volunteer organizer training. Available from the George Meany Center for Labor Studies, 10000 New Hampshire Avenue, Silver Spring, MD 20903. \$5.00 each for 1-9 copies; \$4.00 for 10-49 copies; and \$3.00 each for 50 or more copies. Shipping and handling is additional.

The Coalition of Labor Union Women has a new publication, *The 9to5 Guide to Combating Sexual Harassment*. Includes vital information on laws and strategies with a chapter devoted to the role of unions in combating sexual harassment, including contract language. \$8.00 from CLUW, 15 Union Square, New York, NY 10003.

The Labor Occupational Safety and Health Program (LOSH) of the University of California, Los Angeles has published its 1992 catalog of videos, slide shows, books and training kits, conference proceedings and pamphlets. To order a copy contact UCLA-LOSH, 1001 Gayley Avenue, 2nd Floor, Los Angeles, CA 90024; Telephone (310) 825-7012 or 825-3877 or fax (310) 825-3731. ■

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