

# **Proceedings**

**Eleventh Convention**

**Sacramento  
September 20-23, 1976**

**CALIFORNIA LABOR FEDERATION, AFL-CIO**

*John F. Henning, Secretary-Treasurer*

**995 MARKET STREET, SAN FRANCISCO**



151



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CALIFORNIA LABOR FEDERATION, AFL-CIO**

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

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## **TABLE OF CONTENTS**

Proceedings of the Convention, 1976 .....	5-75
First Day .....	5-21
Second Day .....	22-38
Third Day .....	39-52
Third Day Evening Session—COPE PRE-GENERAL .....	53-67
Report and Recommendations of the Executive Council .....	59-66
Ballot Propositions .....	63-66
Fourth Day .....	68-75
Statements of Policy .....	76-98
Digests .....	76-80
Full Statements .....	81-98
Resolutions .....	99-148
Reports of Officers .....	149-216
Report of Executive Council .....	149-168
Report of Secretary-Treasurer .....	169-188
Federation Membership Statistics .....	189-213
Auditors' Reports .....	214-216
Roll of Delegates to the Convention .....	217-224
Index .....	225-241

**PROCEEDINGS**  
**of the Eleventh Convention**

**FIRST DAY**

**Monday, September 20, 1976**

**MORNING SESSION**

**CALL TO ORDER AND  
OPENING CEREMONIES**

The Eleventh Convention of the California Labor Federation, AFL-CIO, was called to order at 10:00 a.m. by Harry Finks, Vice President of the 13th District. He then thanked the Bud Harpham Orchestra, courtesy of Musicians Union Local 12, for furnishing music while the delegates awaited the Call to Order. Also thanked were members of I.A.T.S.E. Locals 50 and 252 for furnishing assistance required in producing the Convention's program.

The Presentation of the Colors was performed by the U.S. Marine Corps, Recruiting Office, Sacramento, under Major Barry O'Neil.

Chairman Finks introduced Joseph J. Selenski, former secretary of the Sacramento Central Labor Council, who then led the delegates in the National Anthem.

Lilas Jones, President Emeritus of the Sacramento Central Labor Council, was next called upon by Chairman Finks to lead the delegates in the Pledge of Allegiance.

The Pledge of Allegiance was followed by the Invocation which was presented by the Most Reverend Alden J. Bell, Bishop, Roman Catholic Diocese of Sacramento.

**INVOCATION**

**The Most Reverend Alden J. Bell  
Bishop, Roman Catholic Diocese  
of Sacramento**

"In lifting our hearts in prayer to God, we are mindful of our Saviour's plea when asked by His followers to teach them to pray.

"In the simple words of His answer, it's not the eloquence nor the measured phrase of poetry of thought that captures our attention, but the simple truth that when in prayer, we're but children crying out to the all-powerful, almighty, all-knowing God.

"He opened the phrases of prayer this

way.

" 'Our Father, who art in heaven,' is to be our prayful cry, seeking not only our own recognition or power, but Thy glory. He continued, 'hallowed be Thy name, Thy kingdom come, Thy will be done,' reminds us that Thy law rules us on this earth in all our relations as men, just as it rules those in heaven; and only then in His prayer did our Saviour suggest we turn to our own needs in prayer: 'Give us this day our daily bread.' That is the sufficiency for now.

"The strength of the soul and body we need this day and all the gifts of earth are in reality Thine alone to give as Creator of an all-earthly bounty.

" 'And forgive us our trespasses as we forgive those who trespass against us,' reminds us that we have no right for His forgiving us our wrongs unless first we have learned to forgive others.

" 'And lead us not into temptation, but deliver us from evil,' shows us how to depend on each one of us and to accept His provincial care. This is the care which our Saviour taught us, how to think and how to pray, and we'll not all of us fall into proper place and respect these words which have made us recognize His dominion over us.

"And we ask Thy blessings on us for the purpose that brings us together, and may the Lord give us all His provincial care and keep us all in His provincial care."

**OFFICIAL WELCOME AND  
INTRODUCTION OF HONORED GUESTS**

Chairman Finks next introduced the Honorable Phillip L. Isenberg, Mayor of the City of Sacramento, who welcomed the delegates to the city.

The County of Sacramento, represented by the Honorable Patrick Melarkey, Chairman of the Sacramento County Board of Supervisors, was introduced by Chairman Finks for words of welcome and hopes for success in the work ahead.

The next speaker, Thomas P. Kenny, Executive Secretary of the Sacramento Central Labor Council, was also introduced by Chairman Finks for his welcome and words of encouragement to the Convention delegates.

Chairman Finks continued with the introduction of the Honorable Leroy F. Greene, Dean of the Sacramento delegation of the California State Assembly, 6th District. Assemblyman Greene welcomed the delegates and wished them well in their deliberations.

The next guest, the Honorable John F. Dunlap, State Senator, 4th District, was introduced and expressed his pleasure to be at the Convention.

Rising to the applause of the delegates after being introduced by Chairman Finks were the Honorable Vic Fazio, Assemblyman, 4th District; the Honorable John Garamendi, Assemblyman, 7th District; and the Honorable Eugene T. Gualco, Assemblyman, 5th District.

Chairman Finks introduced the next guest, Richard H. Marriott, Member of the California State Unemployment Insurance Appeals Board, who greeted the delegates and wished them well.

Chairman Finks then introduced the President of the California Labor Federation, AFL-CIO, Albin J. Gruhn, for the formal opening of the Convention.

### **FORMAL OPENING OF THE CONVENTION**

**ALBIN J. GRUHN**

**President of the California Labor  
Federation, AFL-CIO, Presiding**

President Gruhn, now presiding Chairman of the Convention opened the Convention with these words:

"Thank you, Harry.

"Delegates, at this time I do declare the Eleventh Convention of the California Labor Federation, AFL-CIO, in order to transact business that may legally come before it.

"Thank you, Vice President Harry Finks. We appreciate the many years of dedication and untiring service both on the legislative and economic fronts that Vice President Finks has given to this Federation and the trade union movement of this district.

"On behalf of the Federation, I wish to thank all the local and Federation officers and the members of the Federation staff who assisted in carrying out the numerous details in preparation for this Eleventh Convention of our Federation in

the capital city of our State. I also wish to thank the American Federation of Musicians, Local 12, who provided us with the excellent music of the Bud Harpham Orchestra with the assistance of the I.A.T.S.E. locals during our opening session and during the course of the convention; to the delegates from the Color Guard of the United States Marine Corps led by Major Barry O'Neil, Joe Selenski for the singing of our National Anthem; to Lilas Jones for leading us in the Pledge of Allegiance, and His Excellency, the Most Reverend Alden J. Bell, Bishop of the Roman Catholic Diocese of Sacramento, for the invocation.

"I would like to thank Mayor Isenberg; Chairman Patrick Melarkey, of the Sacramento County Board of Supervisors, Assemblyman Leroy Greene, Senator John Dunlap, Assemblyman Fazio, Assemblyman Garamendi, and Assemblyman Gualco, and Richard Marriott, Member of the California State Unemployment Insurance Appeals Board.

"I extend to you greetings of the officers, and the delegates of this Convention.

"Our Eleventh Convention meets in the year of our Nation's Bicentennial celebration, and in reviewing this Nation's historical events of the past 200 years, the labor movement of this country is fully aware of the tremendous struggles and sacrifices of the workers and their trade unions to give real meaning to the Declaration of Independence where it states that 'all men are created equal and are endowed by their Creator with certain inalienable rights of life, liberty, and the pursuit of happiness.'

"Yes, due primarily to the efforts of organized labor, this Nation has implemented this Declaration of Independence by leading the way to progress and programs for a better America and a better world that places people, their welfare and their liberty above all else.

"The events of the past four years, however, have slowed this former progress because certain government leaders have deceived them about foreign affairs, allowed respected agencies to violate the civil rights of citizens, and misled them about the Nation's economic health, thus causing widespread hardship and suffering.

"As this Nation enters the next 100 years, organized labor must profit by experience of the past and meet the future with a determination to be an even greater force for the progress of our Nation, State and local communities in the days ahead.

"Many citizens ask, 'Which way Ameri-

ca?" The answer is in their precious right to vote in a free choice election on November 2. The results of this election will chart the course of our ship of our government for years to come.

"Progress or recession?

"Progress or stagnation?

"The record is crystal clear.

"The AFL-CIO labor movement has examined the record and declares unequivocally that President Ford's record as President and previously as a Congressman is one of consistent recession and retreat from the vital economic, social and international problems facing our nation. As President, he has lived up to his previous anti-labor, anti-people congressional voting record as published by the AFL-CIO—nine right votes and 109 wrong votes.

#### **Ford's Vetoes**

"No president in this nation's history has used the power of veto as ruthlessly as President Ford.

"More than 50 vetoes in the brief period of two years. He has pursued economic policies which have caused the highest sustained national unemployment since the Depression of the thirties. President Ford has vetoed four major job bills that would have created more than two million jobs. He has vetoed emergency bills to lower home mortgage interest rates; he has vetoed the extension of the 1973 Rehabilitation Act to help advance employment and educational opportunity for the handicapped.

"He has vetoed day care funding legislation; he has vetoed funds for health programs; he has vetoed major education appropriation bills. He has vetoed a bill to boost the depressed maritime industry that would require a minimal percentage of petroleum products to be transported in U. S.-Flag ships.

#### **Situs Picketing Bill Vetoed**

"He has vetoed a situs picketing bill so needed by our building trades unions, a bill which he had previously indicated he would sign.

"Add to this the record President Ford's choice of his running mate for Vice President, Senator Robert Dole.

"Senator Dole's voting record taken from the official voting score card of the AFL-CIO is 15 right votes and 71 wrong votes as compared with Jimmy Carter's choice for a running mate, Senator Walter Mondale, whose AFL-CIO voting record is 108 right votes and only 8 wrong votes.

"According to the National AFL-CIO

COPE, Carter's stand on jobs, inflation, tax justice, health care and workers' rights is a program for progress—President Ford's record shows that he has no program but recession and continued stagnation.

"The AFL-CIO believes that the issues in the coming November 2 election are crystal clear. We have to get America back to work. We have to achieve full employment. We have to end the intolerably high unemployment.

"We have to bring about a full measure of economic and environmental balance in this country. We can have jobs and a good environment. The irresponsible extremists in this area must be overcome. We must have full collective bargaining rights for public employees and all workers that do not have these rights.

"We have to win tax justice. We have to get the best possible health care for all Americans. We have to restore the people's trust and faith in their government, its institutions and leaders.

"We have to get this nation moving again. That is why in this Bicentennial year of 1976 the AFL-CIO has endorsed Jimmy Carter for President and Walter Mondale for Vice President and calls upon its members and their families to consider the record and in the tradition of Samuel Gompers vote for Carter-Mondale on November 2 and defeat President Ford and Senator Robert Dole.

"On Wednesday evening of this week as a special part of this convention, the delegates by democratic process will determine the Federation's November 2 election endorsement position on candidates for the U. S. Senate, Congress, and the State Legislature as well as the State Ballot Propositions.

"These endorsement positions will also be transmitted to the members and families of the AFL-CIO Unions of this State for their consideration and decision at the polls on November 2.

"In the short time remaining before the election it is imperative that our local unions see to it that all of their eligible members and their families are registered so that they will be eligible to vote on November 2—to educate all members and their families on all the records of candidates and issues of this election and finally to be sure that all members and their families exercise their precious right to vote on November 2. A vote not only for COPE-endorsed candidates but as a re-dedication to one of our nation's democratic processes in this year of its Bicentennial celebration.

"In reporting to you on the administration of my office, I refer you to the reports you received in your packets when you registered as delegates. They cover many of my activities in behalf of this Federation since our last convention.

#### **Israel — Bastion of Freedom**

"Early this year it was my privilege to participate with a number of Presidents from other State Central Labor bodies in a special tour of Israel as the guest of the Israeli Federation of Labor 'Histadrut.' I had the opportunity to learn first hand about the never ending struggle of this small but great democratic and freedom loving nation and its free trade union movement, 'Histadrut.'

"Israel is the bastion of freedom and democracy in the Middle East. We must never falter in our continued support of Israel and our trade union brothers and sisters in Histadrut lest they be overwhelmed by the outside forces of communists, fascists or similar-type dictatorships.

#### **Tribute to John F. Henning**

"Before concluding my opening remarks to this Eleventh Convention, I wish to give a special commendation to my colleague and fellow officer, our Executive Secretary-Treasurer John F. Henning, for his outstanding, untiring and selfless dedication to this Federation and its policies and programs. Never in the history of this Federation have we had so many major labor legislative successes as were brought about through his dedicated leadership in the 1975 and 1976 legislative sessions. In appreciation of Executive Secretary-Treasurer Henning's great contribution to the general welfare of all our affiliates and their members, I ask that you join me in this occasion to give Jack a standing ovation for a job well done.

"In closing, I wish to thank my colleagues on the Executive Council and the officers of our affiliated local unions and councils who have given this Federation such great support and cooperation during the two years since our last convention. Let's always remember:

" 'In unity there is strength. United We stand, divided we fall. Organize the Unorganized. Demand the Union label, shop card and service button.'

"What does the labor movement want now? The simple answer is more of the better things of life for all Americans. That is what this Union Labor movement is all about. Let us never forget that it is the Union that brought us together here. It is the Union that makes us strong."

Chairman Gruhn then called upon Ben-

nie Arellano, Assistant Chairman of the Credentials Committee, for a report. Loretta Riley, Chairwoman of the Committee, was unable to be present due to a labor dispute in her home community and Assistant Chairman Arellano gave the report as follows:

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

##### **Bennie Arellano, Assistant Chairman**

Assistant Chairman Arellano reported that the committee recommended that the delegates listed in the Preliminary Roll of Delegates, as printed and presented to the Convention, be seated according to the Constitution of the California Labor Federation, AFL-CIO.

He then read the additions to and deletions from the Preliminary Roll of Delegates. (See completed Roll of Delegates.)

##### **Report Adopted**

Assistant Chairman Arellano's motion that the committee's report be adopted was seconded and carried.

Chairman Gruhn called on Assistant Chairman Arellano for an additional report of the Credentials Committee.

#### **FURTHER REPORT OF COMMITTEE ON CREDENTIALS**

##### **Bennie Arellano, Assistant Chairman**

Assistant Chairman Arellano reported further additions and deletions to the Preliminary Roll of Delegates. (See completed Roll of Delegates.)

##### **Report Adopted**

Assistant Chairman Arellano moved that his partial report be adopted. His motion was seconded and carried.

Chairman Gruhn next called on Secretary-Treasurer Henning to announce the appointment of the Convention Committees as appointed by the President.

#### **APPOINTMENT OF CONVENTION COMMITTEES**

Secretary-Treasurer Henning commenced the announcement of committees:

##### **Committee on Credentials**

Loretta Riley, Chairwoman, Bartenders and Culinary Workers, No. 18, Santa Rosa.

Bennie Arellano, Hod Carriers and Common Laborers, No. 585, Santa Paula.

Ray Cooper, Operating Engineers, No. 3, San Francisco.

James W. Cross, United Telegraph Workers, No. 34, San Francisco.

Flo Douglass, Hotel, Restaurant Em-

ployees, No. 2, San Francisco.

Russel S. Hansen, Monterey Building & Construction Trades Council, Monterey.

Ernest M. King, Boilermakers No. 513, Richmond.

Willard L. Sward, Painters No. 713, Los Angeles.

Max B. Wolf, Ladies Garment Workers, No. 96, Los Angeles.

Paula J. Terry, Communications Workers No. 9414, Chico.

Irene Lewis, Glass Bottle Blowers No. 82, Fremont.

Jean Mason, Tri-Counties Central Labor Council, Oxnard.

Robert Medina, Laborers No. 270, San Jose.

Willis F. Simons, Painters No. 314, Bakersfield.

James Wilburn, Electrical Workers No. 1245, Walnut Creek.

E. H. Ponn, Motion Picture Machine Operators No. 162, San Francisco.

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

Steve Edney, Chairman, United Cannery Workers & Industrial Workers of the Pacific, Wilmington.

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

William J. Catalano, Musicians Union No. 6, San Francisco.

E. G. Christensen, California State Association of Electrical Workers, Sacramento.

Russell L. Crowell, Laundry & Dry Cleaning & Industrial Workers No. 3, Oakland.

Lloyd J. Lea, Lumber Sawmill Workers No. 2907, Weed.

Edward C. Powell, Theatrical Stage Employees No. 16, San Francisco.

Robert L. Renner, Central Labor Council of San Joaquin & Calaveras Counties, Stockton.

J. J. Rodriques, L.A. County Federation of Labor, Los Angeles.

James T. Stevens, Culinary Alliance No. 681, Long Beach.

C. L. McMonagle, East Bay Automotive Machinists No. 1546, Oakland.

David Fishman, Painters No. 1348, Los Angeles.

Patricia Brady, Retail Clerks Store Employees No. 428, San Jose.

Joseph Garcia, Hotel, Motel & Restaurant Employees No. 2, San Francisco.

C. T. McDonough, State Council of Culinary Workers, Bartenders, Hotel & Service Employees, Santa Monica.

Wesley Bromberg, Glass Bottle Blowers No. 137, Maywood.

#### **Committee on Resolutions**

T. A. Small, Chairman, Bartenders & Culinary Workers No. 340, San Mateo.

John Crowley, San Francisco Labor Council, San Francisco.

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

George J. Flaherty, Hollywood Film Council, Hollywood.

C. A. Green, Plasterers & Cement Masons No. 429, Stockton.

Richard K. Groulx, Alameda Central Labor Council, Oakland.

Everett Matzen, Butchers No. 115, San Francisco.

Paul Miller, L.A. District Council of Carpenters, Los Angeles.

R. R. Richardson, San Diego-Imperial Counties Central Labor Council, San Diego.

James J. Twombly, State Building & Construction Trades Council, Sacramento.

Cornelius Wall, Ladies Garment Workers No. 482, Los Angeles.

Morris Weisberger, Sailors Union of the Pacific, San Francisco.

Dina Beaumont, Communications Workers No. 11500, Los Angeles.

Lloyd J. Lea, Lumber & Sawmill Workers No. 2907, Weed.

Jerry Cremins, L.A. Building & Construction Trades Council, Los Angeles.

#### **Committee on Legislation**

Max Osslo, Chairman, Butchers No. 229, San Diego.

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

Mary Bergan, East County Federation of Teachers No. 2001, Sacramento.

Manuel Dias, Boilermakers No. 513, Richmond.

James Evans, United Transportation Union No. 811, Sacramento.

Harry Finks, Theater Employees No. D-66, Sacramento.

James Lee, State Building & Construction Trades Council, Sacramento.

John W. Meritt, Culinary Workers & Bartenders No. 814, Santa Monica.

Leo Mitchell, Electrical Workers No. 1245, Walnut Creek.

Joseph Pinto, Cabinet & Millmen No.

721, Los Angeles.

Anthony Ramos, California State Council of Carpenters, San Francisco.

Hal Shean, Machinists No. 727-A, Burbank.

Al Whitehead, L.A. County Fire Fighters No. 1014, Los Angeles.

Gwen Newton, Office Employees No. 30, Los Angeles.

James Van Houten, Communications Workers No. 9490, Sacramento.

#### **Committee on Constitution**

William G. Dowd, Chairman, State Conference of Operating Engineers, San Mateo.

Harold Benninger, Meat Cutters No. 421, Los Angeles.

Fred D. Fletcher, Newspaper Guild No. 52, San Francisco.

Donald Haggerty, Film Technicians No. 683, Hollywood.

Earl Honerlah, Carpenters & Joiners No. 162, San Mateo.

Mattie Jackson, San Francisco Joint Board Ladies Garment Workers, San Francisco.

Stanley Jensen, Machinists No. 68, San Francisco.

James P. McLoughlin, Retail Store Employees No. 428, San Jose.

Sal Minerva, Northern California District Council of Laborers, Emeryville.

Ray Nelson, Plywood Workers No. 2931, Eureka.

Joseph Tinch, Hotel & Restaurant Employees No. 30, San Diego.

Ed Turner, Marine Cooks & Stewards, San Francisco.

William F. Braughton, Oil, Chemical & Atomic Workers No. 128, Long Beach.

Thomas P. Kenny, Sacramento Central Labor Council, Sacramento.

Walt Zagajeski, District Council of Painters No. 36, Los Angeles.

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

William Ward, Lathers No. 88, Oakland.

M. R. Callahan, State Council of Culinary Workers, Bartenders & Hotel Service Employees, Santa Monica.

#### **Committees Approved**

Secretary-Treasurer Henning's motion to approve the Convention Committees as appointed by President Gruhn was seconded

and carried.

Chairman Gruhn then introduced the next speaker, C. L. Dellums, National AFL-CIO Executive Council member and President, Brotherhood of the Sleeping Car Porters for an address:

#### **ADDRESS**

**C. L. DELLUMS**

**National AFL-CIO Executive Council Member**

**President, Brotherhood of Sleeping Car Porters**

Brother Dellums spoke as follows:

"Brother President, distinguished officials up here on the platform, officers, and members of this Federation, I bring you greetings from President George Meany and the Executive Council of the National AFL-CIO.

"I was thinking back as I was listening to some of the previous speakers, President Green, president of the old AFL, oftentimes told of the creation of the labor movement.

"It was born of necessity because workers wanted and still want only a fair share of the profits that Labor creates. The pay was lower, the hours were long—a sixteen-hour day was common—and the work-day was not reduced out of the kindness of anyone's heart.

"It came about because Labor recognized early its commitment; that it only gets what it has the power to take and the will to use whenever needed.

"So, I thought about Green telling about how this movement came about and it was not the creation of any one particular group. As a matter of fact, it was founded by a Jew, Samuel Gompers, and the American Federation of Labor was initiated by a Negro delegate by the name of Grandison; and Green can tell you something of the contribution that has been made by every religious group and racial group in this country.

"Samuel Gompers pointed out that Labor, like a human being, had two arms; one, economy and one, political. And Labor had to develop and use both because it had used its political arm to protect its right to use its economic arm.

"And I've seen what's happened when Labor didn't use that political arm and didn't use it wisely. Even today, we have the 'right-to-work' law in at least 18, maybe 20 states, and they're there because we haven't exercised the power that we have, politically, to get rid of them.

"I have seen anti-picketing laws, city

ordinances. I recall one in Oakland, and the only way we could picket was to have a legitimate newspaper for sale. So, when we walked up and down in front of some scab place with a newspaper, one day when we were picketing a theater, somebody drove up in a car and bought all the newspapers from us, and broke up the picket line. Well, we sent back out to the Tribune and got a couple of carloads—and sent them down to the picket line.

"So, when they realized they weren't going to buy us out any more, they gave up that idea. But we didn't get rid of that condition until we developed sufficient political power, wisely exercised. Maybe we don't always exercise that power wisely, because if we did we'd never have had a Richard Nixon or Gerry Ford. And if we don't exercise it wisely this year, we won't get rid of Gerry Ford and the Nixon influence.

"Yes, we have to continue to build and strengthen our political arm. Stumbling blocks are continuously thrown up against us, and you know them. You know how restricted we are on a national level. Therefore, we have to use other means than those we were using a few years ago.

#### **Big Job Ahead**

"Maybe we have a chance this year to get rid of that old regime, a very good chance; but as pointed out already, it isn't going to be a walkaway. You never walk away from the right wing moneybags cheap. They have plenty of money and they're going to spend it. They have their stooge, Gerald Ford; they can't afford to lose him. We must work hard and long, and faithfully.

"We have to get the vote registered; once it's registered, get it out—cast that vote in November. If all of us do the job that we are capable of doing, and bring that vote out, we'll win.

"I want to take this opportunity to pay tribute to the California Labor Movement. I believe this is the first time that I have ever had a chance to pay tribute to the Labor Movement in California. You know, California is not noted across the Nation as a very liberal movement. Our first Fair Practices Act was introduced into the California Legislature in 1945. We didn't get a hearing. Nobody would speak to us. It took 14 long years to bring California into the twentieth century. Labor played a monumental part in that effort.

"For several years, we attended legislative sessions. We had a civil rights mobilization here in Sacramento. That mobilization consisted largely of Labor Unions and the NAACP branches.

"Yes, Labor played its part and played it well. That's where the money came from. I know. I was in that struggle. I know where we got the money when the chips were down. We had to have some from the Labor movement, of course. Yes, Labor has a glorious history. To me, it's a privilege to be an active part of the American Trade Union movement. It's something to be proud of, to work for; and remember, just as Samuel Gompers pointed out many years ago, we have to have two strong arms and exercise them well.

"And if we do that, victory is bound to come.

"Thank you very much."

Chairman Gruhn then thanked C. L. Dellums for his address and called on Secretary-Treasurer Henning for announcements.

Secretary - Treasurer Henning: "Delegates, I have a telegram addressed to me as Executive Secretary-Treasurer, California Labor Federation, Sacramento."

#### **Message From Jimmy Carter, U.S. Democratic Presidential Candidate**

"I'm very sorry that I could not be with all of you at the California Labor Federation, AFL-CIO, Convention. I deeply appreciate the work that your organizations have done. I appreciate your friendship and the commitments which are very valuable to me. Your concerns are important to me as well as the concerns about the effect that the influence has had on the purchasing power of the working people; concern for the intolerably high level of unemployment that has become commonplace; concern that the government's encroaching has become familiar, this legacy of the present administration which will be eliminated by a democratic administration with its commitment for sound economy, a job for every American who wants to work and the government that is open, decent, honest and compassionate.

"Senator Mondale and I are proud to be working with you in the campaign for a democratic victory in November. Your efforts among your members and voter registration in getting out the vote toward that goal is deeply appreciated."

"'Signed, Jimmy Carter.'"

#### **Other Announcements**

Secretary-Treasurer Henning also noted that a telegram was received from Glenn Watts, President of the Communications Workers of America.

Chairman Gruhn then called on Max Osslo, Chairman of the Legislation Committee, who made several announcements.

Chairman Gruhn next called on Secretary-Treasurer Henning who made additional announcements regarding committee meetings.

#### **Escort Committee for Governor Brown**

Chairman Gruhn had earlier appointed the committee to escort Governor Brown to the platform upon his arrival. The members named were: T. A. Small, chairman; Steve Edney, Paul Miller, Ray Nelson and James McLoughlin, all Vice Presidents.

At this point, Chairman Gruhn called on Chairman Max Osslo of the Legislative Committee for a report:

### **REPORT OF COMMITTEE ON LEGISLATION**

**Max Osslo, Chairman**

#### **Resolution No. 106**

**Oppose Charge for Directory Assistance**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Resolution No. 99**

**Work Experience Education**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Resolution No. 95**

**Rehabilitate Existing Housing**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Resolution No. 2**

**Legal Responsibilities of Corporations**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Resolution No. 58**

**Minimum Wage**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Resolution No. 72**

**Amend Section 229 of the California Labor Code**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Resolution No. 5**

**Health Care Costs**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Resolution No. 71**

**Amend Law Governing California's Cosmetology Schools**

**The Committee's report:**

"Your committee recommends that the Resolved of this resolution be amended by inserting in Line 10 a period after the word 'law' and deleting the balance.

"As so amended, the committee recommends concurrence. I move adoption."

The committee's recommendation was adopted.

Chairman Osslo concluded his partial report.

#### **Governor Brown's Arrival**

At this point, Governor Brown's arrival at the Convention Center was noted.

Chairman Gruhn announced the additional appointment of James Twombly, a Federation Vice President, to the Governor's Escort Committee.

Thereupon Governor Brown was escorted into the Convention hall to a standing ovation.

Chairman Gruhn called on Secretary-Treasurer Henning to introduce Governor Brown to the Convention delegates.

Following this introduction, Governor Edmund G. Brown, Jr. addressed the Convention.

### **ADDRESS**

**HONORABLE EDMUND G. BROWN, JR.**  
**Governor of California**

Governor Brown commenced his address:

"Thank you very much, Jack. It's been a real pleasure to come this long way together—got a long way to go. I was a little late today, but that was because I was across the street, signing a few bills for you. I signed a bill that will make collective bargaining agreements that contain successor clauses . . .

"If you get an agreement, you can keep

it, at least for three years. And I don't think there's any state in the country that has that kind of a law.

"I also signed, within the last twelve hours, the Workmen's Compensation and Disability Law that will provide the largest increase in State temporary disability in the 61-year history, and that was championed by Jack Henning.

"I also signed a bill offered by Senator Stiern that I think you were backing, that will make owner-operators have their wages reported. That's Mono, Kern and that group, for that bill. As a matter of fact, I look at the thing here, it says 12 states; bills in half of them are signed and I will review the other half, probably very favorably, in the next few days.

#### Bills Are Coming

"The Legislature's left with 950 bills and I have about 500 left to go, and as you know, I don't like to sign anything that I haven't read. I used to say, 'I don't sign anything I don't understand,' but that's become more difficult. Either the bills are getting more complicated or I'm getting less intelligent. Those bills aren't signed yet, but they're coming.

"I don't like to do everything in the first two years. If I do that, you won't need me any more. I want to spread it out for four years, and there are a few more bills, and we'll get to them over the next couple of weeks in fine course.

"Now, obviously, we have come a long way, but there's still a lot of problems, and as I look down the road, and I had a chance not only in California, but going out to a few other states, to see both the extent and depth of both our potential and our ties as a people, and I sit over across the street every day listening to people with problems: Health and environment, jobs and education, and while we look at our problems, we ought to look at how far we have come; look through the record and it looks good.

"Tremendous achievements as we also look at the country and we look at the high crime rate, we look at the high unemployment rate, we look at the lack of confidence in our leadership; we look at the neighborhoods that have changed so much. It's obvious that things are not well in the country.

"We have got a lot of problems. We may have a temporary glow for many of us; things look all right. But there are fundamental problems that have to be addressed, and those problems have got to be addressed at the city and county, state

and federal levels. We are all in this together and sometimes, you know, you like to point the finger and say he's wrong, it's all his fault, or the other one is, but as a people, as a people who have been blessed for 200 years, we have to recognize that the planet and the world's changing out there and that our position in that world is different than it was 10 years ago.

"It's different than it was five years ago, and unless we're willing to work even harder, unless we are willing to recognize that things don't get solved just by somebody else doing it — I sat last night and watched television for a few minutes and I heard one of my predecessors say that the Federal Government shouldn't do any planning.

"Well, I for one will tell you, it's very difficult for government to plan; it's very difficult for government to do anything. But it's even more difficult to expect the invisible hand in the marketplace to put nine percent of the people out of work into jobs because it hasn't happened for the last three years, and it's going to happen with a Democratic President to work with a Democratic Congress this year; that I can promise you.

"I'm not going to say in a year or two of a Democratic Presidency that all of the problems will go away. They won't; that's not a lesson of what history is; it's not a lesson of your individual waivers on our collective lives.

"We have big, serious problems, and that is that more and more people want to work in an age of increasing automation, in an age when we have these environmental questions that are very difficult. You can't ignore them, and, so protecting the environment and creating full employment, that's a task for all of us, and it's not going to happen unless the Federal Government makes a strong commitment to that. And that's why I endorsed early, and I endorse again the Humphrey-Hawkins Bill that will mandate a full employment economy for this country. That's a start.

"Unless we do that, we'll accomplish nothing.

#### Long-Range Planning

"Now, the reason you often face unemployment is because the Federal Government has not provided the long-range planning that will allow this country to adapt to the changes in our resource base in the rest of the world and our own environment. The only way to protect a resource base—that is, the air, water and minerals, and everything else—is to have

the kind of planning that can look down the road to see what jobs are needed and what projects have to be done, and what are the difficulties, the needs, certain kinds of pollution equipment, and that takes a lot of time. It takes a lot of planning, and for the last eight years, we haven't had much of that.

"And so, I expect a period of struggle and a period of difficulty while we try to bring together these very contradictory views and values.

"You often have conflict between labor and management. Now you have new conflicts and you can't wish they weren't there because they are there, and just as many of you here in this room would like to see something done, there are other people out there who don't want to see it done.

"Because there's so much of that conflict, I'd like to bring a little harmony and I'd like to protect the long-term public interest of this State, and that's why as we build jobs, we have to make sure that we don't destroy the very base that makes jobs possible. And when you find out what that is, that it's the soil; it's the air; it's the water; it's the minerals. Unless we can use those, use them wisely, then the whole economic trend is left to chance and that's exactly what happened in other countries and other civilizations and it's going to require technology, planning, labor. It's going to take management, government at the national and state level, all of us working together, and there are no magic answers. There's no politician in the country that can put on a piece of paper how to put all these people that are out of work, to work. The fact is, there are more people working in this state than ever before. There are more people as a percentage of total population that are working, but there are also more people who can't find a job who want to, and that means something is changing; there's something changing in the social and political and environmental context, and we have to understand it and we have to plan for it and we have to make as our first priority putting everybody to work.

#### **Oil Imported**

"And if we do that, we can sustain not for two years, not for five years, but for the rest of this century; and you take a look at what happened in 20 years. This country used to export oil. Now we import 43 percent of our oil, and that oil is controlled by a very small number of individuals. And in order to get that oil we sent them the most destructive weapons that the world has ever seen.

"How long can we keep doing that when the planet's going to be so filled up with

armaments that they're going to have to start over? So we're going to have to have alternatives, alternate energy sources. We're going to have to tap all the energy we do have and impose very stringent restraints on conservation in order to do that, it's going to take a long term of economic planning so we can do it in a way that doesn't do it over the backs of the working people, but does it so that all of us in this society bear the cost.

#### **Share the Burden**

"And what I like to say about tightening our belts, those are the biggest belts. We ought to tighten them first. That's the principle of the Democratic Party, not sacrifice for the many but what we have now is privilege for the few and sacrifice for the many. And I'd like to see the burdens of this society borne as equitably as we possibly can.

"As I look at this state, I see universities, I see labor organizations, businesses, land, air, people that we have, tremendous potential compared to some of the other states, we're way ahead. And yet, in spite of all that, we still look to 20, 25, 30 percent unemployment, and I'm aware of that, worried about it. I want to do something about it.

"The only way that I can see to bring about that prosperity and that right to a job that everybody has is for all of us in this room, not only to elect Democrats to the Legislature, but to get out and elect the top of the ticket, because the rest of it won't make any difference unless we have somebody in the White House who understands what has to be done out there for the working people, by political party, by constituency and a commitment to putting this country back on the road to where it was when we had Jack Kennedy and Roosevelt and Truman and other Democratic leaders of this country.

"It's not going to be easy. It's going to be a very tough fight. I take nothing for granted, but I'm going to do anything and everything I can and I ask you to join in my effort, because under the best of circumstances I think we have a tough road, but with a Democratic President and all of us helping him, I think we've got a very good chance of doing it.

"You've got to do it yourself and it's not going to be easy, and that's my only message. Thanks a lot."

Chairman Gruhn thanked Governor Brown for his address and called on Secretary-Treasurer Henning.

#### **RECESS**

Secretary-Treasurer Henning moved that the Convention be recessed until 2:00 p.m.

The motion was seconded and carried.

## AFTERNOON SESSION

Chairman Gruhn called the Convention to order at 2:10 p.m.

### Announcements and Messages

Secretary-Treasurer Henning made announcements to the Convention after having been called on by Chairman Gruhn.

### Address

#### WILLIAM L. GILBERT

Regional Director, Region 6, AFL-CIO

Following announcements and messages, Chairman Gruhn introduced Regional Director William L. Gilbert who then delivered an address to the Convention delegates.

Upon the conclusion of Director Gilbert's address, Chairman Gruhn thanked him and presented the next speaker.

### Address

#### HONORABLE ALBERT S. RODDA

State Senator, Sacramento County

Senator Rodda, after having been introduced by Chairman Gruhn, gave his address to the Convention.

Chairman Gruhn expressed his appreciation for Senator Rodda's remarks.

### Announcements

Chairman Gruhn called on Secretary-Treasurer Henning who made several announcements.

### Message from C. J. "Curt" Hyans

Secretary-Treasurer Henning reported receiving a telegram from C. J. "Curt" Hyans, a former staff member of the California Labor Federation, who was unfortunately unable to attend the Convention.

Secretary-Treasurer Henning read the telegram as follows:

"Wishing all of you success at this Convention. This State Federation has an outstanding record of achievement, bringing a better way of life to many people. Keep up the good work.

"Personally became a delegate 49 years ago. This is the second convention I've missed in that time.

"Wishing you much success, Chuck Hyans."

Chairman Gruhn next called on Assistant Chairman Arellano for a further report of the Credentials Committee.

### FURTHER REPORT OF COMMITTEE ON CREDENTIALS

**Bennie Arellano, Assistant Chairman**

Assistant Chairman Arellano reported

further additions and deletions to the Preliminary Roll of Delegates. (See completed Roll of Delegates.)

### Report Adopted

On Chairman Arellano's motion, duly seconded, the report of the Credentials Committee was accepted.

### REPORT OF COMMITTEE ON RULES AND ORDER OF BUSINESS

**Steve Edney, Chairman**

Chairman Gruhn next called on Steve Edney, Chairman of the Rules and Order of Business Committee, for a report.

### Resolution No. 97

Amend Standing Rule Number Ten of Rules and Order of Business.

The Committee's report:

"Mr. Chairman and fellow delegates, the committee met on Sunday at 9:30 to discuss rules and order of business that came before it and also a resolution presented by Brother Hunter of the Plumbers Union in Burlingame. And that was Resolution No. 97. At that time the committee felt that we ought to hear from the Brother and would seek to invite him to come to the meeting to discuss this resolution.

"Therefore, we took care of the other business but held up that question which he presented to the committee. We held another meeting today. The Brother was not in attendance but another union brother appeared for him and said that he could not be here because he wanted to be at the trial of Mr. Mazzola in San Francisco, and he asked the committee to hold over the question covered by the resolution.

"At that time, the committee felt that we could no longer hold it open, and we dealt with the question.

"Now, the resolution would amend Section 10, subsection 30 which deals with the previous question. The thrust of this particular resolution would be to have unlimited debate. The committee feels unanimously that there is no way that we could conduct business at this convention or any other convention if there were no orderly procedures in which to proceed.

"Therefore, the committee recommend nonconcurrence with this resolution, and, Mr. Chairman, I move this nonconcurrence."

The motion was seconded and carried.

### Committee Recommendations

Chairman Edney continued:

"Mr. Chairman, I will now make the recommendations of the committee:

"1. **Roberts Rules of Order.** The Convention shall be governed by Roberts Rules of Order on all matters not provided by the Constitution or specified in these rules.

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

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

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

"At 7:30 p.m. Wednesday evening a separate session of the convention will be held, the business of which will be devoted to a pre-general election convention, the business of which shall be confined solely to the consideration of endorsement of candidates and statewide propositions. This particular business of the convention shall proceed until completed without regard to hours of recess otherwise stipulated under these rules.

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

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

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

"8. **Passage of Resolutions and Committee Reports by Convention.** A majority of the delegates present and voting shall be

required to act on a committee report or a resolution except a constitutional amendment which shall require a two-thirds vote of the delegates present and voting.

"No motion shall be acted upon until an opportunity to speak has been given the delegate making the same if he or she desires.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

"Mr. Chairman, this is the recommendation of the committee named. I would like to read that into the record:"

#### **Committee Members**

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

William J. Catalano, Musicians Union No. 6, San Francisco.

E. G. Christensen, California State Association of Electrical Workers, Sacramento.

Russell Crowell, Laundry and Dry Cleaning and Industrial Workers No. 3, Oakland.

Edward C. Powell, Theatrical Stage Employees No. 16, San Francisco.

Robert L. Renner, Central Labor Council of San Joaquin and Calaveras Counties, Stockton.

J. L. Rodriques, Los Angeles County Federation of Labor, Los Angeles.

James T. Stevens, Culinary Alliance No. 681, Long Beach.

C. L. McMonagle, East Bay Automotive Machinists No. 1546, Oakland.

David Fishman, Painters No. 1348, Los Angeles.

Patricia Brady, Retail Clerks Store Employees No. 428, San Jose.

Joseph Garcia, Hotel, Motel and Restaurant Employees No. 2, San Francisco.

C. T. McDonough, State Council of Culinary Workers, Bartenders, Hotel and Service Employees, Santa Monica.

Wesley Bromberg, Glass Bottle Blowers

No. 137, Maywood.

"Mr. Chairman, I represent the United Cannery Workers and Industrial Workers of the Pacific, Wilmington, and I move the acceptance of the committee's report."

#### **Report Adopted**

The motion was seconded and carried.

Chairman Gruhn thanked the committee and it was then discharged.

#### **Announcements**

Secretary-Treasurer Henning then made several announcements.

Chairman Gruhn next called on Assistant Chairman Arellano for a partial report of the Credentials Committee.

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

##### **Bennie Arellano, Assistant Chairman**

Assistant Chairman Arellano reported further additions and deletions to the Preliminary Roll of Delegates. (See completed Roll of Delegates.)

#### **Report Adopted**

On Chairman Arellano's motion, duly seconded, the committee's report was adopted.

Chairman Gruhn called on Chairman T. A. Small of the Resolutions Committee for a report:

#### **REPORT OF RESOLUTIONS COMMITTEE**

##### **T. A. Small, Chairman**

#### **STATEMENT OF POLICY I**

##### **Full Employment and the Economy**

The committee recommended concurrence.

The committee's recommendation was adopted.

##### **Resolution No. 6**

##### **Federal Building Programs**

The committee recommended concurrence.

The committee's recommendation was adopted.

##### **Resolution No. 60**

##### **Repeal Item 807 of Tariff Code**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 61****Imports**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 64****Full Employment**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 80****Oppose Exportation of American Jobs**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 93****Create Jobs Through State Program**

The committee recommended concurrence.

Delegate Tony Cannata (Contra Costa County Central Labor Council) spoke in support of the committee's recommendation but objected to the resolution's title.

The committee's recommendation was adopted.

**Resolution No. 94****Public Policy on Construction Bids**

The committee recommended concurrence.

The committee's recommendation was adopted.

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

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 4****Insurance—Tax Deduction**

The committee recommended concurrence.

The committee's recommendation was adopted.

**STATEMENT OF POLICY III****Foreign Policy**

The committee recommended concurrence.

The committee's recommendation was adopted.

**STATEMENT OF POLICY IV****Workers' Compensation**

The committee recommended concurrence.

The committee's recommendation was adopted.

**STATEMENT OF POLICY V****Unemployment Insurance**

The committee's report:

"Your committee recommends correction of two typographical errors, namely, on page 12 in item 9 insert the word, 'insurance' in line 4 before the word, 'appeals.'

"On the same page in item 11, line 3, strike the word, 'employee' and insert the word, 'employer.'

"Mr. Chairman, the committee recommends adoption of these changes."

The committee's recommendation was adopted.

**Resolution No. 29**

The committee recommended concurrence.

The committee's recommendation was adopted.

**STATEMENT OF POLICY VI****Disability Insurance**

The committee recommended concurrence.

The committee's recommendation was adopted.

**FURTHER REPORT OF LEGISLATION COMMITTEE****Max Osslo, Chairman****Resolution No. 24****Amend Section 2627 (b) of Unemployment Insurance Code**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 40****Update D. I. Hospitalization Coverage**

The committee's report:

"The subject matter of this Resolution is concerned with the so-called hospital benefits under the Unemployment Disability Insurance Program and recommends either that this type of benefit be substan-

tially increased or that the benefits be abolished altogether because certain employers and insurance carriers are integrating this type of benefit into their policy and reducing the amount that otherwise would be paid. The net effect, of course, is to transfer the cost of health and welfare protection from the employer to the employee.

"Your committee concurs in comments regarding abuse of this type of benefit and recommends that all of the affiliates resist such type of integration in the future. However, your committee does not believe that this type of benefit should be abolished at this time, because there are certain individuals without any other type of health care coverage.

"Your committee believes that the program outlined in the Statements of Policy VI, Disability Insurance, page 12, more adequately covers the benefit increase portions, and therefore recommends that this resolution be filed.

"Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

**Resolution No. 49**

**D. I. Payments at 2/3 Wages**

The committee's report:

"The subject matter of this resolution is concerned with the payment of unemployment disability insurance benefits. Your committee believes that this subject matter is more adequately covered in the Statements of Policy VI, Disability Insurance, Item 1, on page 12, and therefore recommends that this resolution be filed.

"Mr. Chairman, I recommend concurrence of the committee's recommendation."

The committee's recommendation was adopted.

**Resolution No. 90**

**Use of Public Funds by  
Public Agencies on Political Issues**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 98**

**Amend Motor Vehicle Code and  
Drivers Licensing Manual**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 79**

**Manhole Safety Rules**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 78**

**Passenger Limitation on Transit Buses**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 13**

**Child Care Facilities**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 77**

**Bar Deductions of Workers'  
Compensation Awards from Pensions**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 89**

**Restore Fire Fighters'  
Disability Payments**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 19**

**Unavailability Due to  
Personal Restrictions**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 20**

**Repeal Section 1264 of the California  
Unemployment Insurance Code**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 21**

**Illegal Detention**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 22**

Stenographic Reporting of Proceedings

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 23**

Amend Section 1279 of the  
Unemployment Insurance Code

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 25**

Eliminate Section 2677 of  
Unemployment Insurance Code

The committee's report:

"The committee recommends concurrence in this resolution provided the adoption of it is necessary. It would appear that the resolution requested has already been accomplished by SB 979 adopted during the 1975 legislative session.

"Your committee believes that before any legislation would be considered, the necessity of it would be evaluated by the incoming Executive Council."

The committee's recommendation was adopted.

**Resolution No. 26**

Add Section 1253.3 of the  
Unemployment Insurance Code

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 27**

Showing of Present Injury to Employer's  
Interest as Cause for Discharge

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 28**

Quit Through Cause of Employer  
Operating in Violation of State  
or Federal Law

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 30**

Respect Collective Bargaining Agreements

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 31**

Amend Sections 1253C-1257B of  
Unemployment Insurance Code

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 32**

Add Dependency Benefits to  
Unemployment Insurance Code

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 33**

Termination of Employment  
Through Resignation

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 34**

Transportation Time to Place  
of Employment

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 35**

Overpayments

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 37**

Good Cause to Refuse Job Offer

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 39**

Refusal to Cross Established Picket Lines

The committee's report:

"Your committee is sympathetic to the objective sought in this Resolution, namely, the unemployment benefits to be paid to an individual even though he voluntarily respected established picket lines.

"Your committee felt, however, that the

possibility of obtaining successful enactment of this Resolution would be impossible. Under the Statements of Policy V, Unemployment Insurance, commencing on Page 11, and specifically Item 6, which appears on Page 12, limits disqualification to a five-week maximum and in the opinion of the committee is a more practical approach to the problem.

"Your committee accordingly recommends this Resolution be filed and I so move, Mr. Chairman."

Delegate Bob Barnes (Machinists No. 68, Burlingame) opposed the committee's recommendation.

Delegate Max Wolf (Ladies Garment Workers No. 96, Los Angeles) spoke in support of the committee's recommendation.

Chairman Gruhn noted that it was the committee's recommendation to file.

The committee's recommendation was then adopted.

#### **Resolution No. 41**

Raise Taxable Wage Structure

The committee's report:

"The subject matter of this Resolution is concerned with the taxable wage base for contributions under the Unemployment Insurance Code.

"We believe that the amount specified in this Resolution is less than the amount specified in the Statement of Policy V, Unemployment Insurance, Page 11, Item 4, and accordingly recommend that this Resolution be filed.

"Mr. Chairman, I move adoption."

The committee's recommendation was adopted.

#### **Resolution No. 43**

Tip Credit Toward U.I.-D.I.

The committee's report:

"The subject matter of this Resolution is concerned with the coverage of tips under the Unemployment Insurance Code.

"Your committee believes that this is more adequately covered in the Statements of Policy V, Unemployment Insurance, commencing on Page 11 and specifically in Item 10, appearing on Page 12.

"Your committee accordingly recommends the Resolution be filed.

"Mr. Chairman, I so move."

The committee's recommendation was adopted.

#### **Resolution No. 44**

Amend Sections 3503, 3504, 3552 and 3652 of the Unemployment Insurance Code, Relating to Unemployment Insurance

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Announcement**

At this point, Secretary-Treasurer Henning made an announcement.

#### **Resolution No. 45**

Repeal Precedent Benefit Decision PT-125

The committee's report:

"Your committee recommends that the last Resolved be amended by striking commencing at line 4, the word, 'repeal' and inserting the words 'overcome the effects of.' As so amended, your committee recommends concurrence.

"I so move, Mr. Chairman."

The committee's recommendation was adopted.

#### **Suspension of Rules**

The partial report of the Legislation Committee completed, Chairman Gruhn called on Secretary - Treasurer Henning who spoke as follows:

"Mr. Chairman, I ask the unanimous consent of the delegates to depart from the Rules and Order of Business provisions which provide that we shall continue in session until 5:00 p.m."

Chairman Gruhn stated that unanimous consent having been given, "the rules stand suspended and the Convention shall stand recessed."

Secretary-Treasurer Henning moved that the Convention recess until 9:30 a.m. the next morning.

The motion was seconded and carried.

Whereupon the proceedings were recessed until 9:30 a.m. on the morning of September 21, 1976.

## SECOND DAY

Tuesday, September 21, 1976

### MORNING SESSION

#### CALL TO ORDER AND OPENING CEREMONIES

The Convention was called to order by Chairman Gruhn at 9:45 a.m.

The Invocation was presented by Rabbi Lester A. Frazin, Congregation B'nai Israel.

#### INVOCATION

**Rabbi Lester A. Frazin**  
Congregation B'nai Israel

"Our Heavenly Father who with a single word brought creation out of chaos, form out of nothingness, you have graciously given us, your creatures, a divine gift, an opportunity to use our minds to dream great dreams of labor with purpose. You have given us hands with which we can take the raw fiber of life, work it, mold it, polish it for the benefit of every human being; and you have given us souls to know you through the work of your hands and the creation of our minds.

"Give us, also, we pray, the realization that all of us are laborers in your name; that what we do in every moment is sacred; that there is holiness in our tasks, integrity in our work, divinity in our lives and salvation in our unity. And give us the humility to thank you for the gifts of our skill, our ability and our chance to rise each morning to work, to work as your partners in the ongoing creation of a better and more fruitful world for all mankind. Amen."

Chairman Gruhn then called on T. A. Small, Chairman of the Resolutions Committee for a report:

#### PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS

**T. A. Small, Chairman**

#### STATEMENT OF POLICY VII Women

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 10**  
Job Equality and Pay

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 14

##### Women Workers

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 15

##### Affirmative Action Program

The committee recommended concurrence.

The committee's recommendation was adopted.

#### STATEMENT OF POLICY VIII

##### Social Security

The committee recommended concurrence.

The committee's recommendation was adopted.

#### STATEMENT OF POLICY IX

##### Health Care

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 1

##### National Health Insurance Plan

and

#### Resolution No. 67

##### National Health Security

Chairman Small noted these resolutions were in combination.

The committee's report:

"The subject matter of these resolutions is similar, namely, the immediate enactment of the Kennedy-Corman Health Security Act.

"The committee recommends concurrence in Resolution No. 67 and further

recommends that Resolution No. 1 be filed. And I move the adoption of the committee's recommendation."

The committee's recommendation was adopted.

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

##### **Welfare**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **STATEMENT OF POLICY XI**

##### **Consumer Protection**

The committee recommended concurrence.

The committee's recommendation was adopted.

##### **Resolution No. 18**

##### **State and Local Regulatory Agencies and Consumers**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **STATEMENT OF POLICY XII**

##### **Labor Legislation**

The committee recommended concurrence.

The committee's recommendation was adopted.

##### **Resolution No. 62**

##### **Repeal of 14 (b)**

The committee recommended concurrence.

The committee's recommendation was adopted.

##### **Announcement**

At this point, Secretary-Treasurer Henning made a brief announcement.

#### **REPORT OF RESOLUTIONS COMMITTEE**

(resumed)

T. A. Small, Chairman

#### **STATEMENT OF POLICY XIII**

##### **Agricultural Labor**

The committee recommended concurrence.

The committee's recommendation was adopted.

##### **Resolution No. 100**

##### **United Farm Workers**

The committee recommended concurrence.

rence.

The committee's recommendation was adopted.

#### **STATEMENT OF POLICY XIV**

##### **Public Employees**

The committee's report:

"In line 4 of the bold print heading, insert a comma after the word 'workers.'"

"As so amended, your committee recommends concurrence in this portion of the Statements of Policy. And I move its adoption, Mr. Chairman."

The committee's recommendation was adopted.

Chairman Gruhn next introduced for the purpose of an address, James Lee, President, California State Building and Construction Trades Council.

#### **ADDRESS**

##### **JAMES LEE, PRESIDENT**

##### **California State Building and Construction Trades Department**

President Lee commenced his address:

"President Gruhn, Executive Secretary-Treasurer Jack Henning, distinguished members of the Executive Council, brother and sister delegates, the American Bicentennial affords the people of our nation a chance to look back at history putting these events and personalities in the proper perspective. We Americans surely can learn much from the past.

"The Bicentennial affords the American trade union movement a chance to reflect on its history, to remember whence it came, and then determine where and how far it yet will go.

"Out of the dramatic history of this nation's labor movement come the true legends of the 'Molly McGuires,' the 'Wobblies,' the Knights of Labor, the Haymarket Rioters, Samuel Gompers, and many, many more. But legends aside, the greatest single product of those years of history has been a continuing confirmation of the rights of workers and the privileges of American citizenship.

"Those original lofty ideals — freedom and the promise of a fair chance to better oneself — meant absolutely nothing until they began to pertain to that central stream of American life, her workers. And, though there are yet many Americans waiting to realize these aspirations in their own lives, the majority of Americans do have good lives, owing to strong communities, a noble nation, and individuals' pride in themselves.

"The labor movement of the United

States can look back on these past 200 years with great pride from a sense of accomplishment for all that it has done to make America strong. The destiny of America, as it is charted in her laws, her values and her beliefs, has been shaped to a large extent by the forces of labor.

"I certainly do not mean that American labor will rest on its laurels; there remain many avenues of concern which labor must pursue, and our heritage teaches us that nothing comes easy. The labor movement in the United States is not made up of 'summer soldiers' and sunshine patriots. We are willing to endure the hardships of the future with the same vigor and stubborn resolve as in the past.

"American labor is strong. American labor is good. And as the world looks to us for some measure of leadership, we pledge to provide it, strong and good, for our country's next 200 years.

#### What Labor Wants

"Samuel Gompers, first President of the AFL and a cigar maker by craft, was perhaps one of the greatest and most inspired men ever to grace our American labor movement. Once, a Congressman asked Brother Gompers, 'What does labor want?' Gompers replied:

" 'What does labor want? We want more schoolhouses and less jails; more books and less arsenals; more learning and less vice; more leisure and less greed; more justice and less revenge; in fact, more of the opportunities to cultivate our better natures, to make manhood more noble, womanhood more beautiful, and childhood more happy and bright.'

"On the celebration of the Bicentennial Year of this great nation, let us as dedicated members of the trade union movement rededicate ourselves to the ultimate attainments of Samuel Gompers' philosophy.

"Unlike Samuel Gompers' philosophy, the Nixon-Ford Administrations' philosophy is more unemployment, more inflation, more taxes for the workers of this nation; and less taxes for the wealthy, more problems for the people that live on fixed income, more problems for the sick and the aged. This nation cannot afford another four years of this kind of philosophy.

"Franklin Delano Roosevelt said a long time ago that the presidency is preeminently a place of leadership. He provided us with leadership in the face of some of the greatest crises our nation has ever known. And the American people responded to the Roosevelt leadership by facing up squarely to the challenges of the De-

pression and the World War, together, united. We won on both fronts. While historians might quibble about what the Roosevelt presidency really meant, the American people issued their own verdict: FDR was a leader.

"On November 2, the American people will have the opportunity to render another important verdict — a verdict on Gerald Ford's presidency. In my opinion, that verdict should be that President Ford is not a leader, not in any sense of the word. He is content to merely preside over a nation of nearly 220 million people, not lead the people to solutions of overwhelming problems.

"I believe our verdict at the polls in November should be that President Ford is guilty, guilty of believing we can afford to stop caring about the poor and the jobless, the hungry, the sick, and the elderly.

"Guilty of leaving the fate of public interest to the whims of the vested interests.

"America needs a President who is not fearful that too many jobs will cause inflation. We need a President who will make as his first priority of business a national commitment to see that every able-bodied man and woman in this country who wants to work will have a job.

"A job opportunity at a decent wage for each person able and seeking work is an economic necessity for America. From jobs come the wages that generate mass purchasing power. A job is a measure of a person's place in society, whether he is to be a full-fledged participant or whether he is to stand on the outside looking in. Work is the source of individual fulfillment. It is positive, constructive activity.

"There is no lack of a will to work in America; there is only a lack of jobs.

"Establishing a full employment economy will require the committed effort of all segments of society, but it must start with the government. There is no single program, no single key to full employment.

#### Need Full Employment Program

"That is why Congress must begin immediately to develop a full employment program. Continued reliance on the discredited 'trickle-down' theory can only mean continuing deficits, continuing high unemployment, continuing hardship, continuing recession.

"The Congress must reject the negative thinking, the veto-everything thinking of the Ford Administration and begin action on a positive approach for America: full employment.

"We realize that we live in a society of

unparalleled productive capacity. We recognize the existence of competing forces in our economy—consumers versus investors; management versus labor; expansion versus inflation.

"What we have lacked is a strong structure for coordinating the productive forces, for balancing competing demands, for bringing our resources—both public and private—into harmony and giving them positive direction for the benefit of all.

"It should be clearly understood that neither the building trades nor any segment of labor has ever advocated creating jobs at the expense of the Federal budget deficit. What we have said is that full employment is the best means in the long run for achieving balanced budgets and permanent jobs. When people work, they pay taxes. They do not have to collect unemployment compensation or public assistance. Perhaps more important, when they can work, they no longer feel as if they are only so much social waste.

"I, for one, am totally unwilling to sit idly by and watch America drift leaderless on the rocks of despair. I'm unwilling to remain silent and passive against vetoes of jobs, vetoes of housing, vetoes of vocational rehabilitation, vetoes of food for children, vetoes for educational opportunities for boys and girls, vetoes of programs to help with the elderly—vetoes, vetoes, vetoes—telling America what we can't afford to do.

"I tell you we need a President of the United States who stops telling us what we can't do and starts telling us what we can do, and then provides us the kind of leadership to show us the way to get it done.

#### Broken Promise

"Twenty-five years ago, from the Building Trades Union, the general presidents had been advocating, attempting to get relief from the Denver Building case. I'm referring to the situs picketing. The general presidents and the president of the Building and Construction Trades Department met and conferred and made an agreement for President Gerald Ford. He promised the Building Trades Unions that if we adopted some of the amendments that were pending before Congress, giving some relief to the construction industry, in so far as picketing is concerned, that in both Houses of Congress, as I say, the picketing bill—he would sign it.

"The Building Trades agreed to accept some of the amendments that were absolutely hard to swallow, but we did. The bill was placed on the President's desk and he reneged on the promise to the Building

Trades of this nation. He vetoed the legislation.

"Today, let us dedicate ourselves to the international goal on November the 2nd, let's veto President Gerry Ford and put this nation back on its economic feet.

"I, as the State President of the State Building and Construction Trades Council, in my association with Jack Henning, would be extremely remiss in my duties and responsibilities if today I did not commend him for the outstanding job that he's done for the working people of the State of California.

"The working people of the State of California, under his leadership, is the envy of organized labor of the nation. Under his guidance, his direction before the California Legislature, the people of this state have made more progress since he's been Executive Secretary of the California Labor Federation than at any time in the history of the State of California.

"Jack, on behalf of the Building and Construction Trades Council, I want to take this opportunity to express my deep appreciation to you for the job you have done, for the cooperation that you've extended to the State Building Trades Council with the many problems that we are confronted with, and I think again, I would be remiss in my responsibility if I didn't say one thing. Let us all pay a tribute to Jack for the outstanding job that he's done and I cannot think of a finer way of paying that tribute to him than to have this entire delegation bestow upon him the honor of a standing ovation. Jack."

(Whereupon the entire delegation gave a standing ovation to Secretary-Treasurer John F. Henning.)

"President Gruhn, Secretary-Treasurer Henning, I would like to extend my sincere appreciation to you for the invitation of affording me the opportunity of addressing this delegation today and may you have a very successful and productive convention. Thank you very much."

Chairman Gruhn thanked President James Lee for his address and announced the appointments for Lt. Governor Mervyn Dymally's Escort Committee.

#### Escort Committee

"At this time, I'd like to announce the appointment of an escort today for Lieutenant Governor Mervyn Dymally:

"Vice President Harry Finks; Vice President Jack Crowley; Vice President Steve Edney; Vice President Benny Arellano; Vice President Fred Fletcher, Vice Presi-

dent C. A. Green and Vice President Morris Weisberger."

Chairman Gruhn next introduced Earl D. McDavid, Secretary-Treasurer of the Union Label and Service Trades Dept., AFL-CIO.

#### ADDRESS

**EARL D. McDAVID**  
Secretary-Treasurer

**Union Label and Service Trades Dept.,  
AFL-CIO**

Secretary-Treasurer McDavid addressed the delegates:

"Thank you, Brother Chairman, Brother Henning and Brothers and Sisters, I appreciate that introduction, Brother Gruhn, and the plug that you gave the department. I appreciate the fact that you invited me here to address your Convention, being totally aware of the fact that politics 1976 is on everyone's mind and the thing that's uppermost in our minds this year, and I agree with that because unless we're successful in changing the leadership of this country and electing Jimmy Carter as President, we're going to have a lot more problems when we meet two years from now than we have today.

"Before I get into remarks that I'd like to make here, I'd like to call your attention to the report of the Executive Board, pages 18, 19 and 20. They're worth your reading because they have a great deal of what I'm going to talk about, and also two resolutions that are before this Convention, Resolutions 60 and 61.

"I would call your attention to them because they're very important.

"What I have to talk about in the area of union labels, union made and union services, has a lot to do with politics. Some of the remedies that we seek for some of our problems are of a political nature, and we'll talk a little about that later on.

"What we do in the Union Label and Service Trades Department has to do with jobs. It has to do with our national economy, and last but not least, it has to do with fulfillment of industrial capacity.

"It's no longer adequate for us to talk about the union label, union made and union service. We also have to talk about 'made in the United States of America.' But first, I'd like to tell you a little bit about the Union Label and Service Trades Department.

"It's been a long time since anyone from our department on a systematic basis has gone out to the labor movement, but be-

fore I came to this job a year ago last month from the Retail Clerks, I was aware of the fact that the Union Label Department had not been under the labor movement and it's one of the things that we had to do for several reasons.

"One, to re-educate some of us on what we used to know about the union label, union shop card and to educate for the first time a whole group of new leadership.

"But first, I'd like to tell you a little bit about the department.

"Our department is a charter department, chartered by the AFL-CIO in the same manner as the Maritime Trades, the Public Employees Department, the Building Trades Department, the Industrial Union Department. We have our own officers; we have our own conventions; we have our own financing; and within the four corners of the AFL-CIO Constitution, we run our own business.

"There are 84 international union affiliates with the Union Label and Service Trades Department and with the exception of a couple of international unions represented here today by the delegates, with the exception of two, every one of the international unions that you pay dues to are affiliated with our department. They pay taxes to our department. They pay my wage, my salary and all the expenses of the department. So, I think that would lead me to say that it behooves the labor movement at the state level, not only California, but everywhere else, to be aware of the fact that there are international unions supporting this department financially and otherwise and that more consideration can be done to support the councils and the committees at the state level.

#### Three Functions

"We have three basic functions in the department. One is boycotts. Now, you're aware of the fact that the two boycotts that we've got going are the R. G. Reynolds scab cigarettes: Winstons, Camels and Salems. That boycott has been going on for years, although the problem is, this may be the first time that some of you have heard about it.

"The second boycott that's active in the department yet is that of the United Farm Workers against lettuce and grapes.

"The third one, and you have a resolution on this boycott in the second book of resolutions, is the Russell Stover Candy Company by the Bakery Workers; and last but not least, the boycott that some of you here today may hear of for the first time, and that's the one that just came before

the Executive Council in recent months; a boycott that is going to be the granddaddy of boycotts, going to be one of the toughest ones that the labor movement has ever undertaken, and that is the boycott that we're bringing against the J. P. Stevens Company, brought before the Executive Council, the Amalgamated Clothing and Textile Workers Union.

"Now, you are going to hear a lot more about that in the labor movement as we move along and as we finish the plans to carry it nationwide.

"The second part is our movement to run the industry: to plan for it, to help the members. We have adequate staff to do that, and our next show in 1977 is going to be in Los Angeles, so all of you who haven't gone to the show before will have the opportunity to see it.

#### Educate Members

"The third and most important area is in the area of basic principles and objectives. This department, since it was formed in 1909, was to educate trade union members about the union label and union shop card so that they would buy and patronize services and products that were made by other unions, and our priority rests on the education of trade union members in the homes.

"But first we have to convince you, the leaders, of the importance of this activity before we get into the homes through the trade union publications and by getting the subject of the union label on into the halls of labor and particularly at the central body and at the union meetings.

"The concept of the union label is not new in modern-day history. It goes back to the 1860's and '70's when the carpenters and the cigar makers had a labor union for the same purpose that we have one today, and you remember that was before the AF of L was born, and that was during the days of the Knights of Labor.

"So the principle of the union label is older than the trade union movement as we know it today.

"And with the carpenters and with the cigar makers, that label has continued through all the years.

"But back to 'union-made' and 'made in U.S.A.' Because of imports and multinationals who are exporting from bases outside the country and multinationals who are importing back into the United States, products coming in with the same name and competing with products that we are still making in this country and sold on the shelves at the same price.

"Because of these activities and because of the Ford Administration's lack of concern over the imports and over multinationals, the Industrial Union Department of the AFL-CIO accurately computed in 1975 that it comes to 1,800,000 jobs that have been lost because of imports. Much of our industry in the country limps along at 60 or 70 per cent.

"We have billions of dollars in tax loss, and there is the disappearance of the union label on a lot of products.

"The ladies here can tell you that it's almost impossible to buy a pair of shoes with a union label—'Made in the U.S.A.' let alone carrying a union label. It's nearly impossible. Most of the women's shoes are imported.

"TV's, radios, watches, clothing of all types, and many other products. And the steelworkers can tell you and the pipeliners can tell you that every foot of the 800 miles of pipe that went into the Alaskan pipeline came from Japan. And unless something is done, the gas lines will be imported, and so on.

"Now, I am going to conclude by telling you how you can be of assistance. Number one, we can form councils of the Union Label and Service Trades Department and/or committees if a council isn't appropriate, in all the central bodies.

"We have several good charter councils already, but we are not reaching all of you in the State of California.

"We can harness our buying power and start looking for the union label, buying union-made products — and we are prepared to tell you what they are — and to patronize hotels, and stores, and meat markets, and all the other establishments that display the union shop card.

"We can urge our Congressmen and our Senators to become allied and start trying to help us in the legislative field by repealing part of the present Trade Act, by repealing 8063 and 807 of the Trade Act, and in general harnessing the multinationals so that they again come under the control of the United States Government. They are not under the control of the government now.

#### Look for Union Label

"And last but not least, you can help by rededicating your thinking to the thinking that a lot of us used to know, and we have forgotten.

"Some of you do adhere to the age-old principle in the trade union movement of looking for the union label, and buying union-made products, and patronizing the

union shop.

"Thank you very much, Brother Gruhn. Before I leave—and I know you have got a lot of gavels — but we would like to give you one, too. This one has a Carpenters' label on the handle and a Machinists' label on the back. This is truly a union label gavel."

Chairman Gruhn thanked Secretary McDavid and then asked the Escort Committee to lead Lt. Governor Dymally to the platform.

Chairman Gruhn then introduced the Lt. Governor to the delegates.

#### Address

#### HONORABLE MERVYN M. DYMALLY Lieutenant Governor of California

Lieutenant Governor Dymally delivered his address to the Convention delegates.

Chairman Gruhn extended his appreciation for the Lieutenant Governor's remarks and next called on Max Osslo, Chairman of the Legislation Committee for a report.

#### FURTHER REPORT OF COMMITTEE ON LEGISLATION

Max Osslo, Chairman

#### Resolution No. 122

Assistance Without Jeopardy

The committee's report:

"The subject matter of this resolution is concerned with providing protection to those acting as 'good samaritans.' Your committee believes that the recent session of the Legislature has adopted this principle, but it was unclear as to whether it had been signed into effect as law by the Governor.

"Your committee, accordingly, recommends concurrence in this resolution but with the understanding that if its results have been already accomplished no legislation need be introduced.

"Mr. Chairman, I move the adoption of the report."

The motion was seconded and carried.

#### Resolution No. 36

Change of Appellate Process and Appeals

The committee's report:

"At the request of your committee, the sponsors of this resolution appeared before it and explained the reasons for their desire to change the method of appeal. It was the feeling of some members of your committee that a serious question existed as to whether or not the change would really be desirable insofar as the interest

of the workers were concerned and, accordingly, recommended that the resolution be filed and the subject matter be referred to the incoming Executive Council for study and action.

"Mr. Chairman, I move the committee's report."

The motion was seconded and carried.

#### Resolution No. 38

Meaning of Supplemental Benefits

The committee's report:

"At the request of the committee, the sponsors appeared before it and stated that the intent was to insist that no supplemental payments of benefits ever be considered wages."

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 42

Amend Unemployment Insurance Code  
Regarding Publicity of Court Decisions

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 46

U.I. Confidentiality Laws

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 47

Abolish U.I. Experience Rating System  
and

#### Resolution No. 73

Eliminate Merit Rating from California  
Unemployment Insurance Practices

Chairman Osslo noted these to be resolutions in combination.

The committee's report:

"The subject of these resolutions is similar, namely, the abolishment of merit rating. Your committee recommends concurrence in Resolution 73 and further recommends 47 be filed.

"Mr. Chairman, I move the adoption of the committee's report."

The motion was seconded and carried.

#### Resolution No. 48

Repeal a Strike Against One  
Is a Strike Against All

The committee recommended concurrence.

rence.

The committee's recommendation was adopted.

#### **Resolution No. 50**

##### **Cash Penalty on Employer Misrepresentation**

The committee recommended concurrence.

The committee's recommendation was adopted.

This concluded the partial report of the Legislation Committee.

Chairman Gruhn then called on Secretary-Treasurer Henning for his report.

### **REPORT TO THE CONVENTION**

#### **JOHN F. HENNING**

##### **Executive Secretary-Treasurer**

Secretary-Treasurer Henning reported to the Convention delegates as follows:

"Mr. Chairman, delegates, this summarizes the report of two years. My full report is in the document that includes the report of the Executive Council as well as the report of the Executive Secretary-Treasurer.

"I would like to review those things which have happened since our last biennial convention—things in the legislative area and the political area—and to give an overall view.

"First of all, before beginning, I think it's incumbent upon me to mention that during the past few months the labor movement in this state and the labor movement in the nation lost a great man in the death of Nat Goldfinger who was of tremendous service to our AFL-CIO organization with respect to drafting of economic policies.

"As you know, he was the research director for the National AFL-CIO. . . .

"When Nat Goldfinger died, as he did just two months ago, George Meany gave him a great tribute and thanked God that he had him by his side in the days of dialogue with the entrenched economic powers of this nation.

"He was also of great service to us, and I would not want us to hold this convention without acknowledging his great contribution. He was also a great human being who died long before his time.

"With respect to legislation, I think you have heard the essentials. As the Governor mentioned yesterday, he signed a Workers' Compensation measure which gives us the greatest single increase in temporary dis-

ability benefits in the history of the law and increases the death benefits. This represents \$75 million in increased benefits.

"Secondly, he mentions the successor bill. Under the successor bill, all union contracts which provide that a contract signed with an employer prevails legally, even if that employer sells his business to another employer.

"The limitation on the life of the successor clause is three years, and of course, this applies only to intrastate businesses . . . Sacramento cannot legislate with respect to the National Labor Relations Law.

"The successor bill was strongly fought and we were quite pleased that the Governor chose to sign that measure.

"Thirdly, the pregnancy law which the State AF of L and the California AFL-CIO fought for for 30 years and more. Charlie Scully, who's not at the podium here at the moment, was the man who, under Earl Warren, wrote most of the language in the Unemployment Disability Insurance Law, adopted in 1946 at a special session called by Governor Warren. The pregnancy benefits were not included, and beginning in '47, the AFL started a drive to get pregnancy considered as a compensable situation under the Unemployment Disability Insurance Law.

"So, after 29 years of struggle, we now have pregnancy benefits included under the Disability Law. Three weeks before and three weeks after birth, benefits are provided to working women who suffer the loss of employment during the period of approaching birth and the period following birth.

"Next, a very important measure that is before him now is an assignment bill which allows—this affects all of you—representatives of the union to appear before the Labor Commissioner's office, where, of course, a union contract prevails, on a matter of wage dispute and represent all of the workers in that particular claim without getting individual assignment from the individual workers.

"If there was a wage dispute that was to be brought to the commission, no longer does the business agent have to get individual assignments. He goes and speaks for the entire group covered by the contract.

#### **I.W.C. Composition**

"Next, on the minimum wage situation, under governors of the past, prior to Ronald Reagan, by tradition, the Industrial Welfare Commission which fixes the minimum wage, hours and conditions of employment, consisted of two labor repre-

sentatives, two management and one public.

"Under Reagan, that changed. It changed drastically. One labor representative was left on the commission. The public member became an anti-labor member. We had four against labor, one for labor under the commission. The commission is more important now because historically, as you know, it had authorization only over the minimum wage and maximum hours and conditions of employment for women and minors.

"Now, as you know, the commission covers all workers with respect to sex. It has greater importance now than it ever did in the history of this law. Our bill which the Governor has signed into law provides that the commission will always have two trade union representatives on it, two from management and one for the public . . .

#### Minimum Wage Measure

"Next, another critical measure that's before him now that's not yet signed is on the minimum wage. Our bill provides that if the federal minimum enacted by the Congress of the United States is higher than the state minimum, the state minimum automatically goes up to the level of the federal minimum. That eliminates hearings; it eliminates all the bureaucratic red tape and administrative procedures. It's a great, important measure for us, and we trust that the Governor will sign this measure into law.

"There are others that we'll give to you in our legislative review of the 1975 - '76 session . . .

"Governor Brown and the liberal majority in both Houses were of great assistance in the achievements of 1975. 1976 moved more slowly, but in the last month, we were to get through the workers' comp. bill, pregnancy bill and other bills that were mentioned.

"On the political appointments made by the Governor, we had some serious disagreements with certain of his appointees, but in large, certainly compared to the Reagan years, they have been good.

For example, on the Unemployment Insurance Appeals Board, we have two representatives of the trade union movement which is unprecedented in the history of that board. His appointments to the Workers' Compensation Appeals Board: four appointments, all liberal.

"Now, we have the strongest disagreement with some of the environmental extremists who hold authority and power in the Brown administration, and we continue to contest their positions, and that will be

one of the major tasks before us in the year ahead.

"But, in large, the appointments have been liberal and in many areas liberal in an unprecedented manner.

"On the question of political success, since our last biennial convention, we had the legislature that resulted from the elections of 1974. The results, of course, are encouraging.

"In the Congress of the United States where we have 43 members, 30 of them are endorsed candidates of the state AFL-CIO. In the state Assembly in Sacramento, where we have 80 representatives, 57 of them are endorsed candidates of the AFL-CIO. In the state Senate with 40 members, 27 of them are endorsed candidates of the AFL-CIO.

"Now, we're realistic. We don't claim total credit. We know Watergate was with us. But this much can be said with reference to the local COPE's and local unions, to all of you:

"Together, the state AFL-CIO movement knew what to do in a time of national crises. That gave us great advantage in removing Tories—reactionaries—from public life . . .

#### Constitutional Officers Endorsed in 1974

"The Governor, Lieutenant Governor, Attorney General, Secretary of State, Treasurer, all of the constitutional officers were endorsed by the AFL-CIO in the 1974 general election.

"For the first time in the modern history of the state, we have two Democrats, endorsed candidates of the AFL-CIO serving in the U.S. Senate. And, of course, we hope that the people in their wisdom and good judgment will retain the endorsed candidate of the AFL-CIO, John Tunney, in November.

"A word on the COPE apparatus that lives only because of your affiliations. I want to thank you for your affiliations.

"Those benefits that we cite, all those benefits that go out to members and to the mothers and children, they are state AFL-CIO benefits. But there are unions that don't contribute one cent to the state AFL-CIO. It's wrong. The gains we realized were obtainable only because we spoke with a collective voice, the affiliated unions of the AFL-CIO. Without you, those gains would not have been realized. And I think it's a great moral problem for unions to choose—unions that can well afford to affiliate but don't—to ride on the backs of you in this hall, who paid for the legislative programs, who paid for the campaigns that bring liberals into office

that make possible those benefits in Workers' Compensation and disability, free choice of doctors, anti-scab laws and all those things that benefit the members of the affiliated unions in California.

"It's morally wrong for a union with a capacity to pay to stay out and let you carry the burden. It's something that all of you should keep in mind.

**Harry Jordan**

"Now, on the COPE apparatus: As you know, in 1970, we set up what the national body now calls supportive services. We have Harry Jordan of San Diego, a black delegate to this convention, working on call with the A. Philip Randolph program in the state. He's full time from the end of this convention until election day. He's available to us always throughout the year.

**Bill Gallardo**

"We have Bill Gallardo on full time with us on the Latino-Chicano group. He's from the Plasterers and Cement Masons of Santa Ana. We have Steve Beiringer in our office who heads the Frontlash programs we finance. . . .

This month . . . we sent out through the offices of the Secretary of State under a law which we played a major role in having enacted last year, 590,000 postcards to unaffiliated AFL-CIO members in the State of California.

"Now, it takes quite a bit of legwork to reach 590,000 members, urging them to register. We have the unregistered list of the nation on a computerized system in Washington, D.C., which has virtually all of the international membership. They have 1,300,000 AFL-CIO members in California on that computer bank arrangement.

"So, we had them roll off the names of every unregistered member. That was done through a check of the Secretary of State's office and, through that, 590,000 postcards were sent out.

"We know it's not easy to get the membership to respond to a postcard they get through the mail. Nonetheless, try and do it. Remind them they must register by October 4th. We have gone to a lot of expense. It costs a lot of money to send over 590,000 postcards.

**Kathleen Kinnick**

"This year we put on our staff a Director of Women's Activities, Kathleen Kinnick, who was for 25 years with the Lumber and Sawmill Workers Union. She knows the labor movement very well and is a charter member of our Office and Professional Employees Local 29.

"She is moving about the State checking with the local COPE's asking if they want a women's unit with political strength. So we ask all here today if your local union is interested, contact us or your local COPE for any assistance you might need.

**Jim Patton**

"Also, we brought onto our staff a national figure in Washington, D.C., Jim Patton, who was for many years the head of the National Farmers Union.

"Now, that's a growers' group, but it was the liberal growers' group which was also assisted by the AFL-CIO. He led the campaigns against the 'right-to-work' in the agricultural states and helped the sharecroppers in the South. He has worked with the blessings of the AFL-CIO.

"He has now retired. We are financing his presence on our staff. Now he is working to set up units of retired members.

"Patton is now going around the state asking the local COPE's if they wish to have a retired unit set up. We want to utilize the value of our retired members.

"If the local union finds there is no action at their local COPE level and wants some assistance in setting up a retired unit, call on us and we will have Patton serve you just as we will have Kathleen Kinnick available for women's activities.

"Now, just a word on the presidential election. It's been referred to many times, and we must keep it constantly before us. We must elect Jimmy Carter; we must also elect John Tunney.

**Carter's Courage**

"With regard to Jimmy Carter, it took courage for a Southerner born in a Southern environment to speak out in terms of liberalism with regard to the rights of black people in his community. It's very easy for us who were born and reared in areas where blacks were only a very small part of the community to speak on the question in areas where there was no historic tension, no historic bigotry. It takes a lot more courage for a man in Georgia to stand up and speak for the humanity of black people.

"Jimmy Carter did this.

"He is the endorsed candidate of our National AFL-CIO, and he deserves financial and material support that we can properly give for all who have identified with the AFL and CIO.

"In California we have one organizational problem. It's not a problem that involves him, but it does involve those who are directing his campaign. We asked him to come and speak to this convention. He

had other commitments. We understand that. Tomorrow he goes into debates with the President.

"We asked Mondale to come. He had other commitments. We understand this. But we had been agitating for Jimmy Carter to come in here to California, the most populous state in the Union, the state with 2 million trade union people, 1,700,000 AFL-CIO members, to meet with our people.

"Now, I know he is busy, but if he can go to some town or parish in Pennsylvania, he can sit down, by God, and meet with the labor union movement of California.

"Now, we have asked him, and we have been in touch with National Headquarters so we get an invitation yesterday: 'Send five members to a meeting with Jimmy Carter for discussion of issues.'

"Where is the meeting? Portland, Oregon!

"We ain't going. We want Jimmy Carter in this state to meet with the Executive Council and all the local COPE's, and at that meeting we want the head of every state craft council.

"This is California, by God!

"We will work hard for Jimmy Carter, but we want those people in Atlanta—and this wasn't Jimmy Carter's decision—we want the people in Atlanta to know that we have the leaders of 1,700,000 people to sit down in campaign discussions on economic, and social questions just as they do in that little parish somewhere in Pennsylvania. Let's keep the priorities in order.

#### Ford's Defeat Necessary

"Now, as to the election, there is no need to explain the disaster that could result if Gerald Ford were elected. We know what he is. He is today what he has always been: he is the unfailing servant of corporate America. He has been that from the beginning of his career.

"What does he stand for? He stands for 109 bad votes and 9 good votes. He has been a bad Congressman from the beginning, and he has been a bad President from the beginning, and we have to get rid of him.

"Now, there are people who say, 'Yes, but when you think of his predecessor, you think of Richard Nixon, you know he is a good man in comparison with Nixon.'

"Well, for God's sake, you could say that about almost anybody. That 'innocence' isn't going to save him, and I say this of many politicians that have been around Washington as long as Gerry Ford has been.

"We know that when he accepted the

Vice Presidency of the United States he was already obliged to pardon Richard Nixon if he should be convicted of any wrongdoing. He is no 'Farmer Brown.' He got that appointment as any politician would, by personal negotiation. One prominent Senator who spoke to me before the pardon had said—that Ford got the appointment with the understanding that if Nixon were convicted of any crimes, he, as the new President of the United States, would pardon him.

"So we are not dealing with any innocent kid out of Grand Rapids.

"This appears to be his only defense against the infamy of Watergate, that he is a nice man, and he looks like a nice man. That's true, and that isn't quite the case in terms of ethics.

"He pardoned a man for crimes not yet revealed, not yet detected, not yet exposed by the law enforcement powers of the United States. There has been nothing like that in the history of the Presidency of this country, and I think as far as any of us in this room know today, there has been nothing like that blank-check pardon granted to a man for crimes not yet revealed—there has been nothing like that in the history of any free nation of the world. And a man who could do that doesn't deserve to be President of the United States.

#### Dole at the Commonwealth Club

"Now, he has a fine running mate, a right-wing Republican from Kansas who is going around the country preaching hatred of the trade union movement. He came into San Francisco last week and spoke before the Commonwealth Club.

"Now, the Commonwealth Club is an organization comprised largely and overwhelmingly of business people. Two months ago before that club there came the labor-hating president of the Board of Supervisors of San Francisco, Mr. Quentin Kopp.

"Now, Kopp took that meeting of the Commonwealth Club, spat out his hatred of the trade union movement, and what happened in the end? Those businessmen were on their feet and giving him a standing, roaring ovation.

"When Dole goes in there, he knows that these are friends of Quentin Kopp. He is at home. So what did he do? He told the Commonwealth Club that if Jimmy Carter is elected President of the United States, the labor unions will run the country.

"And then he went further. He said if Jimmy Carter is elected President of the United States, George Meany will run the

country.

"I second the nomination.

"But he is arousing the right-wing Republican elements. He is appealing to all the base and lower elements of the party that knew the influence of Earl Warren, Robert LaFollette, and Hiram Johnson.

"And, again, he knew the Commonwealth Club was simply the businessman's projection of the worst thinking of the Republican Party of this nation.

"Now, one last word and it concerns this: our relationship with politicians in both parties. We must always remember this: that we have no permanent political friends, and we have no permanent political enemies. We have only permanent interests. And if the friends of the past desert and abandon our interests, they are no longer our friends.

"And if the enemies of the past by some divine light perhaps see the right road and follow our interests, then they are our friends.

#### **Labor's Interests**

"So keep that in mind. Permanent interests determine the position of the trade union movement in politics, not friends of the day, not the enemies of the day.

"And what are the interests?: The freedom and liberty of the trade union movement to realize its historic mission in this nation: wages, hours, and conditions of employment, of a full-employment society; the reconstruction, as Jimmy Lee indicated, of the slums and urban cities of America; subsidizing housing for low-income and middle-income people; an educational system that will provide the finest of educational advances to the poorest, to the most dispossessed of the children of the nation.

"What do we want in terms of racial relations? Sisterhood and brotherhood between all the children of God. What do we want in terms of civil rights? The right of dissent however unpopular at the moment, honored by the legislative process, honored by the judicial process, honored by a free and open society.

"We seek a society that will advance the nobility of man, that will allow for the enrichment of man in the spiritual and material sense, that will allow him to achieve the perfection for which he was designed.

"Anything less than that we oppose. These are our interests. These are our doctrines. These represent the commitment of Labor to political action now and always.

"Thank you very much."

#### **Machinists Affiliate**

Delegate Robert Barnes (Machinists No. 68, Burlingame) stated that the Machinists Union at its Quadrennial Convention held in Florida changed its Constitution to state that all locals in the IAM shall affiliate with State Councils and Federations.

Chairman Gruhn thanked Secretary-Treasurer Henning for his report and next called on Vice President Fred Fletcher, Assistant Chairman of the Committee on Constitution for a report. Constitution Committee Chairman Wm. Dowd had taken ill and could not be in attendance.

#### **Appointments Criticized**

Delegates Tom Hunter (Plumbers & Pipefitters No. 457, San Mateo) and James Rotz (Plumbers & Pipefitters No. 447, Sacramento) strongly criticized some of Governor Brown's appointments to boards and commissions that could be helpful in creating desperately needed employment in the construction industry.

They said that, in their minds, there were occasions when the labor movement had been let down by Governor Brown and that Brother Henning should have noted this in his report.

#### **REPORT OF COMMITTEE ON CONSTITUTION**

##### **Fred Fletcher, Assistant Chairman**

Chairman Fletcher commenced his report:

##### **Resolution No. 110**

###### **Expenses**

The committee recommended concurrence.

The committee's recommendation was adopted.

##### **Resolution No. 118**

###### **Compensation of Officers**

The committee's report:

"Your committee recommends that Resolution Number 118 be amended by deleting the present Section 4 and by adding a new Section 4 as follows:

"Section 4. The Executive Council, at its discretion, may, from time to time, raise the salaries specified in Sections 1, 2 and 3 of this Article during terms of office, based on the national and state economy, and utilizing the various Cost of Living indexes."

"As amended, the committee recommends concurrence. I move its adoption."

The motion was seconded and carried.

**Resolution No. 111**

General Vice President

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 109**

Sex Equality

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 112**

Gender

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 114**

Political Procedures

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 127**

COPE Resolutions

Before taking up Resolution No. 127, Chairman Fletcher read a telegram sent to Secretary-Treasurer Henning from President of the AFL-CIO, George Meany:

**Message from George Meany  
President, AFL-CIO**

"With regards to the consideration of Policy Resolution on COPE practices in accordance with Rule 8 of the AFL-CIO rules governing State Central Bodies, the change proposed in your telegram is approved subject to final adoption by the delegates of the State body convention.

"Please report the final action taken by the delegates."

The committee recommended concurrence.

The committee's recommendation was adopted by unanimous vote.

**Report Adopted**

Assistant Chairman Fletcher's motion that the committee's report be adopted as a whole was seconded and carried.

This concluded the report of the Committee on Constitution.

Assistant Chairman Fletcher named the Constitution Committee members as follows:

William G. Dowd, Chairman, State Conference of Operating Engineers, San Mateo.

Harold Benninger, Meat Cutters No. 421, Los Angeles.

Fred D. Fletcher, Newspaper Guild No. 52, San Francisco.

Donald Haggerty, Film Technicians No. 683, Hollywood.

Earl Honerlah, Carpenters & Joiners No. 162, San Mateo.

Mattie Jackson, San Francisco Joint Board Ladies Garment Workers, San Francisco.

Stanley Jensen, Machinists No. 68, San Francisco.

James P. McLoughlin, Retail Store Employees No. 428, San Jose.

Sal Minerva, Northern California District Council of Laborers, Emeryville.

Ray Nelson, Plywood Workers No. 2931, Eureka.

Joseph Tinch, Hotel & Restaurant Employees No. 30, San Diego.

Ed Turner, Marine Cooks & Stewards, San Francisco.

William F. Braughton, Oil, Chemical & Atomic Workers No. 128, Long Beach.

Thomas P. Kenny, Sacramento Central Labor Council, Sacramento.

Walt Zagajeski, District Council of Painters No. 36, Los Angeles.

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

William Ward, Lathers No. 88, Oakland.

M. R. Callahan, State Council of Culinary Workers, Bartenders & Hotel Service Employees, Santa Monica.

On Assistant Chairman Fletcher's motion, duly seconded and carried, the committee members were discharged with a vote of thanks.

**Recess**

The Chair then called on Secretary-Treasurer Henning who moved that the Convention be recessed until 2:00 p.m.

The motion was seconded and carried.

## AFTERNOON SESSION

Chairman Gruhn called the Convention to order at 2:30 p.m. and promptly called on T. A. Small, Chairman of the Committee on Resolutions for a further report.

### FURTHER REPORT OF RESOLUTIONS COMMITTEE

**T. A. Small, Chairman**

#### STATEMENT OF POLICY XV

##### Civil Rights

The committee recommended concurrence.

The committee's recommendation was adopted.

#### STATEMENT OF POLICY XVI

##### Housing

The committee recommended concurrence.

The committee's recommendation was adopted.

##### Resolution No. 3

##### Remodeling Tax Incentive

The committee recommended concurrence.

The committee's recommendation was adopted.

#### STATEMENT OF POLICY XVII

##### Education

The committee recommended concurrence.

The committee's recommendation was adopted.

#### STATEMENT OF POLICY XVIII

##### Environment

The committee recommended concurrence.

The committee's recommendation was adopted.

#### STATEMENT OF POLICY XIX

##### Energy

The committee recommended concurrence.

The committee's recommendation was adopted.

This completed the partial report of the Resolutions Committee. Chairman Small thanked the members.

#### Escort Committee Appointed

The Chair appointed an Escort Committee to escort Superintendent of Public Instruction Wilson Riles. The committee con-

sisted of Vice President McLoughlin; Vice President Wall; Vice President Fletcher; and Vice President Groulx.

Chairman Gruhn then introduced Wilson Riles, Superintendent of Public Instruction, for the Superintendent's address to the Convention.

#### Address

#### HONORABLE WILSON RILES

##### Superintendent of Public Instruction

Superintendent Riles then gave his address to the Convention.

Chairman Gruhn thanked Superintendent Riles for his address and then called on Secretary-Treasurer Henning for announcements.

#### Announcements by the Secretary-Treasurer

Secretary-Treasurer Henning referred to Resolution No. 118, previously adopted by the Convention, relative to compensation of Federation officers. He announced that since all proposed constitutional changes by this body or any state central body must be approved by President George Meany, he had already notified President Meany that Section 4 of Resolution 118 should not be approved. He further stated that he knew Section 4 would be nullified as the result of his request.

He then announced a change in the location of the Farm Workers' reception.

A third announcement was that an urgency situation required that the Executive Council of the Federation meet at the platform at 4:00 p.m.

Secretary-Treasurer Henning moved to suspend the rules so that the Convention would recess at 4:00 p.m. for ten minutes. The motion was seconded and carried.

Chairman Small then resumed the report of the Resolutions Committee, taking up Resolution No. 92.

### FURTHER REPORT OF RESOLUTIONS COMMITTEE

**T. A. Small, Chairman**

#### Resolution No. 92

##### Natural Gas

The Chairman recommended concurrence and moved adoption of the recommendation.

Delegates Jim Dimitratos (Sailors Union of the Pacific, San Francisco) and Morris Weisberger (Sailors Union of the Pacific, San Francisco) proposed an amendment

to the 4th Whereas of the resolution.

Chairman Small accepted the amendment.

Delegate Bill Robertson (L.A. County Fed. of Labor, Los Angeles) stated he had no objection to the proposed amendment.

It was moved, seconded and carried to adopt the Committee's recommendation with the amendment to the 4th Whereas to read "Whereas, There is a need to bring gas from Alaska's North Slope to the U.S."

### STATEMENT OF POLICY XX

#### Reclamation Law

The committee recommended concurrence.

The committee's recommendation was adopted.

### STATEMENT OF POLICY XXI

#### Community Concern and Service

The committee recommended concurrence. The motion was seconded.

Delegate Claude Fernandez (Retail Clerks No. 428, San Jose) moved to amend sub-paragraph 3 which would eliminate the last sentence "In Southern California close alliance between organized labor and AID-United Givers has set a pattern of cooperation which may well be considered in other jurisdictions."

The motion to amend was seconded.

Delegate Fernandez and Delegate Emerson Street (Santa Clara Co. Central Labor Council, San Jose) spoke in support of the amendment.

Chairman Small had no objection to the amendment.

The motion to amend was carried.

The motion on the committee's recommendation as amended was adopted.

#### Resolution No. 9

AFL-CIO Community Services—  
"The Human Contract"

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 16

Support Community Chest, United Crusade, United Fund and Other Federated Fund-Raising Drives

The committee's report:

"Your committee recommends that the Resolved be amended by inserting in line 10 after the word 'communities' the following: 'and provided that these agencies

adhere to accepted labor-management policies with respect to their own employees.'

"As so amended, your committee recommends concurrence and I move its adoption."

The committee's recommendation was adopted.

#### Resolution No. 17

AID-United Givers

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 59

A. Philip Randolph

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 65

Histadrut

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 66

N.A.A.C.P.

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 104

Juvenile Delinquency

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 105

Crime Prevention Union  
Counselor Project

The committee recommended concurrence.

The committee's recommendation was adopted.

This completed the Resolutions Committee's partial report.

Chairman Gruhn next introduced to the delegates Secretary of State March Fong Eu for the purpose of an address.

#### Address

HONORABLE MARCH FONG EU

Secretary of State

Secretary of State March Fong Eu then

gave her address to the Convention delegates.

Chairman Gruhn expressed his appreciation for her fine speech.

Secretary of State Eu was escorted from the platform by Escort Committee members Loretta Riley, Dina Beaumont, Leo Mitchell and Harry Finks, all Vice Presidents.

Here followed several announcements by Secretary-Treasurer Henning.

Chairman Gruhn called on the Committee on Resolutions for a further report.

#### **FURTHER REPORT OF RESOLUTIONS COMMITTEE**

**T. A. Small, Chairman**

##### **Resolution No. 115**

Israel and the Middle East

The committee recommended concurrence.

The committee's recommendation was adopted.

This completed another partial report of the Committee on Resolutions.

#### **Recess**

Chairman Gruhn then noted the Convention would be recessed from 4:00 p.m. to 4:10 p.m.

The Convention reconvened after a ten-minute recess.

Chairman Gruhn then called on Chairman Small who announced plans for a meeting of the Resolutions Committee.

At Chairman Gruhn's request, T. A. Small, chairman of the Committee on Resolutions presented another partial report.

#### **FURTHER REPORT OF RESOLUTIONS COMMITTEE**

**T. A. Small, Chairman**

##### **Resolution No. 84**

Merging Seamen's Unions

The committee's report:

"The subject matter of this resolution involves intrusion into the autonomous affiliates of the Federation which is beyond the jurisdiction of the Federation.

"Your committee furthermore was advised that the subject matter of the resolution was before the International Union with which the unions in question are affiliated and was rejected. This information is purely for the advice of the delegates since regardless of what may have

transpired, it would be necessary for the Federation to reject the resolution.

"Your committee accordingly recommends non-concurrence in this resolution.

"I move the adoption."

The committee's recommendation was adopted.

##### **Resolution No. 8**

Oppose Senate Bill 1

The committee recommended concurrence.

The committee's recommendation was adopted.

##### **Resolution No. 11**

Federally Funded Child Care Program

The committee recommended concurrence.

The committee's recommendation was adopted.

##### **Resolution No. 68**

Anti-Scab Law

The committee recommended concurrence.

The committee's recommendation was adopted.

##### **Resolution No. 70**

Study of State's Cosmetology Schools by University of California

The committee's report:

"The subject matter of this resolution calls for a study to be conducted by the University of California. In the opinion of your committee, the University of California would not appear to be the appropriate agency to conduct such a study and from a review of Resolution Number 71, which has been referred to the Convention Committee on Legislation, this committee notes that the same organization is calling for a study by the State Legislature.

"Your committee believes that if a study is to be conducted, it more appropriately should be done by the State Legislature.

"Your committee, therefore, recommends nonconcurrence in Resolution 70, and I so move."

Delegate Al Holt (Barbers No. 256, San Diego) voiced his disagreement with the committee's recommendation.

Chairman Small then explained the reasons for the committee's recommendation in detail.

The committee's recommendation was then adopted.

**Resolution No. 102****Public Policy on Printing Bids**

The committee recommended concurrence and moved adoption of the recommendation. The motion was seconded.

Delegate Mary Ann Donahue (Graphic Arts No. 63-B, Los Angeles) offered an amendment to the last portion of the 4th Whereas to read: "Whereas, On many occasions the printing is sub-contracted to firms outside the State of California and at very sub-standard wages; and"

Chairman Small had no objection to the amendment.

The committee's recommendation as amended was adopted.

**Resolution No. 103****International Labor Press Use of Allied Printing Trades Label**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 107****The Fresno Four**

The committee's report:

"The committee recommends that the first 'whereas' be amended by striking in line 2 the words 'have been' and inserting the word 'were'.

"As so amended, the committee recommends concurrence, and I move its adoption, Mr. Chairman."

The motion was seconded.

Secretary-Treasurer Henning spoke in support of the committee's recommendation.

The committee's recommendation was adopted.

This completed the Resolutions Committee's partial report.

**Signing of AB 2812**

The Chair called on Secretary-Treasurer Henning who announced Governor Brown's signing of AB 2812 "which provides that whenever the Federal minimum wage, by an act of Congress, is higher than the State minimum wage, the state minimum wage shall be immediately lifted to that level."

**Recess**

Secretary - Treasurer Henning moved that the rules be suspended and that the Convention recess and be reconvened at 9:30 a.m. the next morning.

His motion was seconded and carried.

Whereupon the Convention was recessed at the hour of 4:30 p.m. to reconvene the morning of September 22, 1976, at 9:30 a.m.

## THIRD DAY

Wednesday, September 22, 1976

## MORNING SESSION

### CALL TO ORDER AND OPENING CEREMONIES

The Convention was called to order by Chairman Gruhn at 9:45 a.m.

The Invocation was presented by the Reverend William H. Creevey, Senior Pastor, Westminster Presbyterian Church.

### INVOCATION

Reverend William H. Creevey  
Senior Pastor  
Westminster Presbyterian  
Church

"Let us pray.

"Oh Lord God, you've made us one family on this earth. Help us to recognize in ourselves the dignity of your creation, to hold our heads high, to live as your free people.

"Oh Lord God, you have made us one family on this earth. Help us to recognize our brothers and sisters and accord them a dignity equal to our own, and the freedom to live as your people.

"Oh Lord God, you have made us one family. Help us to love the earth as our home, to be good stewards of its resources and as our co-workers to care for its future.

"Oh Lord God, you have made us one family. Hear our prayers for those who want to work but have no jobs, for those who want to eat but have no food, for those who want to live but have no future, for those who have no hope, and for those who feel they have no part in your family.

"And then in our work lead us to break the patterns of injustice, to erase greed from the earth and to share with each other the work and the joy, and the bounty of your creation.

"In our Lord's name, Amen."

### Corrections

Chairman Gruhn recognized Secretary-Treasurer Henning, who announced some corrections to be made in the previous day's proceedings.

On Secretary-Treasurer Henning's motion, duly seconded, the Convention ap-

proved the corrections. (These have been made in this final Proceedings.)

Delegate C. J. Seccombe (Inlandboatmen's Union of the Pacific, San Francisco) also noted a portion of the same correction.

Chairman Gruhn made several announcements at this point.

He next called on Chairman Small of the Resolutions Committee for a report.

### REPORT OF COMMITTEE ON RESOLUTIONS

T. A. Small, Chairman

#### Resolution No. 108

Boycott of Russell Stover Candies

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 113

Labor In Government

The Chairman recommended concurrence and moved adoption. The motion was seconded.

Delegate John Crowley (San Francisco Labor Council, San Francisco) spoke in support of the committee's recommendation.

Delegate Stanley Smith, (S. F. Bldg. & Const. Trades Council, San Francisco) supported Brother Crowley's remarks and wished to make an amendment but since he had already spoken on the subject, an amendment was not in order. He then spoke in support of the resolution.

Delegate Tony Cannata (Contra Costa County Central Labor Council, Martinez) moved to amend the resolution to add the words: "and be it further Resolved, to commend Joseph Mazzola who was so unjustly tried these past few days."

The motion to amend was seconded.

Secretary-Treasurer Henning then spoke in support of the amendment.

The motion on the amendment of the committee's recommendation was adopted.

Delegate Wm. Perkins (Offset Wkrs., Printing Pressmen & Assistants No. 78, Los Angeles) spoke in support of the motion as amended.

Then the motion to adopt the committee's recommendation as amended was adopted.

#### **Resolution No. 116**

##### **Alcoholism Programs**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Resolution No. 117**

##### **County Secession**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Resolution No. 119**

##### **San Francisco Supervisors**

The Chairman recommended concurrence and moved adoption. The motion was seconded.

Delegate John Crowley (San Francisco Labor Council, San Francisco) spoke in support of the committee's recommendation.

Delegate Robert Jirka (Air Transport Empls. No. 1781, Burlingame) wished to amend, but after discussion with the Chairman, decided to withdraw the amendment.

Secretary-Treasurer Henning provided an explanation of the resolution.

The motion to concur in the committee's recommendation was carried.

#### **Comments of Morris Weisberger President, Sailors Union of the Pacific**

Delegate Morris Weisberger (Sailors Union of the Pacific, San Francisco) stated that he was unable to speak on the previous motion due to a temporary technicality regarding his Delegate's Identification Card being unsigned, which was later corrected.

In view of this, he asked for special consideration to make a few comments.

The Chairman asked if there was any objection from the delegates. There being none, Delegate Weisberger was allowed to comment on remarks made earlier by another Delegate.

Delegate Weisberger emphasized that despite Supervisor Barbagelata's "No" vote in support of Plumbers Local 38 Business Manager and Financial Secretary Joseph Mazzola, when the Board of Super-

visors voted 10-1 to oust Brother Mazzola from the Airport Commission, the Supervisor (a Republican) remains no friend of organized labor due to his overall anti-labor stance.

Chairman Gruhn next called on the Resolutions Committee for a report.

#### **FURTHER REPORT OF COMMITTEE ON RESOLUTIONS**

##### **T. A. Small, Chairman**

#### **Resolution No. 7**

##### **Union Label Promotion**

The Chairman recommended concurrence and moved adoption. The motion was seconded.

Delegates Clifford Ruona (Sheet Metal Wkrs. No. 272, San Mateo) and Harry Lumsden (Shipyard & Marine Shop Laborers No. 886, Oakland) both spoke in support of the resolution.

The committee's recommendation was adopted.

#### **Resolution No. 12**

##### **Commend the Executive Officer of the California Labor Federation, AFL-CIO**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Resolution No. 63**

##### **Frontlash**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Resolution No. 82**

##### **Stop Discrimination Against American Flag Passenger Ships**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Announcements by the Secretary-Treasurer**

Secretary-Treasurer Henning made several announcements at this point, including those concerning the signing of bills by Governor Brown.

#### **Bills Signed**

"We have received word, that late yesterday, Governor Brown signed AB 3249. That's the one we reviewed yesterday that allowed the business agent or union representative to present wage complaints before the Labor Commissioner on a block basis without individual assignments. That is now law."

Secretary-Treasurer Henning also announced that the Governor had now signed the pregnancy benefits bill, AB 3881.

**Film Available**

The availability of a labor history documentary film, to be shown to the Convention later in the day, was announced by Secretary-Treasurer Henning. Affiliates were requested to write the Secretary-Treasurer in San Francisco in order to borrow the film for showing.

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

**FURTHER REPORT OF  
COMMITTEE ON RESOLUTIONS**

**T. A. Small, Chairman**

**Resolution No. 83**

**Medical Care on American-Flag Vessels**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 85**

**A New American Maritime Policy**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 86**

**Integration and Utilization of Naval  
Forces and the Maritime Industry**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 87**

**Freedom of the Seas**

The committee's report:

"Your committee recommends that the second Resolved be amended by striking in lines 2 and 3 the words, 'by all nations involved so as,'

"It would then read: Resolved, That the California Labor Federation urge diligent efforts to bring about a fair, just and workable Law of the Seas Treaty soon, through which present disputes will be resolved and future problems encountered can be promptly and equitably adjudicated.

"And, as amended, your committee recommends concurrence. I move its adoption."

The committee's recommendation was adopted.

**Resolution No. 88**

**Shipbuilding and Shipping**

"Your committee recommends concurrence and I move the adoption."

The motion was seconded.

Delegate Ed Turner (Marine Cooks & Stewards Union, San Francisco) proposed an amendment to the 1st Whereas to change "modern naval ships" to read "modern combatant naval ships."

Chairman Small expressed no objection to the amendment.

Delegate Turner then spoke on the motion to adopt the Committee's recommendation as amended.

Delegate Wm. Perkins (Offset Wkrs., Printing Pressmen and Assistants No. 78, Los Angeles) spoke in opposition to the motion.

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

This completed the partial report of the Resolutions Committee.

At this time, Chairman Gruhn introduced Cesar Chavez, President of the United Farm Workers, for an address.

**ADDRESS**

**CESAR CHAVEZ**

**President, United Farm Workers  
of America, AFL-CIO**

President Chavez spoke as follows:

"Thank you very much. Thank you very much, President Gruhn, Brother Henning, officers, delegates and guests of this convention.

"We're very happy to be here with you this morning. We want to thank you for the opportunity that we may speak to you for a few moments regarding an issue that's on the ballot November 2nd, an issue that means the outcome will make an awful lot of difference to the history of our union.

"Only a year ago at this time the farm workers were involved in one of the biggest, most exciting organizing drives since the heyday of the CIO in this state. They were then beginning to use the new law that had been enacted last year.

"In the six months that that law was acting, over 40,000 farm workers voted to decide whether they wanted a union and which union should represent them.

"In our union, the Farm Workers Union was able to get over 30,000 of them to vote for our union and then when we did such a good job with the elections that we frightened the growers, that they came, as you know, to Sacramento when the money ran out in January and we were unable to get

funding for the law.

"Since then, there have been no elections. Since then, there have been no adjustments of the unfair labor practices. Since then, we have had over 500 firings because of union activity. Since then, we have had very large numbers of unfair labor practices that are not—the state cannot deal with them, and since then we have had no elections.

"The only issue on Proposition 14, the only legitimate issue is whether or not workers will have the right by secret ballot election to determine for themselves whether or not they want a union. That's the only issue.

#### Phony Issue

"The growers are having one heck of a time trying to find issues. And they really don't have any, but they're coming up with a phony issue because they know, as you know, they need a 'no' vote. And the best way to get a 'no' vote on a proposition is to either misinform or confuse the voters.

"And they're coming out and trying to say that the access rule, that rule that deals with a very specific and very special problem, that we have in organizing farm workers, the limited right, the very limited right to be able to talk to workers, to inform them about our position on the campaigns for elections, the growers are saying that that access right, the right to go into the field at very specified times, that that rule interferes with the right to private property.

"No one believes that because we know that two judicial bodies in this state have already ruled on that. The Agricultural Labor Relations Board after considerable hearings and getting a lot of data and information and facts, decided that we needed to have a way to deal, to inform the workers during the election period so that the worker would be informed and would be able then to cast his ballot on an informed basis.

"That here we have a situation where workers live and work on a farm. When an election takes only seven days, we file for an election on Monday. The election is held on Friday or maybe on Saturday morning. The workers won't go to town until Saturday night after payday so there were cases where the workers did not leave that farm the whole week of the election.

"The Board voted that we needed some kind of a limited access. This, the growers didn't like. They went to the State Supreme Court, and the State Supreme Court Justice Stanley Moss ruled, and he said that,

first of all, the issue of property, the invasion of property rights, had long ago been described by the federal courts because under the National Labor Relations Act, there are also instances when that access is granted. And there is much case history on that question.

"But then Justice Moss said that at issue was the right of workers to be informed on the election, and that was the only issue.

"Therefore, he ruled that the access issue, that the access regulation should stand.

"The growers are going to try and make a big issue about that to confuse the people, but they also have something else. They also have two and a half million dollars we are told, that they are going to start blitzing the mass media beginning on the 27th of this month.

"Already they have spent \$100,000 on full-page ads in newspapers throughout the State pretty much talking about the question of access and their propaganda that it infringes on the rights of property.

"But really when Proposition 14 passes, it's going to stabilize; it's going to normalize and stabilize that right that workers have that if they happen to vote one particular way for one particular union, that they should not be penalized for that, that they should have the right to get up there and know that if they vote for our union in large numbers, that they are not going to lose that right.

"Proposition 14 is going to guarantee, it's going to write the law in concrete, it's going to take the whole question of farm labor collective bargaining out of political blackmail and put it where it's supposed to be. It's supposed to be stabilized; it's supposed to be guaranteed so the workers feel that they have a right, not only the right to vote, but the opportunity to vote.

#### Opportunity Vital

"Because right now we have the law. It's on the books, but we don't have the opportunity because the State's not printing ballots, and we file petitions for elections, and there aren't any elections filed.

"So we have the right—it's in the law—not the opportunity.

"Proposition 14 will guarantee the opportunity because it says, among other things, that the State Legislature—if the good citizens of California vote for 14—that the State Legislature is mandated to fund the Board adequately to do its job.

"We don't say how much; we say 'adequate.'"

"And State Funding procedures and processes will be the same as it is today, but they are being told by citizens, 'If we get a "yes" vote on 14, that you must do it.'"

"Proposition 14, as you know, is on the books because we couldn't get the money. And after going back and forth and trying to get all sorts of campaigns and pressure—anything we could do—with a lot of help from Brother Henning and the Federation, then we said, 'Nuts with them! We will go to the public and we will state our case with the public and let them decide.'"

"In 29 days in April, 29 days—the short-est drive to get petitions. We needed 340,000 signatures. We came up with 730,000 signatures."

"You know, it's a ridiculous situation. Never in the history of this State do we hear or do we understand has a Commission been set up, been funded for a while. It runs out of money, and then no money. It's the first time."

"You know, it's like setting up a fire department, and training the staff, and getting the equipment, and giving them the authority to put out fires, but not giving them any water to do the work with."

"We have got the law, but there is no staff; there is no office; there is nothing."

"We know what we need. We know what we don't need. We don't need Ford; we don't need Hayakawa; and we don't need grower political blackmailing on farm workers."

"We know that we need jobs. How we need jobs! We know we need honest government; we know we need collective bargaining for farm workers without any interruptions."

"We need Carter; we need to get Senator Tunney back to Washington to fight for our cause."

"And we need a 'yes' vote on Prop. 14."

"Twelve days ago we were faced with a major decision in the farm workers' movement. We were doing the campaign on Prop. 14, but we began to see that the whole — the broader picture. We began to see that a lot of rights, a lot of things depend on people voting, and we are beginning to see a lot of people are not registered in this State, and we begin to see from our working in the streets from friends, and labor, the church, and other

places that voter registration is an important matter."

"We had to sit down and make a decision. We made the decision to start the campaign literally on Prop 14, to go out and do a voter registration drive. But we don't know what's going to happen on voting because one month is going to be devoted entirely to registration."

"We know that it's going to help Carter, it's going to help everyone. It's going to help us on Prop. 14, too, but we took that time out to do the voter registration because we knew that although Prop. 14 is the most important thing for us—but there is a broader picture, and it's important, and we will play a role in that picture."

"But we made that decision with the understanding that the members of this Federation—organized labor in this State—the other groups that supported throughout the State would not let us down."

"We made the decision knowing that if we get in trouble because we registered voters, in November when we go out to inform the public, that we can count on your members to inform people about Prop. 14."

#### Voters Registered

"We started a drive 11 days ago to register voters. And we have—as of last night, we had registered in 11 days, 100,532 voters."

"And when we have been able to get the Democrats to close their ranks behind Prop. 14, we are going to start in areas—we spent almost two weeks trying to get some of the Democrats opposing Prop. 14 to try to get them to support us."

"We could just not be bothered with trying to take care of our left flank, so we go out and do registration without interruption."

"Two beautiful weeks that we could have registered 200,000 voters."

"Our goal is to register 400,000 voters, and we think we are going to do it. We think we are going to do it. Brothers and Sisters, we need your help in getting out the vote for Prop. 14."

"We need your help to inform in all ways that are available to you and others that it is necessary to vote for Prop. 14 because basically it protects the right of workers to decide for themselves without coercion, without interruption whether or not they want a union. Whether or not they want a union, that's the question, and they should have that right."

"The men, and women, and children who, through their sacrifices and their backbreaking work, and all of the things that come with being a farm worker and not being protected by any union, all the sacrifices involved in that, and they go out there faithfully year after year, season after season, harvesting the food that feeds all of us on our table three times a day. And at least they deserve that right.

#### Lesson for Growers

"We have got to teach the growers a lesson that they won't forget once and for all.

"I will tell you a little story about an elephant. The story is about a circus that is running out of attractions. People aren't coming to the circus because, well, they have other things to do.

"And the management of the circus calls the workers in and tells them, 'We are going to close the circus down because people aren't coming.'

"And the workers are very excited about losing their jobs. They get very worried. And they make up a plan, and they tell the management, 'We have got a plan. We think if we get people involved some way in the circus and get a prize for them, people will come to the circus again.'

"So they decide the plan was to build a platform and get the biggest elephant on the platform and offer a prize to anybody who could get that elephant off that platform.

"And they did that, publicized it, and many people came, and the kiddies came, and the mothers, and everybody tried to pull the elephant and push the elephant, to get the \$1,000 prize that they made on that.

"Nothing happened. Everybody tried it.

"Along towards the evening of the day a little old drunk guy came and looked the elephant right in the eye and got behind him and gave the elephant a tremendous kick.

"The elephant took off running, and the little drunk guy collected a thousand dollars.

"So the circus moved to another town, and they did the same thing, and the same little old man came at the end of the day.

"And management said, 'Listen. This isn't going to work. We are getting peo-

ple, but this little guy comes every day and collects the money. We have got to change the rules.'

"The rules were changed. Same elephant. This time the rule was if anybody could get the elephant to nod his head up and down, they get a thousand dollars.

"If anyone can get the elephant to shake his head from side to side, another thousand dollars.

"So they opened up, publicized it. Everybody tried it—pushed the elephant, pulled the elephant. Nothing happened.

"Along towards the evening of the day, the little drunk guy came up again and got near the elephant and whispered in his ear, 'Do you know me?'

"And the elephant went (whereupon President Chavez nodded his head up and down).

" 'Do you want another kick?'

"And the elephant went (whereupon President Chavez shook his head from side to side).

"We have got to do that to the growers. We have got to say to the growers, 'Do you know us?'

"They will say 'Yes.'

"And we will say, 'Do you want more Proposition 14?'

"And they will say, 'No.'

"And when that time comes, we will be able to deal with those growers who have been exploiting our people for so many years. And thank you.

"Thank you very much."

Chairman Gruhn thanked President Chavez for his address.

Secretary-Treasurer Henning also expressed his appreciation for President Chavez's remarks and announced the showing of a film dealing with the history of the labor movement to the Convention.

#### Film Shown to Convention Delegates

At this time, a film was shown to the delegates entitled "If You Don't Come in Sunday, Don't Come in Monday."

#### Recess

The Convention was recessed for lunch at 12:20 p.m. to be reconvened at 2:00 p.m.

## AFTERNOON SESSION

Chairman Gruhn called the Convention to order at 2:20 p.m.

### Correction

He then called on Secretary-Treasurer Henning to announce a correction to the second day's proceedings.

Secretary-Treasurer Henning's motion to approve the correction was seconded and carried. (This correction has been made in the final Proceedings.)

Chairman Gruhn next called on Loretta Riley, Chairwoman of the Committee on Credentials for the final report of the committee.

Chairwoman Riley expressed her thanks for being excused earlier due to a labor dispute in Santa Rosa. She also thanked Vice President Bennie Arellano for substituting for her.

### FINAL REPORT OF COMMITTEE ON CREDENTIALS

#### Loretta Riley, Chairwoman

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

Chairwoman Riley completed her report and moved that it be adopted. The motion was seconded.

Delegate Glen Weidenhamer (Butchers No. 563, Huntington Park) inquired about transferring votes by letter.

Chairman Gruhn replied that the letter of authorization would be required if voting occurred on a roll call vote or any vote in regard to election of officers. Chairman Gruhn stated he had not yet received the letter from the delegate involved.

### Report Adopted

The motion to adopt the committee's report was carried.

### Members Thanked

Chairwoman Riley then thanked the committee members and named them:

Bennie Arellano, Hod Carriers and Common Laborers No. 585, Santa Paula.

Ray Cooper, Operating Engineers No. 3, San Francisco.

James W. Cross, United Telegraph Workers No. 34, San Francisco.

Flo Douglass, Hotel, Restaurant Employees No. 2, San Francisco.

Russel Hansen, Monterey Bldg. & Con-

struction Trades Council, Monterey.

Ernest King, Boilermakers No. 513, Richmond.

Willard Sward, Painters No. 713, Los Angeles.

Max Wolf, Ladies Garment Workers Union No. 96, Los Angeles.

Paula J. Terry, Communications Workers No. 9414, Chico.

Irene Lewis, Glass Bottle Blowers No. 82, Fremont.

Jean Mason, Tri-Counties Central Labor Council, Oxnard.

Robert Medina, Laborers No. 270, San Jose.

Willis F. Simons, Painters No. 314, Bakersfield.

James Wilburn, Electrical Workers No. 1245, Walnut Creek.

Edward Ponn, Motion Picture Machine Operators No. 162, San Francisco.

The committee was discharged with a vote of thanks for services well done.

Chairman Gruhn next introduced Don Vial, Director of the Dept. of Industrial Relations, for an address.

### Address

#### HONORABLE DON VIAL

Director, California State Department of Industrial Relations

Director Vial then delivered his address to the Convention delegates and was thanked by Chairman Gruhn for his fine words.

### NOMINATION AND ELECTION OF OFFICERS

Chairman Gruhn then called on Vice President Small to preside. The Convention then proceeded to the nomination of officers as follows:

Chairman Small declared the nominations open for the office of President.

#### President

Albin J. Gruhn (Hod Carriers & Laborers No. 181, Eureka) was nominated by John F. Henning (Office & Professional Empls. No. 3, San Francisco).

The nomination was seconded by Sal Minerva (Northern Calif. Dist. Council of Laborers, Emeryville) and Mattie Jackson (Ladies Garment Workers, San Francisco Joint Board).

There being no further nominations, Chairman Small declared the nominations

closed.

It was moved that the Secretary-Treasurer be instructed to cast a unanimous ballot for the election of President Gruhn, who was unopposed.

The motion was seconded and carried and Secretary-Treasurer Henning cast the ballot. The Chair declared Albin J. Gruhn elected President by the Convention.

#### **Secretary-Treasurer**

John F. Henning (Office & Professional Employees, No. 3, San Francisco) was nominated by Albin J. Gruhn (Hod Carriers & Laborers No. 181, Eureka).

The nomination was seconded by Loretta Riley (Hotel, Motel & Restaurant Empls. & Bartenders No. 18, Santa Rosa); Harry Lumsden (Shipyard & Marine Shop Laborers No. 886, Oakland); and Stanley Jensen (Machinists No. 68, San Francisco).

There being no further nominations, Chairman Small declared the nominations closed.

It was moved, seconded and carried that Chairman Small be instructed to cast a unanimous ballot for John F. Henning, who was unopposed for the office of Secretary-Treasurer.

Chairman Small cast the ballot and declared John F. Henning duly elected Secretary-Treasurer by the Convention.

Chairman Small returned the gavel to President Gruhn, now presiding.

#### **General Vice President**

Manuel Dias (Boilermakers No. 513, Richmond) was nominated by C. L. Delums (Sleeping Car Porters, Oakland).

The nomination was seconded by Ernest M. King (Boilermakers No. 513, Richmond).

There being no further nominations, Chairman Gruhn declared the nominations closed.

It was moved, seconded and carried that the Secretary-Treasurer be instructed to cast a unanimous ballot for Manuel Dias who was unopposed for the office of General Vice President.

The Secretary-Treasurer cast the ballot and the Chair declared Manuel Dias duly elected General Vice President.

#### **Geographical Vice Presidents**

Secretary-Treasurer Henning then nominated the incumbent Geographical Vice Presidents and At Large Vice Presidents as follows:

**District No. 1—Max J. Osslo (Butchers No. 229, San Diego).**

**District No. 2A—M. R. Callahan (Hotel & Restaurant Employees & Bartenders No. 681, Long Beach).**

**District No. 2B—Ray S. Mendoza (Laborers No. 652, Santa Ana).**

**District No. 3A—Joseph Pinto (Cabinet Makers & Millmen No. 721, Los Angeles).**

**District No. 3B—Chester L. Migden (Screen Actors Guild, Hollywood).**

**District No. 3C—Jerry P. Cremins (Bldg. & Const. Trades Council, Los Angeles County).**

**District No. 3D—Alfred K. Whitehead (Los Angeles County Fire Fighters No. 1014, Los Angeles).**

**District No. 3E—Cornelius Wall (Ladies Garment & Accessory Workers No. 482, Los Angeles).**

**District No. 3F—Ray M. Wilson (So. California Dist. Council of Laborers, Los Angeles).**

**District No. 4—Paul Miller (L.A. County Dist. Council of Carpenters, Los Angeles).**

**District No. 5—Bennie Arellano (Hod Carriers & Common Laborers No. 585, Ventura).**

**District No. 6—Willis F. Simons (Painters No. 314, Bakersfield).**

**District No. 7—C. A. Green (Plasterers & Cement Masons No. 429, Modesto).**

**District No. 8—Thomas A. Small (Bartenders & Culinary Wkrs. No. 340, San Mateo).**

**District No. 9A—Morris Weisberger (Sailors Union of the Pacific, San Francisco).**

**District No. 9B—Joseph R. Garcia (Hotel & Restaurant Employees & Bartenders No. 2, San Francisco).**

**District No. 9C—Stanley Jensen (Machinists No. 68, San Francisco).**

**District No. 9D—Wm. G. Dowd (State Conference of Operating Engineers, San Mateo).**

**District No. 10A—Richard K. Groulx (Alameda County Central Labor Council, Oakland).**

**District No. 10B—William Ward (Lathers No. 88, Oakland).**

**District No. 11—Leo Mitchell (Electrical Wkrs. No. 1245, Walnut Creek).**

**District No. 12—Loretta Riley (Hotel, Motel & Restaurant Employees & Bartenders No. 18, Santa Rosa).**

**District No. 13—Harry Finks (Theatrical**

Empls. No. B-66, Sacramento).

District No. 14—Raymond K. Nelson (Plywood & Veneer Wkrs. No. 2931, Eureka).

District No. 15—Lloyd J. Lea (Lumber & Sawmill Wkrs. No. 2907, Weed).

#### At Large Vice Presidents

Office A—James P. McLoughlin (Retail Store Employees No. 428, San Jose).

Office B—Dina G. Beaumont (Communications Workers No. 11500, Los Angeles).

Office C—William Robertson (Los Angeles County Federation of Labor, Los Angeles).

Office D—James J. Twombly (State Bldg. & Const. Trades Council of California, Sacramento).

Office E—Hal Shean (Machinists & Aerospace Wkrs. No. 727-A, Burbank).

Office F—John F. Crowley (San Francisco Labor Council, San Francisco).

Office G—Steve Edney (Cannery & Industrial Wkrs. of the Pacific, Wilmington).

Office H—Fred D. Fletcher (Newspaper Guild No. 52, San Francisco).

Office I—Frank S. McKee (Steelworkers No. 6849, Citrus Heights).

These nominations were seconded by Delegate George Flaherty (Hollywood Film Council, Los Angeles).

There being no further nominations for District Vice Presidents and At Large Vice Presidents, the Chair declared the nominations closed.

It was moved, seconded and carried that the Secretary-Treasurer be instructed to cast a unanimous ballot for the unopposed District Vice Presidents and At Large Vice Presidents. The Secretary-Treasurer cast the ballot and the Chair declared the nominees elected by the Convention.

#### Convention City

Chairman Gruhn declared nominations open for Convention City.

Secretary-Treasurer Henning nominated San Francisco as the 1978 Convention City site.

The nomination was seconded.

Delegate Jesse Bernard (Hod Carriers & Common Laborers No. 294, Fresno) suggested the 1978 Convention site be in the city of Fresno.

Delegate Steve Edney (Cannery & Industrial Wkrs. of the Pacific, Wilmington) spoke in support of San Francisco as the Convention City choice.

Delegate Bob Barnes (Machinists No. 68, San Francisco) also spoke in support of

San Francisco.

Chairman Gruhn asked if there were further nominations. Hearing none, he declared the nominations closed.

Delegate Pete Rimmel (Orange County Central Labor Council, Garden Grove) recommended that Anaheim be substituted for San Francisco as a nomination for Convention City.

Chairman Gruhn ruled that such a substitution was not in order and that nominations for Convention City had been closed.

#### San Francisco Chosen

It was moved, seconded and carried that the Secretary-Treasurer cast a unanimous ballot for San Francisco as the 1978 Convention City.

Secretary-Treasurer Henning cast the ballot and the Chair declared San Francisco elected as the 1978 site.

Chairman Gruhn then recognized Delegate Joseph Mazzola (Plumbers & Pipefitters No. 38, San Francisco) on a point of personal privilege.

#### REMARKS

##### JOSEPH MAZZOLA

Delegate, Plumbers & Pipefitters No. 38, San Francisco

Delegate Mazzola spoke as follows:

"As you know, I have probably about seven hours of speech here that I have to cut down to about 15 or 20 minutes for your sake as well as mine.

"Well, I needn't tell everyone in this room that San Francisco had a strike in April. I needn't tell you that we had a serious problem and it was a mess. I needn't tell you how it came out, but I can remind you that the supervisors played a game that we didn't expect.

"It came on us in a hurry and the game went something like this:

"They gave 92 percent of the city workers a fair and equitable increase, including the supervisors and the mayor himself. They singled out eight percent of the total work force of the city and they deliberately cut off negotiations.

"Some area unions never had a chance to negotiate at all.

"My union had two sessions of four hours one night and I think two and a half hours the second night, and their negotiator of the city went into our caucus room, laid on the table and fell asleep, and said he was knocked out and that was the end of the allotted time for all our local unions.

"The city passed a resolution, the super-

visors, that those unions who didn't conclude a contract by March the 19th, at the time I think would not be able to—no, they said—we had concluded it on the 19th; wouldn't be—the fiscal year, recognized for the fiscal year, whatever negotiations would be the new rate.

"Well, we had no alternative but to strike because we were trying between this time period to get them to sit around the table, give us a chance to negotiate, so we wouldn't be under the gun. We got blanked out.

"The funny part of this whole show went a little bit like this. When the labor representatives got together, we got all excited about a thing like this, you know, inflationary time, everybody getting raises but just our certain group of unions. What would anyone expect from a labor standpoint, and its members, the members went up in arms. No labor manager in his right mind or officer could do anything else but lead the way, join them and bellow and raise holy hell about their tactics.

"But, no, they did a beautiful job in dividing labor. They gave 92 percent an increase and cut eight percent of us off.

"Now we found the Mayor of the City of San Francisco right on television siding in with the supervisors, openly saying that as far as he was concerned, that he was recognizing that the supervisors of the city were right and the labor unions were wrong; and that was his position.

#### Telegram Sent

"I sent him a telegram from my local union — I had sent along copies to the supervisors — told him that, in the telegram, that it was disgusting to witness him admitting or telling the general public that the labor movement was wrong, that as the leader of the city the least he could have done was to put himself into a position of investigating it and seeing just what the hell that beef was about and demanding of the supervisors that they give equal treatment to all workers in the City of San Francisco.

"He didn't like my telegram. I signed my name, told him my executive board and my entire membership were disgusted with that kind of conduct.

"The fight went on. We were 37 days on strike trying to unwhangle this particular problem. There was a strike settlement agreement that came out of it, and the strike settlement agreement was one of those deals that had some legislation for a particular date, and the position was if we didn't get it done by that date, then

all this legislation was going to go on the new ballot.

"We found ourselves very much divided in amongst what some of the labor people were thinking. John Henning came to the rescue. He came in, and he made quite a protest.

"We had a news media pulled together, and John for the State Federation of Labor, but I believe all labor was to be congratulated in the City of San Francisco for doing what they could.

"A lot of unions because of their legal counsels telling them they could not support the strike—you never saw a mess in your life like it, but they depended on it. They figured it out. They pit one labor union against the other, and the unfortunate part is that they did even through the honor system, settlement system, that we settled.

"This bunch of phony-baloneys—and I know you have got a newspaper guy out there who is my friend, Jackson Rannells.

"And I hope to hell you print it that way. 'Hi ya, Jack' And I want to say with all of you that there was an honor system left with these people that they would give us the same opportunity to negotiate.

"It didn't happen. Anyway, out of it we find a charge on the name of Joe Mazzola, the sole instigator of this entire strike. I was supposed to keep it going; I was supposed to also keep from having it conclude.

#### Side-by-Side

"Now, most of you know Stan Jensen in this room. Most of you know John Evankovich, Joe Sullivan, and other labor men such as those who head their unions. And I don't think I could see the day nor do I ever want to see the day where I could tell those men how to run the unions.

"They are bossmen in their own ranks. They are top labor guys, and they all were frustrated and protested and fought, and struck, and struck just like the name Joe Mazzola.

"No difference. Equal and side by side.

"But George Moscone, our mayor, saw fit to take the name of Joe Mazzola, put it up for slaughter, and I tell you that I've got a telegram from John Henning telling me about giving the support from the State Federation of Labor.

"My own international president happened to be in town, and I talked to him about it, and I told him, 'Look, I'd like to take this bunch on, but you know there is

no question if I take them on, our union, our international, and everybody else will also be under the gun.'

"And he said, 'Go to it, Joe. You do what you think is right.'

"Now, you know, all of you who know me, I'm no different from the rest of you. I'm sure most any one of those names that I mentioned including Dale Marr, who is sitting here and whom I heard went over and protested, raised holy hell with the mayor about the thing, would have taken the same position.

"It isn't the position that the Airport Commission took that I am concerned about, but it is a union principle, in my opinion, with those kind of tactics that the entire matter is a labor issue. Bad enough we have got the Supervisors of our city who latched on this so-called problem that we had where the firemen and the policemen had a reason to strike, and I say they had a good reason. It was unfortunate, but they damn well had a good reason.

"They had 20 years with a policy where they had a formula. All of a sudden, comes up a year, which is the year they struck, they changed it without calling them in, and they get a new formula that they cut them in half, and the kind of conduct that they protested against these people did.

"It didn't help us; it hurt us in our city. Along came our problem and our Supervisors threw a lot of coal on the fire and gave this thing a little flame. And they blamed the cost of operating the city, the money needed to pay the workers as something that—in their opinion, was going to start costing the taxpayers and homeowners.

"Now, it was a very popular issue. The town, the people were very much turned on, and I'm going to tell you something. This has never stopped.

#### Mayor's Role

"Now, I have to say this: Our Mayor in the City of San Francisco announced himself at the beginning. He announced himself in the middle of it. He went and he attended a meeting, it was at nighttime one night and asked us if we would de-escalate and he would see what he could do.

"We met with him. We deescalated. Most everyone in the room was very hesitant, but they did. And the next day we didn't hear from him. We never heard from him the rest of the strike.

"But we did hear from him on television again repeating that the Supervisors were

right; the labor movement was wrong.

"This man was a good Senator. In my opinion, he was a damn good Senator. I have written in my bulletin the reports given by John Henning and accomplishments that he did and made when he was a Senator, but that was yesterday.

"Where the hell are we today when the same man is the Mayor of the City of San Francisco, and he sees a group of Supervisors grab onto an anti-labor position.

"He declares himself in their corner, and he has never in any way moved up to make a demand of those Supervisors to give nothing else but a fair shake to all workers in the City of San Francisco.

"I know here that there was a measure taken to water down the condemning of Moscone in a resolution we adopted here. You adopted that Supervisors were being condemned, and we don't support them any more in the future.

"But on Moscone, it's more of a diplomat resolution. He doesn't have the same kind of condemnation. Am I wrong?"

(At this point, Chairman Gruhn stated that under the procedures of the Convention the speaker cannot discuss a resolution already acted on.)

Delegate Mazzola continued:

"All right. One thing I don't want to do is get in any kind of beef, and I am not in any way going to have any disorder or unfriendship with the heads of the Federation sitting out there because of any reason.

"If ever there was a need for us to find our way to get together and start uniting and taking on these kind of people, it's now.

"And I think that I can get in a few words and finish this thing up.

"You know, you have all watched—or most of you have watched—the trial. Now, I went on with that trial. When we first took on the beef, we didn't know that George Moscone was going to be able to put it to the Supervisors. We thought it was going to the courts.

"Then instead of it going to the courts, it went into the local posture which the mayor found some solution, but he first had me charged on conflict of interest.

"If you all watched it, our attorney located that they couldn't find any charge on conflict of interest as the law was written.

"There was no conflict. Joe Mazzola was no one individual who had to strike alone with his union. We are in the labor movement in San Francisco. We are all togeth-

er. Those who struck and those of the unions affiliated with the labor council, which is all of them, supported the strike.

#### Stayed With It

"Now, ladies and gentlemen, delegates here, the matter is very serious. It's so serious I'm going to tell you. You all know that this has been on nationally. We do intend to go to the courts with this, but when Moscone put it into the local deal, we either had to run away or stay with it.

"And we decided knowingly that we were going to get enough to vote because of the anti-ness of those Supervisors, the kind of dogfights that we had with them, the kind of resolutions that the Building Trades in San Francisco and Labor Council passed against them.

"We had every reason to believe that there couldn't be any other than an 11 vote. It turned out that we were shocked because when you talk and go up against a gang that's supposed to be the jury, the prosecutor, and the judge, it reminds you of the old western towns where they used to say, 'Let's give this guy a trial, and we really don't have anything, but what the hell. Keep it going and give him a fair trial. And then we can hang him anyway.'

#### Surprise Support

"All right. These are the things that happened, but let me say this: We were shocked that one man that got up and actually protested, one of the Supervisors, one of the least that we would ever expect to be the one. He tells the story that he is not for labor. If anybody registered anti-labor, it was Barbagelata, but he talks to the cases from the principle and morals of the entire story that's involved.

"He has a brother that's an attorney. His brother has a dozen other attorneys, and they got into this huddle, and, as attorneys, they really took the charter and looked it over and worked it over and no way in any way under conflict, or under misconduct, or anything else could a labor leader be charged.

"He did the best he could. In fact, I never was so proud to hear some guy read off and give the protest that he did.

"And I think it helped, and I'll tell you where it helped. I heard that Morrie doesn't think this way—my friend, Morris Weisberger—but let me tell you, it helped.

"He represents the business section. He had an election he lost by a small margin. He has a small following.

"For a man like that to get up and get on that mike and get on television and

really tear away and give all his reasons why he felt that Joe Mazzola absolutely got a rotten, raw deal—unconstitutional, unfair, unlawful—to me, I want to tell you something. We can't tell the business world that, but he did.

"And I say for that I congratulate him, and I am happy to have heard, and I am happy to have had his support because we in labor need somebody else speaking out for us a little bit. We have a kangaroo court there, and no one better could have been the one to get up and declare that than that man.

"Now, I was told and I heard George Moscone this morning on television say that Joe Mazzola wouldn't take the stand. Well, all of you know that Joe Mazzola won't hesitate to take the stand at any time, but I had a lawyer that ran my case, and my lawyer in no way would ever permit me to get on that stand. And for reasons as such—because he knew that this was going on to the higher courts and one of his other reasons is this: That I got called in by the city and I gave a deposition.

"They called me in — that deposition was put in writing. That deposition was given to every supervisor — every supervisor had my deposition and the phone call in which the mayor gave me the word that he wanted me to send plumbers out to the park — my statements on what his was and what my statements of return were are on that deposition and he referred time and time again to those supervisors to read Mazzola's last statement.

#### Labor on Trial

"Now, I also feel bad that I can't get up and speak for myself, but I took programs and — I'd gladly — but my only concern is that you people, you that are delegates here start all joining, and we all join together because really, labor's really on trial.

"Now, one statement was made here by a good State Democrat, one of our friends, that the unions are weak and really are in trouble, got no weight in the cities and municipalities and what not, but they're still strong on the state basis.

"Now, that was Rodda talking, high office — but the unfortunate and most rotten and the most stinking thing that's going on with us today that we all got to wake up to, these Democrats that are in high office have got your dollars, my dollars, our support, our members' support, their dues, and they won't get out and actually join and assist us in our lo-

cals, our own local levels to get these other Democrats, nine, ten Democrats in the City of San Francisco to get the hell off labor's back and start tearing them apart, and put us up against the general public and turning on us like they have.

"There isn't one of these top Democrats — maybe they've never been asked, and I agree that I'm trying to make my little pitch here today, but their time is ripe, that we support the so-called supporters that we are in the say of joining them and all the legwork and all the sweat and all the bulletins and the money and the dues money and everything else, to put these people in office and find them playing in cute politics of isolating themselves, staying over, watching our every move so they can make it better for themselves; but we are in trouble in our cities with these other Democrats.

"We damn well can help — we need their support and we ought not to hesitate, because I for one can't stand for respecting the Democratic Party or Democrats if they don't move into a different circle and if we in the labor movement, right from the State Federation of Labor's office, start a new look, calling on these people and bringing them in to ask them what's going on, ask for their assistance. That's what the party's all about.

"We join them for reasons — because, when they can help us, I know that Secretary Henning has done an unbelievable job in representing this State Federation of Labor in Sacramento on all these legislative matters which are beneficial to the labor movement. I'm aware of that.

"I'm happy to get his reports. I make his reports known to my people. I'm happy about that but there's a serious thing going on. I'm glad you picked the City of San Francisco. I didn't want to belabor the question any more there, getting up before the next convention because probably by that time, if we work at it, and I do think we're going to work at it, maybe we can have a very solid support program to get a united program, something that truly has happened to all of us in the labor movement today.

"We're not united as close as we should be. I'm one great believer that we can be. We do have the weight; there is the power within the labor movement, the unions and in the City of San Francisco. The power is still there.

"But, we do have to unite and we need every labor person that we know in top representation in our top offices to help us.

"Now, men and women, I think I have

been on my feet long enough. I hate to get so darned dramatic. I do feel that this thing is very sincere—I know you're all with me. I think the people of San Francisco might truly have changed their minds to some degree. I think they have seen the way the city government conducted a trial and I honestly believe that the city is not loaded with anti people that are anti-labor.

"I think we got anti people, particularly a majority representation on the Board of Supervisors, and I think it's our place to unite and make a move for making a change there and I don't hesitate to say that with the conduct of the mayor, the outright lies that he's actually put over on television, this man has to be sick, in my honest opinion.

"I don't think, if he conducts himself in the future, he has, in my case, and if he continues to lie, that he will be around too long. I have a feeling that the city will — there will be a move, in my honest opinion, there will be a move in the City of San Francisco to impeach this man for his phony conduct."

Chairman Gruhn thanked Delegate Joe Mazzola for his remarks.

#### Comments Regarding Site of Convention City

Delegate James Pugliese (Plumbers & Steamfitters No. 447, Sacramento) asked a question regarding the 1978 Convention City. Chairman Gruhn responded by indicating that the choice of Convention City had been completed by the Convention.

Delegate Anthony Bozzo (Butchers No. 506, San Jose) spoke on a point of order, referring to the choice of Convention City for 1978. He had questioned the voting procedure on the question. Chairman Gruhn explained that the regular ballot procedure for the election of a Convention City was not required as San Francisco was the only city nominated and the nominations were closed.

A motion had been made and seconded to authorize the Secretary-Treasurer to cast the ballot for the City of San Francisco. This motion carried and the Secretary-Treasurer cast the ballot for San Francisco as the 1978 Convention City.

Delegate Tom Hunter (Plumbers & Steamfitters No. 467, Burlingame) addressed the Chair on the matter of other nominations for Convention City. Chairman Gruhn replied that there had been no other nominations besides the one for San Francisco.

**Address****EDWARD W. WALLACE**

**Chief, State Division of Apprenticeship  
Standards**

Chairman Gruhn called on the next speaker Chief Wallace, for his address to the Convention.

Chief Wallace then spoke as scheduled.

Chairman Gruhn thanked Chief Wallace for his address and called for a report of the Legislative Committee.

**PARTIAL REPORT OF  
COMMITTEE ON LEGISLATION**

**L. L. Mitchell, Assistant Chairman**

Assistant Chairman Mitchell commenced his report:

**Resolution No. 51****Variable Disqualifications**

The committee's report:

"The subject matter of this Resolution is concerned with variable disqualifications. We believe the provisions contained in the Statements of Policy V, Unemployment Insurance, commencing on page 11, and particularly Item 6 on page 12, are more liberal and therefore recommend this Resolution be filed.

"I move the adoption of the committee's report."

The committee's recommendation was adopted.

**Resolution No. 52****Waiver of Waiting Period**

The committee's report:

"At the request of your committee, the sponsors of this resolution appeared before it. The committee pointed out past policy called for the Federation to seek enactment of legislation which would provide payments for the waiting period after one full week of unemployment, but that such was not contained in the present policy. Sponsors of the resolution stated they were sympathetic to that approach but felt as a practical matter the first step would be to attempt to obtain payments after five consecutive weeks of unemployment.

"Your committee concurs that this appears to be practical in view of all the circumstances and, accordingly, recommends concurrence."

"I move the adoption of the committee's

recommendation."

The motion was seconded and carried.

**Resolution No. 53****Liaison Efficiency Between  
Related State Agencies**

The committee's report:

"The sponsors of this resolution appeared before the committee and agreed that the Resolved of the resolution be amended by striking beginning in line 3 from the word, 'enactment' through the word, 'legislation' in line 4, and inserting the words 'administrative procedures.'"

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

The committee's recommendation was adopted.

**Resolution No. 54****E.D.D. Job Bank Utilization**

The committee recommended concurrence.

The committee's recommendation was adopted.

This completed the partial report of the Legislation Committee.

At this time Chairman Gruhn made an announcement.

Secretary-Treasurer Henning made additional announcements and relayed messages brought to the platform.

**Membership Report Presented**

Secretary-Treasurer Henning then referred to the Federation's membership report:

"Now, to comply with one of our constitutional requirements, on the record, I present the report that the per capita paid membership of the California Labor Federation as of June 30, 1976 to the convention — that's of course included in the report of the Executive Council and the Secretary-Treasurer's report."

**Recess**

Secretary-Treasurer Henning moved that the rule be suspended which provides that the Convention remain in session until 5:00 p.m.

His motion was seconded and carried.

He then moved to recess this portion of the convention until 9:30 a.m. the next day.

His motion was seconded and carried.

Whereupon the Convention was recessed at 4:45 p.m. to reconvene the next morning at 9:30 a.m.

## THIRD DAY EVENING SESSION (COPE Pre-General)

Wednesday, September 22, 1976

The Pre-General Election Convention part of the regular Biennial Convention of the California Labor Federation, AFL-CIO, was called to order by Chairman Gruhn at 7:50 p.m.

After a few preliminary remarks, Chairman Gruhn introduced LaMar Gulbransen, Director of Area VII, National AFL-CIO Committee on Political Education, for an address to the delegates.

### ADDRESS

**LaMAR GULBRANSEN**

Director, Area VII

National AFL-CIO

Committee on Political Education

Director Gulbransen spoke as follows:

"President Gruhn, Secretary Treasurer Henning, leaders of California Labor.

"First, let me express my pleasure in having the opportunity to take a few minutes tonight to first bring to you the greetings of the National Director, Al Barkan and the National COPE Department and to talk a little turkey about what we have got to do here in California this year.

"Now, first, I think Jack said it well when he said the present Administration has got to go. After seven and a half years of Nixon, Agnew, and Ford damaging the American institution of government, I think that we have had enough.

"We have got a Gerald Ford who is trying to get your membership to believe that this Administration is only 18 months old, but we here in California know that there is a two-bit, gold-plated fourflusher down in San Clemente who eight years ago took over this government and we have been on nothing but a downhill trail ever since.

"The Republican Party in the last seven and a half years has given us two Presidents and three Vice Presidents. One of those Vice Presidents, Spiro Agnew, copped a plea rather than go to the can.

"Then they appointed Ford the Vice President, and the same robber barons that raised the \$50 million to elect Nixon picked him, and don't you ever believe that they didn't.

"Then when Nixon resigned in disgrace after Watergate, and the lies, and the rest, Gerry Ford became the President.

"And what did he do? He immediately pardoned Nixon for all acts of the past, present, and future I guess.

"Then they picked Rockefeller, and now Rocky is on the rocks because another Californian, Ronald Reagan, took Ford on in an effort to take the presidential nomination away from him.

"And he drove Ford so far to the right so he couldn't live with Rocky anymore.

"What I am saying to you is that we cannot stand the policies of this Administration anymore.

"Have you unemployed members? You bet you have! Are you paying 70¢ a gallon for gasoline? You bet you are!

"Are your members paying the highest interest rates in the history of the United States to try to borrow money to build a home or buy a home? You bet they are!

"These things were not an accident. The people who raised the \$50 million to elect Richard Nixon, those people are running this country. They were running it with Dick Nixon, and they are running it with Gerry Ford. And now they would have you believe that they are going to take Gerry, and they are going to powder his nose, and they are going to get him a new suit, and they are going to get a coach out of Hollywood, and they are going to train him to speak, and they are going to try to convince you and your members that all is well.

"Well, we know we have still got 10 million unemployed, and we know the unemployment rate went up again last month.

"We also know that the inflation rate as announced yesterday is a six per cent rate, but it's on the rise again. And as long as we have got barons, and Butz, and Simons, and Greenspan, the thing is going on, and on, and on.

"On the other hand, we have a candidate that I am sure you are going to reaffirm here tonight. The California Labor Federation and the national labor movement is squarely behind him.

### 'People' Candidates

"We have a candidate in Jimmy Carter and a candidate in 'Fritz' Mondale for Vice President who are telling us that they are 'people' kind of candidates. Carter will be a 'people' kind of President, and we know

the record of Fritz Mondale.

"Carter has told us he will sign the repeal of 14(b). Carter has told us he will sign the situs picketing bill.

"Remember, my fellow trade unionists, Ford didn't double-cross you; he just plain lied to you when he didn't sign the situs picketing bill.

"And we have got a Fritz Mondale with nearly a perfect voting record in the United States Senate from the great State of Minnesota.

"We come to the point, what are we going to do about it? I guess we can pray a lot.

"I want you to know that we have got a lot more to do than pray. Al Gruhn has talked about registration. If my facts are right, when you get home from this convention at your central bodies will be the cards with the unregistered members on them.

"Now, the key to this thing, Jack Henning can offer guidance; Jack Henning can put out a statewide mailing; Jack Henning can give you programs; Jack Henning can help fund the central bodies along with national COPE, but you're on the firing line. You've got the membership. If you don't have a working COPE committee, when you get home, put one together. If you haven't collected COPE dollars, make that COPE collection and get the money in.

"If you're not affiliated and working with your Central Labor Council, COPE, get at it and get some delegates and get down there and help.

"As Al Gruhn has pointed out, the name of this game is registration, education, getting out the vote, COPE dollars. The tools to do the job: We've got to have that help.

"Also, when the support groups come to you, Frontlash services, the labor council, the A. Philip Randolph group, support those groups when they do their work in other communities—they can't do it alone.

"With a collection of that group effort, we can do the job this year. I'm pleading with you to go home and turn it on. There's not been a more important election in the State of California since the great effort that was made in 1958. We can no longer live with the present administration and this is a must year for us. Go home to that job. I will be around, Mushy will be around to help us spur you on to victory, and with your help and your heart and your hand, I know we'll do it this year.

"Thank you very, very much."

Chairman Gruhn thanked Area Director Gulbransen for his address.

#### **Escort Committee Appointed**

The Escort Committee for U.S. Senator John Tunney was appointed by Chairman Gruhn who announced the members' names as follows: Vice Presidents T. A. Small, Paul Miller, Loretta Riley, C. A. Green, William Robertson and M. R. Callahan.

#### **Announcement**

Chairman Gruhn recognized James Lee, president of the California State Building and Construction Trades Council who spoke briefly on Governor Brown's that day signing into law a Bill for construction of a new Dumbarton Bridge and a freeway expansion Bill.

Chairman Gruhn then asked that the Escort Committee lead U.S. Senator John V. Tunney to the rostrum.

He then presented the Senator to the Convention delegates for the purpose of an address.

#### **ADDRESS**

#### **HONORABLE JOHN V. TUNNEY**

#### **U.S. Senator**

Senator Tunney spoke as follows:

"Thank you. It's great being here with you tonight and I'd like to say a particular word of gratitude to Jack Henning for the leadership that he's shown in that postcard registration.

"Because if there is anything that is really going to make a difference this year in California it's making sure that all workingmen and women are registered and are going to go out and vote. And I can't think of any more effective way of doing that than with that postcard registration.

"The AFL-CIO is spearheading what clearly is the most important drive to make sure that all members are registered and, Jack, as one of the candidates who is going to benefit from that, I want to thank you ever so much for the leadership that you have shown.

"When I came in here tonight somebody handed me the joint slate card, and I understand that there was a lot of suspense and everybody got elected. I want to congratulate all those who got elected. I hope I will have the same kind of luck. I have a feeling that my election is going to be a little bit more suspenseful.

"Today, as is my custom, I was out jogging in the afternoon around the park near the Capitol. I do that, and I recommend it

to some of my friends in the audience who look as though they could use a little of that jogging. I try to do a mile and a half to two miles every day, and I am really doing it—getting myself in condition to run down S. I. Hayakawa and get him to debate with me here in Sacramento, in San Francisco, and all over this state.

### More Debates Needed

I can't imagine why a person that is such an eminent semanticist, such a magician with words, such a beautiful phraser of the incredible—I am surprised that he won't debate with me.

"Frequently he has indicated just in the last three or four days that he would have one debate on television in Los Angeles, and I would hope that we could extend that debating schedule all over the state, and I think it's very important.

"You know my experience with labor has been that they like straight talk and so do I. I have got some things to say about this whole election campaign including the presidential race. But I want to get down to some straight talk right at the beginning.

"You know and I know that there is a guy named Hayakawa running against me and if he is not beaten, you're going to find perhaps one of the most anti-labor senators sitting in the United States Senate in the history of California. That is very clear because he is a person who has feet firmly embedded in 19th century cement.

Eight years ago Dr. Hayakawa won some attention on television when he pulled some wires from a sound truck during a student demonstration at San Francisco State. Now, what has he done since then? Well, he has retired. He switched from the Democratic Party to the Republican Party. He has done a lot of lectures, and he has written some newspaper columns.

"That is about all until this year. The retired semanticist has been roving the state and offering statements with about as much social sensitivity as a turn-of-the-century sweatshop boss. And I'm going to pinpoint one such statement in just a moment.

"On April 9th of this year, Dr. Hayakawa had an interview—a very long interview—in the 'Oceanside Blade Tribune,' and that interview I carry around with me because it's so incredible.

"It's a long, long interview and I will tell you what he said, and I am quoting:

"'Hayakawa . . . advocated an increase in the individual income tax to offset the tax incentives which he feels should be

provided to business.'

"The 'Blade Tribune' then reported that Hayakawa said that industry should prosper so that people will have an income to tax. And Hayakawa went on to say,

"'As long as industry is booming . . . ' talking about individuals, 'you can tax the hell out of them for social programs.'

"So I then criticized Dr. Hayakawa for that obsolete thinking, and when a San Diego reporter questioned him about it and asked if he had ever advocated such a position, he said, 'Hell, no. You can't say things like that when you are running for a political office.'

"Last week when a television reporter confronted Hayakawa with the exact quotes from the 'Oceanside Blade,' he said lamely that he couldn't remember making such a statement.

"Well, I'm not going to let him get away with denials and I am not going to let him get away with a poor memory because, quite clearly, the interview that he gave was reflective of some deep social thinking on the part of Dr. Hayakawa.

"He went on to say in Europe and in Sweden they have a modern business plant, and they are able to have a modern business plant because of the low taxes for corporations. But they have a very high individual income tax. And he wants to bring that kind of a social program to this country.

"Well, I think that is about as obsolete and about as 19th century a viewpoint as I have ever heard, and it's the kind of a viewpoint, in my view, that is going to sink his ship in this election.

"The campaign is now in full swing. We've got six weeks to go before this election and I'm telling you, it seems to me that all of us in this room have a responsibility to make darn sure that on November 2nd, that we elect Jimmy Carter President of the United States.

"Very important! When I stood before the people of California six years ago, I promised to fight for jobs for all, I promised to fight for decent housing and schools, for an end to the war which was destroying the moral fiber of this country, and I fought those battles side by side with others of like mind.

"I wish I could say I won them all, but we haven't, and the reason we haven't is because we have a President of the United States who identified, in two instances, President Nixon and President Ford, who identified with special interests and not with the interests of the working men and women of this country.

"We have seen a Democratic Congress pass legislation: housing, jobs, childcare, only to have the President veto that legislation. And we have seen those vetoes come from Gerald Ford in an avalanche.

#### **Most Vetoes From Ford**

"We have more vetoes from Gerald Ford per month on an average than any President in history, and he didn't even get elected. He got appointed as the great vetoer.

"Well, I think that the Congress has pushed hard to win full collective bargaining rights for workingmen and women, and we have seen the President of the United States veto the situs picketing bill after he said that he was going to sign the bill; that's reason enough to defeat him.

"That's why this is a very important election, because we must end the divided government. We must have a President in the White House who's going to be responsive to the Congress and a Congress that's going to be responsive to the President, in other words, we need to have the kind of operation in Washington that is going to pass legislation and see it signed, legislation that's going to benefit the working people of this country.

"The Republican Administration, using Madison Avenue techniques, would have us believe we've never had it so good. The Administration wants us to forget that there are four and a half million more people unemployed than when Nixon took office.

#### **Economy Suffers**

"They want us to forget the raging inflation of the last eight years, averaging 7.7 percent per year, and almost 11 percent over the last two years.

"They want us to forget that there are children who go hungry and senior citizens who are without adequate medical care.

"They would have us believe that they know how to handle this economy. They're running this economy into the ground.

"Jimmy Carter and Gerald Ford are going to be debating the issues tomorrow night, as the first debate, and I'm confident that Carter is going to send Gerald Ford to the head of the unemployment line.

"I'm hoping so. But, as I told you here in California, we're having great difficulty getting our friend Hayakawa to debate. I have received more than 30 invitations for appearances. I've accepted them.

"Dr. Hayakawa has accepted one. I

don't think that Californians are going to buy it. I think that they know they're electing a Senator for six long years.

"They're electing a Senator who's expected to know what he's talking about on the Senate floor; a Senator who's expected to engage in tough debates with his colleagues in committee and on the floor.

"A Senator who's going to represent Californians' interest in a hardnosed give-and-take with other Senators who are trying to defend the well being of their states. They're electing a U.S. Senator who, if he has to, will get red-eyed and fly back to Washington, as I'm having to do tonight, unfortunately. I found out just a few minutes ago because of an important vote in which my vote could be key.

"But, I will be coming back for a dinner for those of you who are planning to be there in San Francisco tomorrow night. But let's just look at what Dr. Hayakawa has been doing with his appearances.

"He's been restricting appearances to largely Republican clubs where he's not challenged and he's not questioned, but there are very grave questions in this election.

"What about jobs? No issue is more important to the future of our country than getting Americans back to work. I want to put Americans back to work—in the private sector where possible—in the public sector, if necessary.

#### **Invest in People**

"I stand for legislation to give unemployed workers decent, well-paying jobs. If we can give tax credits for investment in machinery, why can't we give them for investing in human beings? I support the Humphrey-Hawkins Bill. No economic policy is going to be successful without a coordinated push for full employment, and Humphrey-Hawkins is going to give us the tools for that job.

"Mr. Hayakawa is decades apart from me. He opposes Humphrey-Hawkins. After all, he wisecracks, 'They have that type of full employment in Red China.'

"How out of touch with working men and women can you get? I support Federally-funded public works projects. Building our economic structure is one sure way to guarantee future economic health.

"I worked to override presidential vetoes of public works job bills and I battled to assure California its fair share of public works money.

"My amendment to the public works jobs bill would have meant \$40 million and 8,000 jobs for California.

"It passed the Congress. We lost it to a presidential veto. Typically, Dr. Hayakawa opposes public works projects. He calls them 'make work programs, which produce no economic value for workers or employers.'

"Apparently, he hasn't talked to any of our nation's seven and one-half million unemployed workers.

### Teen Skills

"What about teenage unemployment? I support Federal programs to train young people and give them summer jobs to develop their skills. How else can we combat an unemployment rate running at 20 percent among unskilled teenagers?

"But Dr. Hayakawa says he wants to lower the minimum wage, relax school attendance laws and weaken child labor laws. When asked how he would then prevent exploitation of our young people, he glibly says: 'In a sense, it doesn't matter if they are exploited.'

"Dr. Hayakawa opposes Proposition 14. He wants to lower the minimum wage for agricultural workers, and he wants to bring back the Bracero program. He'd also probably like to bring back the 19th century when government ignored the workers. Given the change, Hayakawa would turn the clock back on American workers and destroy their hard-won rights.

"Because I feel that we've got to insure that farm workers' collective bargaining rights are free from political interference and we saw what could happen when they're not free from political interference when the funding of that board was held up for weeks because some state senators were trying to extract a concession from the Governor and from those supporters of the farm labor legislation.

"I have worked hard for programs to upgrade living and working conditions for farm labor workers and I'm unalterably opposed to the resurgence of the Bracero program.

"Dr. Hayakawa opposes Proposition 14. He wants to lower the minimum wage for all agricultural workers and he wants to, as I said, bring back the old days, bring back the Bracero program. He probably would like to bring back the 19th century when government ignored workers.

### Right to Health Care

"How about health care? Every American is entitled to decent health care. It should be a right, not a privilege, for all, regardless of age, economic status or accident of birth.

"As a Democrat, I stand firmly behind the Democratic Party's promise to seek 'The orderly and progressive development of a comprehensive national health insurance program which is federally financed.'

"I'll work for and support such legislation when it comes to the floor of the Senate to achieve that goal.

"Dr. Hayakawa doesn't know much about it or doesn't seem to care much about the problem. Of course, he wants to spend more on defense and less on social disorders of the government.

"And how about taxes? I believe that we need to reform the tax system to give the working family a break, and that's why I authored legislation to allow working parents to deduct child care from their taxes, and that's why I backed legislation to increase tax exemptions for the average family and to close loopholes used only by wealthy fat cats.

"But, as I have already indicated, Dr. Hayakawa goes back to an earlier age. He feels that the way to handle tax problems and to increase the taxes of the individual workers is to lower the taxes of business in other than election years.

### Foreign Policy

"Finally, what about foreign policy? I believe that the most significant change in American foreign policy in the last 35 years was the fact that in the Angola matter, legislation which I authored, we were able to tell the President, 'No more secret wars. If you want a war, you are going to have to come and justify it to the American people through their Congress.'

"Dr. Hayakawa believes we ought to send unarmed troops to Africa to work on dams and levees, and I am quoting now, '... where they could be armed if necessary.'

"It's curious he doesn't regard overseas public works projects as 'make work programs.'

"Dr. Hayakawa's foreign policy stems from the gunboat era of dollar diplomacy. His social policies wear the stiff collars of Coolidge and Hoover.

"His views on American labor were past in an era when troopers put down strikes with bludgeons, and there was no minimum wage and no Social Security.

"His views are as antique as they are anti-labor.

"I don't believe that the people want a United States Senator who regards the

Watergate scandal as having been 'very, very seriously exaggerated.'

"I found being a U. S. Senator a full-time job, and I think it's a very hard job, and it required a lot of conversation with people in your state and a lot of conversation with your colleagues. Being a Senator is being responsive to what the people of your state want.

"Dr. Hayakawa has said that he—and I am quoting now, wants 'to be the Mayor Daley of California,' and wants 'to establish a political machine.'

"Well, I suggest that he go back to Chicago. Considering what he believes, I don't blame Dr. Hayakawa for running a low-visibility campaign. I can just promise you this: For the very same reason that I am running out there on that track or on those malls, or out in the parks everyday to keep in shape, I want Dr. Hayakawa to realize that he has got a long-legged guy called Tunney running after him around this state, and we are going to make him come down and tell the people what it is he believes because I am convinced—I am absolutely convinced—that when he does, that the people of this state are going to decide that they want to have a progressive Senator to continue in the United States Senate for the next six years.

"I think that we're headed for a great, great victory. In California it's going to require a lot of hard work. I think it's going to take a lot of hard work for Jimmy Carter; I think it's going to take a lot of hard work for me; I think it's going to take a lot of hard work for the Congressmen, and State Senators, and Assemblymen, but I believe honestly that we can have that large victory, and we will definitely have it with a united labor front, an energized labor front, a labor front that is registering voters, a labor front that is helping get out the vote, a labor front that has joined with the progressive elements of the Democratic Party to make sure that the working men and women of this country not only not lose what they have, but will be entitled to much more in the future.

"Thank you very much."

#### **Film Available**

Chairman Gruhn thanked Senator Tunney for his address and then called on Secretary-Treasurer Henning who announced the availability of the film "If You Don't Come In Sunday . . .", which had been shown to the delegates earlier in the day.

#### **CARTER-MONDALE FILM SHOWN**

Secretary-Treasurer Henning then pre-

sented the motion picture on the Carter-Mondale ticket for showing to the Convention.

Thereupon the film was shown to the delegates.

#### **Remarks**

##### **STEVE BIERINGER**

##### **National Chairman, Frontlash**

Following the showing of the film, Steve Bieringer, Frontlash National Chairman, spoke about voter registration and voter education efforts continuing throughout the state by the Frontlash organization.

#### **Remarks**

##### **KATHLEEN KINNICK**

##### **Director, Women's Activities Dept.**

Secretary-Treasurer Henning next presented Kathleen Kinnick, Director of the California Labor Federation's Women's Activities Department, who discussed the importance of the women members' role in the political arena, and in the labor movement generally.

#### **Remarks**

##### **HARRY JORDAN**

##### **Field Coordinator**

Chairman Gruhn then introduced Harry Jordan, the State Labor Federation's coordinator of voter registration, education and get-out-the-vote efforts with the California Chapters of the A. Philip Randolph Institute.

Brother Jordan spoke about the successes of the Institutes throughout the state and the promise of a total COPE victory in November through cooperation and hard work.

Secretary-Treasurer Henning thanked Harry Jordan for his comments and noted that Bill Gallardo, state chairman of the Labor Council for Latin American Advancement, had been working with George Meany, President of the AFL-CIO, and Al Barkan, National COPE Director, to mobilize Latino support during this campaign year.

#### **Announcements**

The Secretary-Treasurer also observed that James Patton, Director of the State Federation's Retired Members Department, heads the Department's activities but was unable to attend the Convention due to his being ill with influenza.

He thanked Tom Dunn (Motion Picture Machine Operators No. 252, Sacramento) for showing the film to the Convention.

Here followed an announcement by Fred Fletcher, Assistant Chairman of the Committee on Constitution, who requested a meeting of the members of the Committee.

Chairman Gruhn next called on Secretary-Treasurer Henning for the next item

of business, the report and recommendations of the Executive Council to the Pre-General Election Convention of the California Labor Federation, AFL-CIO.

Secretary-Treasurer Henning then presented the report and recommendations as follows:

**Report and Recommendations of the Executive Council  
to the  
PRE-GENERAL ELECTION CONVENTION  
of the  
CALIFORNIA LABOR FEDERATION, AFL-CIO**

**Sacramento, September 22, 1976**

The Executive Council of the California Labor Federation, AFL-CIO, met in the Hotel Senator, Sacramento, September 17 and the Sacramento Community Convention Center September 21, 1976, to consider candidates for election to the United States Senate, positions on the 15 ballot propositions and local COPE recommendations for election to the House of Representatives, State Senate, and State Assembly on the November 2, 1976 general election ballot.

In certain instances where no recommendation was received for the office in a party from the local COPE or from the appropriate area or district political organization in such area, a recommendation has been made by the Executive Council, which recommendations are preceded by an asterisk (\*).

In certain instances recommendations of the local COPE or the appropriate area or district political organization were rejected by the Executive Council by at least a vote of two-thirds of the membership eligible to vote of said Executive Council, and recommendations were then made by the Executive Council. These recommendations are preceded by a double asterisk (\*\*).

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

**U.S. Senator**

**John V. Tunney (D)**

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation was seconded and carried.

**Endorsement Procedure**

Prior to commencing with the recommendations for U. S. House of Representatives, Chairman Gruhn explained the procedure to be followed.

If a question should arise concerning any recommendation, the delegate objecting should ask for recognition from the Chair and then request that the recommended endorsement be set aside to be taken up individually after the other recommended

endorsements are acted upon.

**Clarification Noted**

Delegates John F. Crowley (San Francisco Labor Council) and R. R. Richardson (San Diego-Imperial Counties Labor Council, San Diego) stated that although an asterisk appeared in the 5th and 43rd Congressional Districts, respectively, the local Councils had endorsed the recommended candidates in those districts.

Chairman Gruhn pointed out that in both cases there was another county involved in the jurisdiction and no joint recommendation was received from all local Councils involved, therefore the asterisk appeared.

For the record, Delegate Crowley stated that John Burton in the 5th Congressional

District was endorsed by a two-thirds vote by the San Francisco Labor Council.

Also, Delegate Richardson stated, for the record, that Pat Kelley in the 43rd Congressional District was indeed recom-

mended by the San Diego-Imperial Counties Labor Council.

Secretary-Treasurer Henning continued the report and recommendations of the Executive Council:

### Representatives in Congress

#### District

1. \*Harold T. (Bizz) Johnson (D)
2. Oscar Klee (D)
3. John E. Moss (D)
4. \*Robert L. Leggett (D)
5. \*John L. Burton (D)
6. Phillip Burton (D)
7. George Miller (D)
8. Ronald V. Dellums (D)
9. Fortney H. (Pete) Stark Jr. (D)
10. Don Edwards (D)
11. Open
12. David Harris (D)
13. Norman Y. Mineta (D)
14. \*John J. McFall (D)
15. \*B. F. Sisk (D)
16. Leon E. Panetta (D)
17. \*John Krebs (D)
18. \*Dean Close (D)
19. Dan Sisson (D)
20. Patti Lear Corman (D)
21. James C. Corman (D)

#### District

22. Robert L. Salley (D)
23. Anthony C. Beilenson (D)
24. Henry A. Waxman (D)
25. Edward R. Roybal (D)
26. Bruce Latta (D)
27. Gary Familian (D)
28. Yvonne Brathwaite Burke (D)
29. Augustus F. (Gus) Hawkins (D)
30. George E. Danielson (D)
31. Charles H. Wilson (D)
32. Glenn M. Anderson (D)
33. \*Ted Snyder (D)
34. Mark W. Hannaford (D)
35. Jim Lloyd (D)
36. George E. Brown Jr. (D)
37. Open
38. Jerry M. Patterson (D)
39. William E. "Bill" Farris (D)
40. Vivian Hall (D)
41. King Golden Jr. (D)
42. Lionel Van Deerlin (D)
43. \*Pat Kelly (D)

Congressional District No. 11 was set aside by request.

With the exception of Congressional District No. 11, Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendations for Representatives in Congress was seconded and carried.

#### District No. 11

Secretary-Treasurer Henning moved to adopt the Executive Council's recommendation of "Open" in District No. 11.

His motion was seconded.

Speaking in opposition to the Executive Council's recommendation were delegates Roy Wilson (Transport Workers No. 505, Burlingame), Tom Hunter (Plumbers & Steamfitters No. 467, Burlingame), Robert Barnes (Machinists No. 68, Burlingame),

Jack Smith (Retail Clerks No. 775, San Mateo), Fernando Vega (Transport Workers No. 505, Burlingame) and Ed Heinrich (Air Transport Employees No. 1781, Burlingame).

Delegates Donna Patterson (County Empls. of San Mateo No. 829, Redwood City), John Woodworth (Theatrical Stage & M. P. Operators No. 409, San Mateo) and Secretary-Treasurer Henning spoke in support of the Executive Council's recommendation.

#### Recommendation Adopted

The motion to adopt the Executive Council's recommendation for the 11th Congressional District was carried.

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendations for the U.S. Congress as a

whole was seconded and carried.

Chairman Gruhn then called on the California Labor Federation's General Counsel, Charles P. Scully for his comments concerning the implications of Proposition 9 for delegates who are registered lobbyists voting on recommendations for offices in the State Assembly and State Senate.

**COMMENTS OF CHARLES P. SCULLY**  
General Counsel

California Labor Federation, AFL-CIO

Mr. Scully spoke in the following words: "Delegates, you'll note on your program a special note which is as a result of Proposition 9 and the opinions of the Fair Practices Commission.

"In essence, that means that any individual who is a registered lobbyist cannot vote on recommendations for offices in the State Senate and State Assembly. It does not apply to the ballot propositions.

"In order, therefore, to protect the officers of the Federation who are registered lobbyists, we have noted that neither the President, the Secretary-Treasurer, or Vice-President Finks, vote on these recom-

mendations.

"I regret to say that under the same application, this applies to delegates to this Convention who are registered lobbyists. And I would recommend to anyone who is a registered lobbyist, that he go to the microphone, identify himself and indicate that he will not be voting on recommendations with respect to the State Senate or the State Assembly, and thereby get his protection with respect to any action that may be taken in as far as those offices are concerned.

"If you have any questions, I will be glad to answer them."

The following delegates, who indicated they were registered lobbyists, declared their intention to abstain from voting on recommendations for offices in the State Senate and State Assembly: Robert Jirka (Air Transport Empls. No. 1781, Burlingame), Edward Park (State Conference of Operating Engineers, San Mateo) and Mary Bergan (East County Federation of Teachers No. 2001, Antioch).

Secretary-Treasurer Henning announced the recommendations of the Executive Council for the State Senate offices:

**SPECIAL NOTE:** With regard to the following recommendations for State Legislative Offices, neither President Gruhn, Executive Secretary-Treasurer Henning nor Vice President Finks voted on the recommendations in any of the Districts.

**State Senate**

**District**

1. \*Randolph Collier (D)
3. Albert S. Rodda (D)
5. Milton Marks (R)
7. John A. Nejedly (R)
9. Nicholas C. Petris (D)
11. Alfred E. Alquist (D)
13. John Garamendi (D)
15. \*Rose Ann Vuich (D)
17. \*Phil Harry (D)
19. Sabrina Schiller (D)

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

**Clarification Noted**

At this point, Delegate R. R. Richardson (San Diego-Imperial Counties Labor Council, San Diego) was recognized by the Chair on a point of personal privilege.

Delegate Richardson declared, for the

**District**

21. Raymond J. Loftus (D)
23. David A. Roberti (D)
25. Ronald Barbatoe (D)
27. James Q. Wedworth (D)
29. Bill Greene (D)
31. Renee Simon (D)
33. \*\*Betty Wilson (D)
35. Paul Bell (D)
37. Paul B. Carpenter (D)
39. Bob Wilson (D)

record, that:

"The San Diego Labor Council with the approval of Riverside, sent in the recommendation of Thomas Suitt for endorsement in the 75th (Assembly District) . . ."

Chairman Gruhn next called on Secretary-Treasurer Henning for the purpose of presenting the Executive Council's recommendations for the offices of the State Assembly:

**State Assembly****District**

1. \*Betty Smith (D)
2. \*Barry Keene (D)
3. \*George C. Shaw (D)
4. Vic Fazio (D)
5. Eugene T. Gualco (D)
6. \*\*Leroy F. Greene (D)
7. \*Norman S. Waters (D)
8. \*Mike Gage (D)
9. \*Michael Wornum (D)
10. Daniel E. Boatwright (D)
11. John T. Knox (D)
12. Tom Bates (D)
13. John J. Miller (D)
14. Bill Lockyer (D)
15. S. Floyd Mori (D)
16. Art Agnos (D)
17. Willie L. Brown Jr. (D)
18. Leo T. McCarthy (D)
19. Louis J. Papan (D)
20. Open
21. Victor Calvo (D)
22. Richard D. Hayden (R)
23. Open
24. Leona H. Egeland (D)
25. Alistair McAllister (D)
26. Carmen Perino (D)
27. John E. Thurman Jr. (D)
28. Henry J. Mello (D)
29. Martin Dodd (D)
30. \*Ken Maddy (R)
31. \*Richard Lehman (D)
32. \*Bill Kennedy (D)
33. \*Stephen Schilling (D)
34. \*Larry Chimbole (D)
35. Gary K. Hart (D)
36. Jane McCormick Tolmach (D)
37. Arline Mathews (D)
38. Betty Mann (D)
39. Jim Keysor (D)
40. Tom Bane (D)

**District**

41. No Endorsement
42. \*\*Patrick Johnston (D)
43. Howard L. Berman (D)
44. Alan Sieroty (D)
45. Herschel Rosenthal (D)
46. Charles Warren (D)
47. Teresa Hughes (D)
48. Maxine Waters (D)
49. Julian C. Dixon (D)
50. Curtis R. Tucker (D)
51. Charles J. "Chip" Post III (D)
52. Vincent Thomas (D)
53. Cindy Wear (D)
54. Frank Vicencia (D)
55. Richard Alatorre (D)
56. Art Torres (D)
57. Mike Cullen (D)
58. Fred W. Chel (D)
59. Jack R. Fenton (D)
60. Joseph B. Montoya (D)
61. Patricia Ostrye (D)
62. Sandy Baldonado (D)
63. Bruce E. Young (D)
64. James E. Gonsalves (D)
65. Bill McVittie (D)
66. Terry Gogglin (D)
67. Open
68. Walter M. Ingalls (D)
69. Neal Gibbons (D)
70. Bruce Nestande (R)
71. Chester B. "Chet" Wray (D)
72. Richard Robinson (D)
73. Dennis Mangers (D)
74. Ronald Cordova (D)
75. \*Tom Suitt (D)
76. Ronald Kirkemo (D)
77. Tim Cohelan (D)
78. Lawrence Kapiloff (D)
79. Peter Chacon (D)
80. Wadie P. Deddeh (D)

**Clarification Noted**

Delegate Robert Renner (San Joaquin & Calaveras Counties Central Labor Council, Stockton) was recognized by the Chair on a point of personal privilege.

Delegate Renner stated, for the record, that the asterisk preceding the name of Norman S. Waters in the 7th Assembly District was not required due to the fact that "... all three councils involved sent in their recommendations."

During the reading of the Executive Council's recommendations for the offices of the State Assembly, District No. 6 had been set aside upon request.

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendations for the State Assembly with the exception of Assembly District 6.

His motion was seconded and carried.

**District No. 6**

Secretary-Treasurer Henning moved

adoption of the Executive Council's recommendation for Assembly District No. 6. His motion was seconded.

Delegate Tom Kenny (Sacramento Central Labor Council, Sacramento) commented on the position taken by the Sacramento Central Labor Council.

Secretary-Treasurer Henning then spoke in support of the Executive Council's recommendation.

**Recommendation Adopted**

The motion to adopt the Executive Council's recommendation for Assembly District 6 was carried.

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

The Executive Council's recommendations for the 15 ballot propositions were then read to the Convention by Secretary-Treasurer Henning.

## BALLOT PROPOSITIONS

**Proposition No. 1**

**Digest:** The Housing Finance Bond Law of 1975. Provides for sale of up to \$500 million in state bonds for use by the California Housing Finance Agency to make loans for housing developments.

**Recommendation: Vote YES**

**Assembly Bill 1x**—This Act provides for a bond issue of five hundred million dollars (\$500,000,000) to provide funds for financing housing.

**Proposition No. 2**

**Digest:** The Nejedly-Hart State, Urban and Coastal Park Bond Act of 1976. Provides \$280,000,000 for park, beach, recreational, and historical preservation purposes.

**Recommendation: Vote YES**

**Senate Bill 1321**—This Act provides for a bond issue of two hundred eighty million dollars (\$280,000,000) to be used to meet the recreational requirements of the people of the State of California by acquiring, developing, and restoring real property for state and local park, beach, recreational, and historical resources preservation purposes.

**Proposition No. 3**

**Digest:** The Residential Energy Conservation Bond Law. Provides \$25,000,000 for financing residential energy insulation and solar heating and cooling systems.

**Recommendation: Vote YES**

**Senate Bill 1524**—This Act provides for a bond issue of twenty five million dollars (\$25,000,000) to provide funds for financing residential energy insulation and residential solar heating and cooling systems.

**Proposition No. 4**

**Digest:** University of California. Competitive Bidding. Grounds for Denial of Admission. Authorizes Legislature to require competitive bidding for contracts. Prohibits denial of admission for race, religion or ethnic heritage.

**Recommendation: Vote YES**

**Senate Constitutional Amendment 14** — Amends subsections (a) and (f) of section 9 of Article IX: to authorize the Legislature to require the University to follow competitive bidding principles in making contracts for construction, sale of real

property and purchase of materials, goods and services; and to prohibit denial of admission to the University on grounds of race, religion or ethnic heritage as well as sex. Financial impact: None in the absence of exercise of authority conferred on Legislature.

### Proposition No. 5

**Digest: Interest Rates Allowable. Increases maximum contract rate of interest collectible by nonexempt lenders for nonpersonal, nonfamily and nonhousehold loans.**

#### Recommendation: Vote YES

**Senate Constitutional Amendment 40** — Except as to specified exempt lenders, such as banks, credit unions and savings and loan associations, the Constitution permits interest charges of no more than 10% per annum. This amendment would retain the 10% limit on loans made primarily for personal, family or household purposes but would, as to other loans by nonexempt lenders, increase the maximum permissible rate of interest to the higher of (a) 10% or (b) 7% plus the prevailing rate currently charged by the Federal Reserve Bank of San Francisco for monies advanced to member banks. Financial impact: No fiscal effect on state or local government.

### Proposition No. 6

**Digest: Bills and Statutes—Effective Date. Governor's Consideration. Referendum. Extends time for Governor's veto and changes effective dates of statutes under specified circumstances.**

#### Recommendation: Vote YES

**Assembly Constitutional Amendment 75** — Extends from 12 to 30 days the time for Governor's veto of bills submitted to him after adjournment of Legislature for interim study recess at end of first year of legislative session. Provides that bills passed during a regular legislative session which become law by reason of Governor's failure to act within above-mentioned period shall go into effect on January 1 following their enactment unless referendum is proposed, in which event they become effective 90 days after enactment if referendum does not qualify for ballot within such 90-day period. Financial impact: Undeterminable.

### Proposition No. 7

**Digest: Judges. Censure, Removal, Judicial Performance Commission. Legislative Constitutional Amendment Article VI. Renames Commission. Authorizes Commission to admonish judges. Expands grounds for censure, removal of judges.**

#### Recommendation: Vote YES

**Assembly Constitutional Amendment 96** — Amends section 8 to change name of "Commission on Judicial Qualifications" to "Commission on Judicial Performance." Amends section 18 to permit Supreme Court to censure or remove judges for "persistent failure or inability" rather than for "willful and persistent failure" to perform their duties; to permit Commission to admonish judges who act improperly or are derelict in performance of their duties; and to provide that Commission recommendations for censure, removal or retirement of Supreme Court judges be determined by seven court of appeals judges selected by lot. Financial impact: Minor if any effect on state costs.

### Proposition No. 8

**Digest: County Superintendents of Schools and Boards of Education. Authorizes appointments of county school superintendents, establishment of joint county school boards and superintendents by majority vote.**

#### No Recommendation

**Assembly Constitutional Amendment 77** — Amends Article IX to authorize selection of county school superintendents either by appointment of the county board of education or election, at the option of the electorate. Transfers responsibility for the establishment of the salaries of county superintendents from the Legislature to the county board of education. Empowers two or more counties to establish by majority vote of their electorates a joint board of education, and county superintendent of schools. Specifies that joint boards of education and superintendents shall be governed by state statute and not county charter provisions. Financial impact: Indeterminable.

### Proposition No. 9

**Digest: State Constitutional Offices. Filling Vacancies In. Confirmation. Requires legislative confirma-**

**tion of Governor's appointees to fill vacancies in constitutional offices.**

**Recommendation: Vote YES**

**Assembly Constitutional Amendment 94** — Requires confirmation by Legislature before Governor's appointees to fill vacancies in offices of Superintendent of Public Instruction, Lieutenant Governor, Secretary of State, Controller, Treasurer, Attorney General and on State Board of Equalization may take office. If Legislature does not act within 90 days of Governor's nomination and is at the end of such 90-day period not in recess, appointees may take office as if confirmed; if Legislature is then in recess, the 90-day period is extended to six days following reconvening of the Legislature. Financial impact: No direct state fiscal effect.

#### **Proposition No. 10**

**Digest: Property Taxation by Local Governments Whose Boundaries Include Area in Two or More Counties. Prohibits property taxes without voter approval.**

**Recommendation: Vote YES**

**Senate Constitutional Amendment 46** — Adds Section 14 to Article XI. Unless approved by majority vote of qualified voters of local government voting on question, prohibits local governments formed after adoption of section 14 and whose geographic boundaries include area in two or more counties from levying property taxes. Financial impact: No direct state or local fiscal effect.

#### **Proposition No. 11**

**Digest: Tax Rates on Unsecured Property. Requires Legislature to adjust ratios to maintain equality between unsecured and secured property.**

**Recommendation: Vote YES**

**Senate Constitutional Amendment 53** — Amends Article XIII Section 12 to provide that Legislature shall adjust tax rates on personal property, possessory interests in land and on improvements on land exempt from taxation in any year when assessment ratios are changed to maintain equality between property on secured and unsecured rolls. Financial impact: No direct state or local fiscal effect.

#### **Proposition No. 12**

**Digest: Loans by State for Energy Conservation Improvements in**

**Residential Structures. Authorizes low interest state loans for residential insulation and solar heating or cooling systems.**

**Recommendation: Vote YES**

**Senate Constitutional Amendment 45** — Adds section 12 to Article XVI to authorize Legislature to provide program of state loans at lower than prevailing interest rates to finance installation of energy insulation, solar heating or cooling systems in residential structures. Financial impact: No direct state or local fiscal effect.

#### **Proposition No. 13**

**Digest: Greyhound Dog Racing. Establishes a state commission to license and regulate the conduct of and wagering on greyhound dog races.**

**No Recommendation**

**Initiative Measure**—Establishes California Greyhound Racing Commission to license and regulate the conduct of greyhound races by qualified greyhound racing associations. Applicants for a first license shall pay a fifty thousand-dollar non-refundable application fee. Once issued, licenses shall automatically be renewable for three-year periods unless revoked for just cause. The pari-mutuel method of wagering shall be permitted on greyhound races. A specified percentage of proceeds from pari-mutuel wagering shall be deposited in a Greyhound Racing Fund in the State Treasury, which fund shall be available for specified public purposes when appropriated by the Legislature. Financial impact: Indeterminable.

#### **Proposition No. 14**

**Digest: Agricultural Labor Relations. Reenacts Agricultural Labor Relations Act of 1975 with amendments and requires state legislative appropriations to implement.**

**Recommendation: Vote YES**

**Initiative Measure**—Repeals Agricultural Labor Relations Act of 1975; reenacts as Agricultural Labor Relations Act of 1976. Makes technical amendments to maintain status quo under 1975 Act, except requires new appointments to Agricultural Labor Relations Board. Additional amendments require: access for union organizers to property of employers for certain periods; minimum of 50% of employees to petition for decertification of union; Legislature to provide appropriations necessary to carry out the Act; Board to provide employer-

supplied lists of agricultural employees to persons involved in elections. Permits Board to award treble damages for unfair labor practices. Financial impact: Proposition would result in minor, if any, increased costs to the state.

### **Proposition No. 15**

**Digest: Chiropractors, Board of Examiners. Licensing Requirements. Adds two public members to Board of Chiropractic Examiners. Increases educational and licensing requirements.**

### **Recommendation: Vote YES**

**Senate Bill 1416**—Amends initiative statute relating to chiropractors to provide for addition of two public members to State Board of Chiropractic Examiners. Requires chiropractic school or college to be accredited by Council on Chiropractic Education, or equivalent, before graduates thereof are eligible to apply for chiropractic licenses. Increases minimum educational requirements necessary to practice chiropractic to include, among others, 60 prechiropractic college credits. Authorizes Board to accept diplomate certificate and results of National Board of Chiropractic Examiners examination in lieu of all or part of California Board examination. Financial impact: Insignificant.

### **Recommendations Adopted**

It was moved, seconded and carried that the Executive Council's recommendations for the ballot propositions be adopted as a whole.

### **POWER TO ALTER ENDORSEMENTS**

The Chair next recognized Vice President Small who made the following motion with respect to endorsements:

"Mr. Chairman, I move that whenever and wherever an office is left 'Open' in the action of this Convention, the Secretary-Treasurer, subject to the approval of the Executive Council, shall be given full power to act and make endorsements after consultation with the local COPEs anywhere they exist."

The motion, duly seconded, was carried.

Vice President Small continued:

"I move that the Executive Council shall be authorized to withdraw the endorsement of any candidate should his or her actions be detrimental to the labor movement."

The motion was seconded and carried.

### **\$5,000 Contribution to Prop. 14 Campaign**

Secretary-Treasurer Henning made the following motion: "Mr. Chairman, I move that the California Labor Federation, AFL-CIO, through its Standing Committee on Political Education contribute \$5,000 to the campaign to secure the passage of Proposition 14."

The motion was seconded and carried.

### **Assemblyman Paul Carpenter Introduced**

State Assemblyman Carpenter, endorsed for reelection by the Convention, was introduced to the delegates by Secretary-Treasurer Henning.

Assemblyman Carpenter then said a few words of thanks to the delegates regarding their endorsement of him that night.

Chairman Gruhn next called upon T. A. Small, chairman of the Committee on Resolutions, for a report.

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

#### **T. A. Small, Chairman**

Before commencing his report, Chairman Small asked Secretary-Treasurer Henning to explain to the delegates the inclusion of resolutions at the evening's Pre-General Election Convention part of the regular Biennial Convention.

Secretary-Treasurer Henning stated:

"Mr. Chairman, Delegates, these resolutions cannot be considered tomorrow at the Federation Convention. These are the property of COPE exclusively."

Chairman Small continued the report:

#### **Resolution No. 75**

#### **Support Public Employees Through Political Action**

The committee's report:

"Your committee recommends that the Resolved be amended by inserting in line 2 after the word 'COPE' the words 'encourage local COPEs that.'"

"It would then read: Resolved, That the California Labor Federation COPE encourage local COPEs that endorsement be denied to all candidates for public office, et cetera.

"And as so amended, your committee recommends concurrence.

"I move adoption."

The motion was seconded.

Delegate Richard Groulx (Alameda County Central Labor Council, Oakland) spoke in support of the committee's recommendation.

Delegate William Combs (Machinists Dist. Lodge No. 141, Burlingame) asked the Chair for a clarification of the resolution and its proposed amendment.

Chairman Gruhn then requested T. A. Small, chairman of the Committee on Resolutions to explain further.

Thereupon Chairman Small restated the committee's recommendation:

"The committee recommends that the 'Resolved' be amended, and all we added to it was that we encourage local COPE's not to endorse and not recommend for endorsement anyone who denies the right to strike."

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

#### **Resolution No. 96**

##### **Achieve Economic Growth Through Political Action**

The committee's report:

"The subject matter of this resolution mandates the withdrawal of support of any individual or groups who attempt to limit needed growth in the economy or deny to workers the opportunity for a job or place to live.

"In the opinion of your committee it is highly desirable that we support candidates who are sympathetic to the objectives and principles of organized labor, but the standard suggested in this resolution is an absolute one which would make impossible the exercise of discretion by either the local or State COPEs.

"Your committee feels that individuals and groups who could fall into the category mentioned should be evaluated with these factors in mind however.

"Your committee accordingly recommends nonconcurrence, and I move its adoption."

The motion was seconded.

Delegates Tom Hunter (Plumbers & Steamfitters No. 467, Burlingame) and Stan Smith (San Francisco Building and Construction Trades Council) spoke in opposition to the committee's recommendation of nonconcurrence.

Speaking in support of the committee's recommendation were Delegate James Lee (State Building and Construction Trades Council of California, Sacramento) and Secretary-Treasurer Henning.

The motion to adopt the committee's

recommendation was carried.

#### **Resolution No. 101**

##### **The November Elections**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Resolution No. 120**

##### **Opposition to Proposition 13**

The committee's report:

"The subject matter of this resolution is concerned with opposition to Proposition 13. The jurisdiction to consider the subject matter rests exclusively in the Standing Committee on Political Education, and accordingly, your committee recommends that this resolution be filed and the subject matter referred to the Standing Committee on Political Education for consideration and action.

"I move the adoption of the committee's report."

The motion was seconded.

The committee's recommendation was adopted.

#### **Resolution No. 125**

##### **Support Proposition No. 14**

The committee's report:

"The subject matter of this resolution is concerned with support of Proposition No. 14. The jurisdiction to consider the subject matter rests exclusively in the Standing Committee on Political Education and accordingly, your committee recommends that this resolution be filed and the subject matter referred to the Standing Committee on Political Education for consideration and action.

"I move the adoption of the committee's report."

The motion was seconded.

The committee's recommendation was adopted.

Chairman Small then moved that the committee's report as a whole be adopted.

His motion was seconded and carried.

#### **Adjournment**

Chairman Gruhn called on Secretary-Treasurer Henning who moved that the Pre-General Election Convention part of the regular Biennial Convention of the California Labor Federation, AFL-CIO, be adjourned sine die.

His motion was seconded and carried, whereupon that part of the regular Biennial Convention was adjourned sine die at 10:00 p.m.

**FOURTH DAY**

Thursday, September 23, 1976

**MORNING SESSION****CALL TO ORDER**

The fourth day of the Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, was called to order at 9:50 a.m. by Chairman Gruhn.

The Invocation was presented by the Reverend Connie Haines of the Christ Unity Church.

**INVOCATION**

**Reverend Connie Haines**  
**Christ Unity Church**

"Thank you very much. Shall we all be quiet for a moment. Just turn within to that very center of being where only God lives.

"Loving Father God, we give thanks this bicentennial year in our working heritage and especially for the organized labor movement from Sam Gompers through today.

"We ask that your presence be within every decision made and that unity and thought and brotherhood prevail. We now pray.

"In the name of the living Christ that dwells in each one here and in everyone all over the world, Amen."

Chairman Gruhn next introduced William Pollard, Director, AFL-CIO Department of Civil Rights, to the delegates, for an address.

**ADDRESS****WILLIAM POLLARD**

**Director,**  
**AFL-CIO Department of Civil Rights**

Director Pollard commenced his address:

"President Gruhn, Secretary-Treasurer Henning, Executive Council Member Dellums, officers, and delegates to this California Labor Federation Convention.

"It's always good to be in California, and attending a California Labor Federation meeting is like putting icing on the cake when you come out here.

"I'd like to say, though, that describing it in these terms almost nearly but not quite describes my feeling of almost missing this Convention because of the rapidity in which you engaged in your work this week, and I am glad that I did get here in time in order to see you do some of

your work.

"I had the privilege of listening to the next Senator from California speak last night, and I certainly hope that you will remember some of the things that he was telling you about his opponent of November 2nd.

"We need good Senators and good Congressmen in Washington and certainly hope that you will continue to send men and women of that caliber to us.

"As I came in the hall, I met so many of the people that I have known for years, and one in particular reminded me that we used to come to Sacramento as early as in 1945 and 1947 in a group called the California Committee for Fair Practices. And the purpose of that liberal-labor-civil rights coalition in the forties and fifties was to attempt to urge the Legislature to enact a State Fair Employment Practices law.

"Among those early brothers were Neil Haggerty, Jack Henning, Bill Becker, Max Mont, Nat Colley, Gus Hawkins, Sister Tara Hall Pittman, Verna Canson, Byron Rumford, C. L. Dellums, and many others were in that coalition fighting for equal employment opportunities which came to fruition in 1959.

"In the previous year a State 'Right-to-Work' Initiative was defeated by over a million votes, and when we sampled the precincts of the minority communities, it shows that there was overwhelming opposition to that proposition in greater number than in the non-minority communities.

"In 1963, the Democratic majority in the California State Legislature passed a Fair Employment Practices Act, and that Act bore one of the names of the two then State Legislators—Gus Hawkins and Byron Rumford.

**Rumford Fair Housing Law**

"The Fair Housing Law was passed, and it bore the name of Rumford. But before the ink was dry on that law in September of 1963, the signatures were solicited by the opposition to place the Initiative on the ballot to repeal that law. And the voters of this State let their prejudice show, and the measure was invalidated by the largest vote in the history of the referendum process on November 3rd, 1964, election day.

"Only the California State Supreme Court saved the day by nullifying that act on May 10th, 1966, and the U.S. Supreme Court affirmed the California Court decision on May 29th, 1967, in *Reitman vs. Mulkey*.

"The point that is being made is that the State Legislature in the late fifties was sensitive to the needs of minorities. It also wanted to right some of the wrongs of the past where race was a factor. As a matter of fact, some of the so-called 'cow county' Legislators of this state supported the civil rights legislation in the late fifties, and in 1976 we see little emphasis being placed on civil rights.

"Indifference and outright negativity prevail in some quarters. It is alleged by some civil rights leaders that if the 1959 Fair Employment Practices Act or the Rumford Fair Housing Act were likely to come up in the Legislature, this time their passage would not be so sure.

#### **Need Renewed Coalition**

"Hopefully, this climate does not really prevail in this state; however, today we need a regrouping of the liberal-labor-civil rights coalition that was responsible for good laws in California.

"This coalition also helped defeat anti-labor proposals and enact good liberal legislation and good civil rights law.

"But the enemies of the labor movement had not changed. Neither have those of the civil rights movement. They are bigger, richer, more powerful and sophisticated.

"It's obvious to the informed that the major problems of this country transcend race, sex, religion, and national origin.

"They do affect certain groups in our society more than others because of the continued discrimination. This must be fought on every level until it is eradicated.

"The recession, inflation, unemployment, the lack of adequate housing at reasonable prices, high education costs, crime, and unfair tax laws are part of a critical list of problems that require national concern.

"Let me remind you that after all these years since the *Brown vs. Topeka School* desegregation decision in 1954 and the passage of the Civil Rights Act in 1964, the battle to desegregate the public schools is still going on, and we are still faced with lawless acts in the north and west instead of the south aimed at preventing little children from getting an equal chance at a good education.

"We are still faced with demagogues

and opportunist politicians that want to put over a constitutional amendment designed to legalize and regularize and institutionalize inequality as a matter of law.

"At this time I want to thank the central council labor leaders that we met with yesterday for agreeing to assist in all their power to work with groups in their communities for peaceful desegregation when ordered by the courts and school boards.

"We in the AFL-CIO are fighting on all fronts just as we have fought on them for scores of years. We intend to root out every vestige of discrimination, every vestige of inequality in the schools, and in the work place, and in the community as a whole.

"We are working to build bridges with all of the civil rights organizations and church groups of every kind, in every state, and in every city to see that America gives its children the opportunities that they deserve.

"Political action is a tool we have to work with. We must harness the civil rights-labor-liberal coalition that set political action into motion. The coalition will have to exercise itself to register the highest number of potential voters.

"COPE, the A. Philip Randolph Institute, the Labor Council for Latin American Advancement, the Coalition of Labor Union Women, Frontlash, the Seniors, and our perennial friends inside and outside the labor movement and the civil rights coalition must register and educate the potential voters.

#### **Get-Out-The-Vote**

"Above all we must get them out to the polls on election day. Already the enemies of the labor movement and civil rights movement are trying to brainwash the voters of this country to stay at home on election day.

"They claim that over 70 million eligible voters will stay home.

"We must reject that prediction and work on the double to see that our union members, their families and friends understand what the candidates stand for, what the issues are, and then cast our precious ballots on election day or use absentee ballots if we plan to be away from our respective cities on election day.

"We must never forget that Mr. Ford has no creative ideas as President in dealing with this country's problems.

"He did not have any when he was the Congressman from Grand Rapids, Michigan.

"In the thirty years that he was in the Congress, we cannot recall a single important piece of legislation that Mr. Ford introduced in the Congress. He has vetoed 56 bills enacted by the Congress. And in one month, he vetoed three bills that would have put two and a half million people to work.

"Surely, the American people, and certainly we in the labor movement and the civil rights movement, do not want to retain a President with that kind of record.

"But, wishful thinking will not make him go away. We have to get our candidate more votes on election day. And those that oppose our aims and our objectives will certainly cast their votes on election day.

"Let us just consider for a moment a myth that seems to be gaining support. It's said that minorities have enough. What do they want now? Minorities, blacks in particular, want civil rights law enforced. They want adequate appropriations for enforcement. They want revenue sharing funds disbursed in a non-discriminatory manner. They want equal job opportunities with their upgrading and promotion of policies. They want justice in the courts. They want protection from criminals just as others demand. They want their children to have the same opportunities for good education. They want the U.S. Supreme Court desegregation decision enforced.

"In short, they want the same things that non-minority persons take for granted.

#### **Few Black Elected Officials**

"There are four thousand blacks as elected officials. That sounds like a lot. It is a lot compared to what we had in 1964, which was less than 100. But it's less than one percent of the 522,000 elected officials in this country.

"They want more and we in the labor movement will help them get more elected because the record shows they have a high degree of support for labor legislation and good legislation.

"Less than one percent of the lawyers in this country are black. Less than one percent of the doctors and dentists are black. They want more and we'll support that goal by insisting that educational institutions permit those who qualify to enter.

"We will support legislation that will provide scholarships for the needy. This is not paternalistic on our part. It's merely translating policy results and commitment into action. There appears to be a

greater commitment to the environment than to equal opportunity.

"The labor movement is not opposed to protecting the environment. It's in the best interest of all to do so. It just makes good sense to see that the Constitution of the United States and subsequent amendments afford the same opportunities to everyone without regard to race, sex, religion or national origin.

"Affirmative action in the labor lexicon is not a bad phrase. It's not an evil concept. We see an affirmative action as a technical term for positive effort to insure that employment opportunities are open to all. It means aggressive, positive effort to integrate instead of passive efforts not to discriminate.

#### **Equality in Employment**

"We're committed to the principle of equality in employment and effective action in opening up opportunities in the work place that were previously denied to men and women of minority groups.

"However, affirmative action programs have their greatest impact when the economy and the job market is expanding. We're for jobs. Jobs are the best affirmative action program we can develop.

"Presidential Candidate Jimmy Carter said just recently, 'Without the work, ethics is meaningless.'

"Some say it costs too much to put people to work. I say it costs too much not to put them to work,' he said.

"The AFL-CIO and the civil rights movement are supporting HR 50, the Humphrey-Hawkins Bill, as an intelligent and needed piece of legislation to get our economy moving again and the plan for it approved annually.

"Despite this needed approach, to provide a plan for jobs in the future, President Ford has already announced that if HR 50 is enacted he will veto it.

"We and our allies should be up in arms about this irresponsible action and he has previously vetoed other job bills and labeled them as inflationary.

"We want jobs, and we'll remind our congressional friends come January 20th, 1977, of this and President Carter will not veto that legislation.

"We're not out of the civil rights woods. We have made progress. Crosses are still being burned, school buses bombed and school buses stoned. And legal lynchings are engaged in the courts in our bicentennial year.

### Attack on NAACP

"Last month, a Chancery Court judge awarded 12 Claiborn County, Mississippi, merchants \$1.2 million against the National Association for the Advancement of Colored People. This lawsuit was filed in 1969, three years after blacks in Port Gibson began a boycott of the merchants in that town because they wanted to obtain jobs and they wanted the right to vote.

"The blacks comprise 70 percent of the population of Port Gibson, Mississippi, and only seven at that time were registered voters.

"The law under which this suit was filed was enacted in 1968, two years after the boycott had ended. The NAACP has until next Wednesday to put up the entire amount of \$1.2 million, plus 25 percent interest, making it \$1.6 million that must be posted in the Mississippi Court approved bonding company.

"This is not a situation where you put up a percentage of the bond, but this is required in the full amount. Only in April of this year the NAACP had to post a \$260,000 cash bond on a police brutality case. Appeals in each instance cannot be pursued until the cash bonds are posted.

"This disregard for justice of the right of appeal is designed to make it difficult for the NAACP to operate and to appeal and to drive it out of the State of Mississippi.

"The NAACP in Mississippi is guilty only of trying to see that the Constitution of the United States and other federal legislation is implemented without regard to race.

"The NAACP in Mississippi is only working with the Mississippi State COPE, with the AFL-CIO, with the A. Philip Randolph Institute and the voter registration and voter education, and get out the vote.

### Labor Support

"In Mississippi, the NAACP is guilty only of working in an orderly fashion within their standard guidelines of our society. The AFL-CIO is supporting the NAACP on this matter because as in many other areas, the NAACP fight is our fight. If it loses, we lose. If they're put out of business for exercising the right of free citizens, how long will the rights of workers be safe from the same kind of attack?

"Labor's aims and the aims of the civil rights movement are the same. Labor's enemies and the enemies of the civil rights movement are the same. A free labor movement cannot survive a destruction of civil rights.

"I know that everybody in this hall understands that. The labor leadership in California is number one, and you didn't get to be number one by ignoring the problems and the changes. You can only stay number one by continuing to meet every challenge head-on with the best that you have in you.

"I'm aware that the California labor movement has been facing problems every bit as bad as that of the rest of the nation; in many ways, worse.

"Unemployment in California stands at 9.6 percent, nearly two percent higher than the national average. The whole country has suffered from the policies of Nixon and Ford, Burns, Simon and the rest of the anti-worker National Administration.

"But only Californians have had to put up with Reagan on top of that. It seems to me that they will defend the human rights and that for never a moment will your resolve in that direction diminish. You have never turned your back on those who needed help. You have kept fighting on all fronts with your allies in the A. Philip Randolph Institute, Frontlash, the Senior Citizens, and the LCLAA.

### Full Employment Goal

"The fight for full employment is really an extension of the fight for human rights and civil rights that we fought for in the 1950's, but is no longer a minority fight.

"Blacks, whites, chicanos all have the same stake in the fight for jobs because jobs give meaning to equality. As Bayard Rustin once said, 'What good is the right to sit at a lunch counter if you don't have the price of a hamburger?'

"So the fight for full employment which is the central issue in the November election is everybody's fight, and the coalition that won the civil rights, the coalition is marching again to win the full employment resolution.

"We face hard tasks in the coming months, and we are going to see that America makes some changes. We have to get the millions of our people and their families registered to vote. We have to make sure they understand the issues and that they know what the candidates, and their platforms, and their voting records are.

"Above all, we have to see that they get to the polls on election day. We have to do everything that we can do to see that enough voters are there to put Jimmy Carter in the White House in place of Gerry Ford, the veto king.

"You know the size of the job; you

know how much money and power we are up against; you know how hard our enemies are going to work to keep things the way they are.

"Just because you know these things and because you know what to do about them, I think America's future and the future of freedom and equality is looking good.

"The Nixon-Ford years are about over, and the march towards freedom, and justice, and equality is about to begin. And I look to see the California labor movement as No. 1 in that line of march.

"Thank you."

Chairman Gruhn thanked Director Polard for his address to the Convention and proceeded to call upon Secretary-Treasurer Henning.

### Correction

Secretary-Treasurer Henning noted a correction to the third day's proceedings. On his motion, duly seconded, the correction was adopted by the Convention. (The correction has been made in this final proceedings.)

Here followed several miscellaneous announcements.

### Address

#### ABRAHAM FRANK

**Executive Director, Pacific Coast Region  
Israel Histadrut**

Chairman Gruhn introduced the next speaker, Abraham Frank, executive director of the Pacific Coast Region of Israel Histadrut, for his address to the Convention.

Director Frank then spoke to the Convention and Chairman Gruhn thanked him for his words.

He then called on L. L. Mitchell, Assistant Chairman of the Committee on Legislation for a report.

### FINAL REPORT OF COMMITTEE ON LEGISLATION L. L. Mitchell, Assistant Chairman

Assistant Chairman Mitchell commenced the report:

#### Resolution No. 55

##### Benefits Determination Guide

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 56

##### Uniform U.I. Coverage

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 57

##### Provision of Reason for Discharge in Writing

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 69

##### Employment Referral Protection

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 121

##### Compute Tips as Wages for U.I. Benefits

The committee's report:

"The subject matter of this resolution is concerned with including tips as wages.

"In the opinion of your committee this is more adequately covered in the Statements of Policy V, Unemployment Insurance, Page 11, and specifically in Item 10 on Page 12.

"Your committee accordingly recommends that this resolution be filed, and I so move, Mr. Chairman."

The motion was seconded.

The committee's recommendation was adopted.

#### Resolution No. 74

##### Extend Rights to Public Employees and

#### Resolution No. 123

##### Collective Bargaining for Public Employees

Assistant Chairman Mitchell presented these resolutions as a combination.

The committee's report:

"These resolutions are similar, namely, collective bargaining for public employees.

"The subject matter of Resolution No. 74 and Resolution No. 123 appear generally to be covered in the Statements of Policy XIV, Public Employees, commencing at Page 17, and do not appear to be inconsistent with the Statements of Policy since they call for the right of public employees

to strike.

"However, there does appear to be an area that is not covered by the State-ments of Policy, namely, that portion of the first 'Resolved' which would grant the 'right to arbitration of rights disputes.'

"This appears to cover areas where management takes the position that the dispute is exclusively within its jurisdic-tion and will not even discuss resolution of the dispute by way of arbitration.

"As so construed by your committee, your committee accordingly recommends concurrence in Resolution No. 74 and fur-ther recommends Resolution No. 123 be filed.

"I so move, Mr. Chairman."

The motion was seconded.

The committee's recommendation was adopted.

#### **Resolution No. 76**

Protect State and Local Government  
Employees Through State Agency  
and

#### **Resolution No. 81**

D.I.W. Coverage for State and  
Local Government Employees  
and

#### **Resolution No. 124**

Include State and Local Government  
Employees Under California  
Industrial Welfare Commission

These three resolutions were presented as a combination.

The committee's report:

"The subject matter of these resolutions is similar, namely, protection of public employees under the Fair Labor Standards Act.

"Your committee recommends concur-rence in Resolution No. 76 and further rec-ommends that Resolution No. 81 be filed and 124 be filed. I so move, Mr. Chair-man."

The motion was seconded.

The committee's recommendation was adopted.

#### **Resolution No. 91**

Arbitration for Fire Fighters

The committee's report:

"The sponsors of this resolution appear-ed before the committee and requested that the committee consider an amend-ment to the resolution which would strike out in the first 'resolved' in Line 3 the

word 'compulsory and.'

"In the same 'resolved' in Line 4 after the word 'fighters' and insert the follow-ing 'who may wish to submit on a case-by-case basis to such procedures while still maintaining the inviolate right to strike'.

"As so amended, your committee rec-ommends concurrence.

"I so move, Mr. Chairman."

The motion was seconded.

The committee's recommendation was adopted.

#### **Resolution No. 126**

Protect Rights of Workers in  
Entertainment Industry

The committee's report:

"The committee recommends that in the title and in the 'resolved' there be inserted before the word 'Workers' in each place 'United States.'

"It would then read '. . . protect the United States workers' inherent rights in the entertainment industry against for-eign encroachment.'

"As so amended, your committee rec-ommends concurrence, and I so move, Mr. Chairman."

The motion was seconded.

Delegate Josef Bernay (Set Designers & Model Makers No. 847, Los Angeles) commented on the amendment as con-structed by the committee.

Assistant Chairman Mitchell urged adop-tion of the committee's recommendation.

His motion, duly seconded, to adopt the committee's recommendation was car-ried.

#### **Report Adopted**

Chairman Mitchell moved that the final report of the Committee on Legislation be adopted as a whole.

His motion was seconded and carried.

#### **Committee Discharged**

Chairman Mitchell's motion to discharge the committee with a vote of thanks was seconded and carried.

He then read the committee members' names:

Max Osslo, Chairman; William Robert-son; Mary Bergan; Manuel Dias; James Evans; Harry Finks; James Lee; John W. Meritt; Leo Mitchell; Joseph Pinto; Anthony Ramos; Hal Shean; Al White-head; Kathleen Freeman; and James Van Houten.

Chairman Gruhn also thanked the committee members for their fine work on behalf of the officers and delegates to the Convention.

Chairman Gruhn next called on T. A. Small, chairman of the Committee on Resolutions for its final report.

### **FINAL REPORT OF COMMITTEE ON RESOLUTIONS**

**T. A. Small, Chairman**

Chairman Small commenced the report:

#### **Resolution No. 128**

##### **Apprenticeship**

The committee recommended concurrence.

Speaking in support of the committee's recommendation were Delegates Stanley Smith (San Francisco Building and Construction Trades Council), Joseph Belardi (Hotel & Restaurant Empls. and Bartenders No. 2, San Francisco) Anthony Ramos (California State Council of Carpenters, San Francisco), James Lee (State Building and Construction Trades Council of California, Sacramento), Tom Hunter (Plumbers & Steamfitters No. 467, Burlingame) and Jim Rotz (Plumbers & Pipefitters No. 447, Sacramento).

Delegate William Combs (Machinists Dist. Lodge No. 141, Burlingame) spoke in opposition to the committee's recommendation.

The motion, duly seconded, to adopt the committee's recommendation was carried.

#### **Report Adopted and Committee Discharged**

Chairman Small then moved that the final report of the Committee on Resolutions be approved as amended.

His motion was seconded and carried.

Chairman Small thanked his committee members for their hard work and named them as follows:

John Crowley; C. L. Dellums; George J. Flaherty; C. A. Green; Richard K. Groulx; Everett Matzen; Paul Miller; R. R. Richardson; James J. Twombly; Cornelius Wall; Morris Weisberger; Dina Beaumont; Lloyd J. Lea; and Jerry Cremins.

He also thanked the California Labor Federation's legal counsel, Charles P. Scully, for his invaluable assistance.

He then moved that the Committee on Resolutions be discharged with a vote

of thanks.

His motion was seconded and carried.

### **Drawing Conducted**

Chairman Gruhn called on Secretary-Treasurer Henning who announced that a drawing was next on the program. He noted that the drawing would be conducted by Vice President Harry Finks, chairman of the Federation's Standing Committee on Union Labels, Shop Cards and Buttons.

Vice President Finks introduced Fred Byers of the Amalgamated Clothing Workers Union who spoke to the Convention regarding the struggle against the J. P. Stevens Company.

Vice President Finks then conducted the drawing of clothing articles provided by the Amalgamated Clothing Workers Union.

Winning the clothing articles were: Bill Becker, Joseph J. Trovato, Lonnie Thompson and Kenneth Green.

### **Personal Privilege**

Chairman Gruhn next recognized Delegate Jim Rotz (Plumbers & Pipefitters No. 447, Sacramento) on a point of personal privilege.

Delegate Rotz cited a typographical error in the Third Day's Proceedings.

He then asked for an explanation of how the Daily Proceedings were edited for publication.

Chairman Gruhn referred Delegate Rotz to the Constitution of the California Labor Federation, AFL-CIO, Article VII, Subsection u, the Powers and Duties of the Secretary-Treasurer, which says "to print proceedings of Federation conventions as deemed necessary."

In that regard, Chairman Gruhn suggested that Delegate Rotz direct his questions in connection with the printed proceedings to the Secretary-Treasurer.

Following Secretary-Treasurer Henning's explanation of how the Daily Proceedings are customarily edited, Delegate Max Wolf (Ladies Garment Workers No. 96, Los Angeles) noted a typographical error in the First Day's Proceedings.

### **INSTALLATION OF OFFICERS**

Chairman Gruhn next called upon C. T. McDonough, a former Vice President of the Federation and a delegate to the Eleventh Biennial Convention from the State Council of Culinary Workers, Bartenders and Hotel Service Employees,

Santa Monica, for the installation of newly-elected officers for the ensuing term.

Former Vice President McDonough spoke as follows:

"Will the delegates please rise.

"Will the officers raise their right hands and repeat after me and use your name where I use mine.

"I, C. T. McDonough, hereby pledge upon my most sacred honor, that I will faithfully perform the duties of the office to the best of my abilities and will uphold the Constitution of the California Labor Federation, AFL-CIO, and the decisions of its Conventions, and the Constitution of the AFL-CIO, and rules governing state central labor bodies."

(Whereupon the newly-elected officers were duly sworn.)

"Delegates may be seated.

"Mr. President, please come forward."

#### **Presentation of Gavel**

"Mr. President, I present you with a gavel of authority. Use it faithfully and impartially and success will crown your efforts."

#### **Personal Privilege**

After thanking former Vice President McDonough, Chairman Gruhn recognized Delegate Tom Hunter (Plumbers & Steamfitters No. 467, Burlingame) on a point of personal privilege.

Delegate Hunter inquired about his remarks which had not been reported verbatim in the Daily Proceedings.

Chairman Gruhn explained that the contents of the Proceedings are the Secretary-Treasurer's prerogative under the Consti-

tution and referred Delegate Hunter to Secretary-Treasurer Henning.

Secretary-Treasurer Henning noted that in the tradition of the Convention, going back many years, such comments from the floor, including his own, were not published verbatim.

Delegate Jim Rotz (Plumbers & Pipefitters No. 447, Sacramento) requested that the Secretary-Treasurer consider his remarks made earlier for possible printing in future editions of the Proceedings.

Chairman Gruhn then recognized Delegate Randy Compton (Oil, Chemical & Atomic Workers No. 128, Long Beach) who spoke on how to implement the ideals of the Union Label.

#### **Thanks Expressed**

At this point, Chairman Gruhn expressed his appreciation to all the delegates for the fine cooperation extended him during the course of the Convention business.

He then recognized Delegate Emerson Street (Santa Clara County Central Labor Council, San Jose) who gave his thanks and those of his organization to the California Labor Federation for putting Marriott Park on the Federation's "We Do Not Patronize" List.

Chairman Gruhn next called on Secretary-Treasurer Henning who thanked the delegates for their vote of confidence in the Federation's leadership and pledged that the leadership would continue to live up to the finest traditions.

#### **Adjournment**

He then moved the Convention be adjourned sine die.

Secretary - Treasurer Henning's motion was seconded and carried, whereupon the Convention was adjourned at 11:45 a.m.

# STATEMENTS OF POLICY

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

*Labor actions are founded on membership attitudes and principles.*

*To the end of shaping such attitudes and stating such principles, the Executive Council presents the following policy statements to the 1976 convention.*

## DIGEST

### I FULL EMPLOYMENT AND THE ECONOMY

The recession which began in 1973, the longest and deepest decline in 40 years, has left the U.S. economy weak and vulnerable with a vast amount of slack. Although there have been modest improvements since the spring of 1975, centered around consumers markets, no basic economic problems have been solved. Unemployment, which hit a post war record in May of 1975, has remained at record high levels and is on the rise again. Inflation and interest rates have failed to come down sufficiently to permit a full recovery.

The earnings of average workers have been eroded by inflation to the point where median family income and net spendable earnings, have both fallen when adjusted for price increases. The number of persons below the official government poverty line has increased while corporate profits have remained healthy.

California must embark on a major job-creating public works program. A State bond is vitally needed to finance such critical requirements as housing, sewage treatment facilities, and projects designed to save energy and protect the environment. At the same time, the State must be sensitive to the employment and growth needs of the economy. Legislative or administrative attempts to preserve certain areas or restrict various developments must be examined in the light of the social and economic repercussions such actions will have on the working majority of all Californians.

We wholeheartedly endorse the Humphrey-Hawkins bill since this legislation will commit the U.S. government to fundamental reform in the management of the economy so that full employment and balanced growth are achieved and sustained. We also support the reduction of interest rates and allocation of credit for high-priority social and economic activities; comprehensive tax reform; stimulation of the beleaguered housing industry; and reduction of our dependence on foreign oil.

Adopted, p. 17.

### II TAXATION

The California Labor Federation calls upon the State Legislature as well as Congress to enact a comprehensive program of tax justice. Despite the critical need for effective and equitable economic policy-making, for state and federal revenues, and for public confidence, the tax structures still remain overloaded with inequities. The combination of a more progressive structure and the elimination of the myriad of exemptions and loopholes will shift the burden away from those who can least afford to pay and place it on those individuals and corporations who have benefited the most from our economic system.

Adopted, p. 18.

### III FOREIGN POLICY

The Government of the U.S. has the moral obligation to lead the free world and oppose any governments which suppress freedom of their people, whether they be of the right or of the left. Both military and trade policies

must be geared to deter aggression and further the goals of domestic economic security and worldwide freedom from hunger and oppression.

Adopted, p 18.

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

The California Labor Federation has been successful in bringing about major improvements in the Workers' Compensation System. California now complies with 12 of the 19 essential recommendations of the National Commission on Workers' Compensation. Recently weekly benefit levels for temporary disability and permanent total disability were increased from \$119 to \$154. Death benefits were raised to \$50,000 for a widow and \$55,000 for a widow with dependents. However, there are seven more recommendations with which California is not in compliance. Benefit levels need to be increased and barriers to full and comprehensive coverage must be removed.

Adopted, p 18.

#### **V UNEMPLOYMENT INSURANCE**

Ravaged by unprecedented inflation and overloaded by the highest unemployment since the depression, the California Unemployment Insurance Program has been severely strained. Benefit levels must be raised and tied to a formula which will keep pace with wages. Both the benefit period and coverage must be extended in order to meet the original objectives and the demands of current economic reality.

Adopted as amended, p. 18.

#### **VI DISABILITY INSURANCE**

Although Unemployment Disability Insurance has been extended to cover normal pregnancies, benefit levels should be increased.

Adopted, p 18.

#### **VII WOMEN**

Economic necessity as well as increased awareness of alternative social roles have induced women to join the labor market in greater numbers. The importance of women as trade unionists must be recognized and their full participation encouraged since the labor movement remains the most effective means of gaining and maintaining justice and equality in the work place.

Adopted, p. 22.

#### **VIII SOCIAL SECURITY**

The Social Security system continues to function as an integral part of our economy in spite of recent attacks. Various improvements are needed however, to remove barriers to more extensive coverage as well as assure the system's continued vitality.

Adopted, p. 22.

#### **IX HEALTH CARE**

The United States remains the only major industrial nation which does not have a comprehensive national health program. The \$133 billion we spent in fiscal 1976 did not bring adequate care in spite of the finest medical schools, technology, and physicians. Only comprehensive reform of the Medical Care industry will assure that proper care will be available to all and that costs will be held down. We call upon Congress to enact the Health Security Bill, introduced by Senator Kennedy and Representative Corman, since it alone contains the elements necessary to provide the kind of health care America desperately needs and certainly deserves.

Adopted, p. 22.

#### **X WELFARE**

With millions of Americans unemployed and underemployed and millions

more living below the poverty level, the national commitment to reducing or eliminating poverty must be maintained. Only the federal government can establish the programs and policies necessary to assure that all who seek employment, education, housing, health services, job training, and other assistance shall have the opportunity to obtain their needs.

Adopted p. 23.

## **XI CONSUMER PROTECTION**

Strong consumer protection legislation is needed to protect the interests of the buying public, particularly the poor and elderly, and to insure that products and services are of good quality. We call for restrictions on false advertising; a ban on "deficiency judgments"; elimination of usurious consumer credit financing charges; limits on interest rates; and an expansion of consumer education.

Adopted p. 23.

## **XII LABOR LEGISLATION**

California needs enactment of comprehensive legislation, along the lines of the Wagner Act, to guarantee all workers the right to organize and bargain collectively. For some workers free collective bargaining is ignored by the law, and for others it is under constant assault by those who would use the weaknesses of the National Labor Relations Act to further their own special interests. Further, we call for the establishment of minimum wage and hour standards consistent with our state's advanced economy, the repeal of Section 14(b) of the Taft-Hartley Act, and enactment of situs picketing legislation.

The California Labor Federation opposes open shop laws, whether disguised as "right-to-work," "conscience amendments" or other anti-union subterfuge.

Adopted p. 23.

## **XIII AGRICULTURAL LABOR**

The historic enactment of the California Agricultural Labor Relations Act of 1975 provided a vehicle for the orderly demonstration of bargaining desires and enabled farm workers to overwhelmingly choose the United Farm Workers of America, AFL-CIO, as their representative. However, efforts to frustrate the clear purpose of this Act continue.

We call upon all appropriate public officials to meet their legal and moral obligation to assure that the intent of this legislation is honored in fact and in practice.

Adopted p. 23.

## **XIV PUBLIC EMPLOYEES**

One million California public employees have been denied the basic rights enjoyed by the vast majority of other workers the right to bargain collectively. Although the Rodda Act which established such rights for teachers was a positive step, we will not rest until all public employees are covered under a comprehensive, just, and effective collective bargaining law.

In public employment, a compulsory open shop law cannot be tolerated, under whatever guise it is introduced.

The inviolate right to strike must not be denied by law to public employees.

Adopted as amended, p. 23

## **XV CIVIL RIGHTS**

The struggle for a society free of discrimination and prejudice intensifies during recessionary periods and the gains of the past become vulnerable. The problem is not resolved by pitting worker against worker, but rather must be

attacked through increased educational, training, housing and other economic opportunities, all in the context of a healthy economy. More jobs and reliance on the seniority system are both necessary to protect workers from forced layoffs according to old prejudicial policies.

We pledge our continued support for programs to eliminate discrimination in jobs, housing, education, and the administration of justice based on race, color, creed, national origin, sex, age, or marital status.

Adopted, p. 35.

## **XVI HOUSING**

The housing industry remains the most depressed segment of the economy. The low level of construction activity has not only left hundreds of thousands of construction workers unemployed but has also left this country seriously deficient in its housing needs.

The root causes of this condition are the high interest rates and tight money due to restrictive monetary policies pursued by two Republican Administrations and the Federal Reserve. Immediate stimulation of the housing industry is critical to not only meet the shelter needs of America, but also to counteract the inflationary effect shortages have had on housing prices and rents.

Adopted, p. 35.

## **XVII EDUCATION**

The trend of progress in quality education has been reversed in the 1970's by vetoes, budget cutting, and financial crises triggered by heavy reliance on the regressive property tax. We will continue to press for adequate federal, state, and local expenditures to insure the health of education in California at all levels, and equalization of resource allocation regardless of a district's wealth base. We maintain our historic opposition to the imposition of tuition at the state colleges and universities.

Adopted, p. 35.

## **XVIII ENVIRONMENT**

We remain firmly committed to protecting, restoring, and improving the environment, realizing that only in the context of social and economic reform will environmental reform be ultimately successful. We also urge that programs to clean up the environment be enacted and administered in a manner which does not conflict with the goal of developing and fostering a full employment economy.

Adopted, p. 35.

## **XIX ENERGY**

The U.S. remains precariously vulnerable to economic blackmail as our dependence upon foreign oil has increased. A comprehensive, long-range, government funded program is necessary to mobilize the nation's scientific and technological resources to meet the energy requirements of our growing industrial economy as well as home and transportation needs.

Adopted, p. 35.

## **XX RECLAMATION LAW**

Aggressive enforcement of the National Reclamation Law would redistribute land from huge agribusiness corporations to small farmsteads and help reduce the effects of land monopolies and speculation on food prices as well as encourage family farming.

Adopted, p. 36.

**XXI COMMUNITY CONCERN AND SERVICE**

The California Labor Federation encourages community service oriented activities which are designed to promote the general welfare of workers as well as the disadvantaged. Responsible programs to stem the rising tide of crime, to deal with alcoholism as an illness, and to provide aid to victims of natural disasters, deserve the support and assistance of our affiliates.

Adopted as amended, p. 38.

## I

**FULL EMPLOYMENT AND  
THE ECONOMY**

The recession which began in 1973, the longest and deepest decline in 40 years, has left the U.S. economy weak and vulnerable with a vast amount of slack. Although there have been modest improvements since the Spring of 1975, centered around consumer markets, no basic economic problems have been solved. Unemployment, which hit a post war record in May of 1975, has remained at record high levels and is on the rise again. Inflation and interest rates have failed to come down sufficiently to permit a full recovery.

The earnings of average workers have been eroded by inflation to the point where median family income and net spendable earnings, have both fallen when adjusted for price increases. The number of persons below the official government poverty line has increased while corporate profits have remained healthy.

California must embark on a major job-creating public works program. A State bond is vitally needed to finance such critical requirements as housing, sewage treatment facilities, and projects designed to save energy and protect the environment. At the same time, the State must be sensitive to the employment and growth needs of the economy. Legislative or administrative attempts to preserve certain areas or restrict various developments must be examined in the light of the social and economic repercussions such actions will have on the working majority of Californians.

We wholeheartedly endorse the Humphrey-Hawkins Bill since this legislation will commit the U.S. Government to fundamental reform in the management of the economy so that full employment and balanced growth are achieved and sustained. We also support the reduction of interest rates and allocation of credit for high-priority social and economic activities; comprehensive tax reform;

stimulation of the beleaguered housing industry; and reduction of our dependence on foreign oil.

During the Nixon and Ford administrations, unemployment rose to the highest levels since the Depression. Unemployment levels have remained abnormally high and are rising again. There are nearly one million unemployed in California, approximately 10% of the labor force. In August, 1976, 7.5 million were unemployed nationally, 7.9% of the labor force. If we include discouraged workers who have left the labor force because they could not find work, and include part-time workers who want to work full-time, the national unemployment rate was 10.5% in August, 1976. Outrageously high rates persist for all groups of workers, heads of households, women, and minorities. The construction industry has been particularly hard hit, with unemployment as high as 30% for individual trades.

Industrial capacity is still down near 70%. Industrial production has grown only by 22% during the past 7½ years, compared to 61% during the Kennedy-Johnson administrations. In fact, industrial production has actually decreased since Ford took office.

Contrary to Republican political rhetoric, the Federal budget deficits during the Nixon-Ford years are three times the deficits of the Democratic era. Much of the deficits are directly related to the decrease in tax revenues and increased social costs of unemployment. For every one point reduction in the unemployment rate, the Treasury gains \$16 billion in increased tax revenue and decreased social costs. If we had full employment right now, there would be a budget surplus.

Consumer prices rose at an unprecedented rate, 64.2% since 1968, spurred on by a 71% increase in the price of groceries, a 76% increase in gasoline prices, and tremendous increases in fuel costs. Inflation continues around the 6% annual rate and is expected to be as high as 7% annually during the next year and a half.

Real net spendable earnings, that is, earnings adjusted for taxes and price increases, are down to the same level they were in 1968. The real median family income fell in 1974, the last year for which figures are available, and an additional 1.3 million people fell below the poverty threshold during the same year.

Yet in midst of this turmoil, corporate profits have remained healthy. Early reports on the after-tax corporate profits

for the second quarter of this year show gains averaging up to 33% above the second quarter of 1975. This comes on top of the highest first quarter surge in 17 years.

This country desperately needs a fully employed, balanced economy as envisioned in the Humphrey-Hawkins bill. Full employment must mean a job opportunity at a decent wage for each person able and seeking work. From jobs come the wages that generate mass purchasing power, which further stimulates the economy and provide opportunities for the poor and disadvantaged.

Interest rates must be reduced to fight inflation and stimulate production, not maintained at the high levels the Federal Reserve deems necessary. The Federal Reserve and the Council of Economic Advisors have shown us quite clearly their brand of economic planning and the prolonged economic turmoil is directly the result of their policies.

Low interest rates and selective credit allocation for high priority activities, such as housing programs for low and middle-income families, are vitally necessary to encourage the expansion of sales, production and employment.

Measures must be taken to reduce America's dependence on imported oil and establish a fair and equitable system of allocation and rationing.

Action must be taken to protect existing jobs from unfair foreign competition. Items 807 and 806.3 of the Tariff Code and other tax incentives, which encourage the export of jobs, must be repealed. The regulation of the export of American technology and capital is also necessary to keep this country from losing its productive capacity.

On the state level, California must embark on a major job-creating public works program. A state bond is vitally needed to finance such critical requirements as housing, adequate sewage treatment facilities, as well as projects designed to conserve energy and protect the environment. In addition, we urge the following measures be taken:

1. Continue the state highway projects as well as finance and develop mass transit systems;

2. Develop projects which can utilize any federal funds for public works which may be forthcoming;

3. Enact comprehensive tax reform to fairly and adequately finance schools, cities, and the state;

4. Take action to attract new industry and diversify the state economy, not by tax preferences or low wages, but through quality education and training of the workforce;

5. Urge the Federal Communications Commission to take action on proposals to limit television reruns which leaves thousands of skilled and talented film workers unemployed.

6. Protecting our wages and conditions by discouraging U.S. shipowners' use of foreign-flag vessels and by requiring 50% of oil and other commodities to be shipped in U.S.-flag bottoms.

7. Call upon the Governor's office and the Legislature to take affirmative, aggressive measures, through existing or new laws and agencies, to attract new industry to our state. Consideration must be given not only to environmental but to economic balance as well if much needed jobs are to be created in this state.

8. Take urgent steps to control rigidly and to restrict the exportation to foreign markets of unprocessed logs from our forests, which aggravates our already excessive unemployment.

Adopted, p. 17.

## II TAXATION

The California Labor Federation calls upon the State Legislature as well as Congress to enact a comprehensive program of tax justice. Despite the critical need for effective and equitable economic policy-making, for state and federal revenues, and for public confidence, the tax structures still remain overloaded with inequities. The combination of a more progressive structure and the elimination of the myriad of exemptions and loopholes will shift the burden away from those who can least afford to pay and place it on those individuals and corporations who have benefited the most from our economic system.

The examples of the unfairness of our tax system are appalling. In 1973, over 3000 individuals with incomes of \$50,000 and over paid no federal income taxes. Eight large corporations with profits totaling \$844 million paid no income taxes in 1974. U.S.-based multinational corporations earned \$53.6 billion abroad in 1974 and paid U.S. corporate taxes of \$1.7 bil-

lion—an effective tax rate of only 3.2%.

In California, the banks and corporation tax accounts for only \$1.4 billion in revenue—less than the revenue from gasoline and motor vehicle taxes. Inheritance taxes on rich people's fortunes raise only \$233 million. An investor who makes a \$20,000 profit from a long-term capital investment pays \$80 in state income taxes, whereas a \$20,000 a year wage earner pays \$530 per year.

The net effect of these injustices is to shift more and more of the tax load onto working families. The typical married homeowner with two children who earns \$10,000 per year pays about 3.5 percent of his income for property taxes. His \$50,000 a year counterpart pays about 2.8 percent. The consumer earning \$7,500 per year pays 3 percent of his income in sales taxes while the \$30,000 a year consumer pays 1.6 percent.

Nationally, tax reform must begin with the abolishment of such loopholes as mineral depletion allowances, closing the capital gains tax break, taxing earnings from presently exempted state and local bonds, curbing federal tax breaks that encourage the exportation of jobs. We also oppose across-the-board "tax incentives" for business investment which erode the tax base, provide tax bonanzas, and have a huge potential for abuse by the wealthiest businesses.

Although California has eliminated most of the oil depletion allowance, a myriad of exemptions, deductions, credits, incentives, sheltered incomes and preferred tax categories still abound throughout the tax codes.

The most basic reform needed in California in addition to elimination of the loopholes is the reduction of crushing burden of the regressive property tax on homeowners and renters alike. There must be less reliance on the regressive sales tax plus the implementation of a new formula which could allocate the revenue from this tax to localities on the basis of need, not on the existing "point of sale" criterion.

Tax justice in California requires an expanded role of the personal income tax in the financing of schools as well as state and local governments. In addition, this graduated rate structure must be made even more progressive in order to raise necessary revenue without adversely affecting low, fixed, and middle income families. To eliminate these inequities, we additionally advocate:

1. Broader use of "special taxes" such

as that on gasoline, which can earmark revenue for highway construction and mass transit facilities;

2. Increase in taxes on extractive industries;
3. More stringent taxes on gifts;
4. Assessment of business inventories in proportion to their average annual value.

Adopted, p. 18.

### III

#### FOREIGN POLICY

The Government of the U.S. has the moral obligation to lead the free world and oppose any governments which suppress freedom of their people, whether they be of the right or of the left. Both military and trade policies must be geared to deter aggression and further the goals of domestic economic security and worldwide freedom from hunger and oppression.

The California Labor Federation believes the foreign policy of the United States must be based upon an absolute commitment to the concept of freedom for all people, in all places, at all times. We are implacably opposed to governments which suppress freedom of their people — whether these governments be dictatorships of the fascist right or communist left.

In order for a nation to be free, there must be full political self-determination for all citizens. We believe the United States of America as the largest free nation in the world has an inescapable obligation to the rest of mankind. We totally reject the concept of isolationism. We therefore believe in a defense establishment strong enough, but no stronger than necessary, to meet these obligations. The scope, size and nature of a program of defense spending must be directly related to the forces arrayed in opposition to the United States, its allies and its known international commitments. The military establishment must however, remain under the firm and absolute control of elected civilian authority, subject always to the check and balances of the Congress and of an informed public opinion.

NATO must be transformed into a more effective partnership with joint responsibility among its member nations through a flexible policy of assistance to democratic forces in NATO member states to insure

the security of Western Europe.

Trade negotiations with communist or fascist nations must be used to resolve political questions. For example, U.S. trade with the USSR for the sole purpose of increasing the profits of big business such as the big grain deals is self-defeating.

Every necessary economic and military assistance required to maintain Israel as a viable democratic state must be extended and continued by the U.S. until Israel's security and future are assured and internationally recognized.

The establishments of cartels, such as OPEC, and world domination by a few multinational corporations have raised serious questions about the continuing reliability and security of the supply of raw materials and energy to the U.S. Those who would attempt to blackmail the U.S. through embargoes of essential raw materials, such as oil, must know their actions will be met swiftly by similar economic measures on the part of this country.

The California Labor Federation supports and endorses the U.S. government's letter of intent to withdraw from the International Labor Organization. In addition we specifically endorse:

1. A military and U.S.-flag maritime posture capable of deterring aggression.
2. A foreign aid program supported by one percent of GNP.
3. Halting the importation of illegal aliens who are used to break strikes, discourage organization, and depress job standards.
4. Strengthening free trade unions in Latin America, Africa, and Asia through the American Institute for Free Labor Development, The African-American Labor Center, and the Asian-American Free Labor Institute.
5. Protecting our wages and conditions by opposing U.S. shipowners' use of foreign-flag vessels.
6. Continued belief in the principles incorporated in the Charter of the United Nations while deploring the politically-inspired slander of democratic member nations in open violation of U.N. principles. The United States must play a more forceful role in the United Nations to make clear its commitment to these principles on which it was founded and demonstrate resolve to halt further erosion of the U.N.
7. Ending subsidies and virtual tax exoneration of multinational corpora-

tions.

8. Creation of world-wide fair labor standards.
9. Peaceful transition to true democratic self-determination for the peoples of Africa, with full recognition of the legitimate aspirations of majorities, and with full safeguards for the rights and safety of minorities.

Adopted, p. 18.

## IV

### WORKERS' COMPENSATION

The California Labor Federation has been successful in bringing about major improvements in the Workers' Compensation System. California now complies with 12 of the 19 essential recommendations of the National Commission on Workers' Compensation. Recently weekly benefit levels for temporary disability and permanent total disability were increased from \$119 to \$154. Death benefits were raised to \$50,000 for a widow and \$55,000 for a widow with dependents. However, there are seven more recommendations with which California is not in compliance. Benefit levels need to be increased and barriers to full and comprehensive coverage must be removed.

In 1972, the National Commission on State Workers' Compensation Laws set guidelines for state programs. Of these, 19 recommendations were considered "essential" to provide an adequate equitable system of compensation. At that time, California met only seven of the recommendations.

The California Labor Federation has been the leading force which has brought this state into compliance with an additional five recommendations and significant increases in the levels of benefits. Legislation has just been enacted which raises the maximum weekly benefit level for both the temporary disability and permanent total disability \$35, from \$119 to \$154 a week. Death benefits were raised from \$40,000 to \$50,000 for a widow and from \$45,000 to \$55,000 for a widow with one or more dependents. In addition, the minimum weekly benefit for permanent partial disability is increased from \$20 to \$30.

In order to come into full compliance

with the National Commission's recommendations, the state legislature must enact the following provisions:

- 1) Raise the maximum weekly benefit for temporary total disability to at least 100% of the state average weekly wage.
- 2) Raise the maximum weekly benefit for permanent total disability to at least 100% of the state average weekly wage.
- 3) Increase the maximum weekly death benefit to at least 100% of the state average weekly wage.
- 4) Permit death benefits to be paid to a widow or widower for life or until remarriage, and in the event of remarriage two years' benefits be paid in a lump sum to the widow or widower. Also, benefits for a dependent child should be continued beyond age 18 if the child is actually dependent, or at least until age 25 if enrolled as a full-time student in any accredited educational institution.
- 5) Remove the time restrictions which limit the right to medical and physical rehabilitation benefits.
- 6) Allow the choice by an employee or survivor of filing a claim in the state where the injury or death occurred, or where the employment was principally localized.
- 7) Remove limitations on duration of payments for temporary total disability.

These recommendations are minimum essentials, however, and are not designed to limit more extensive improvements in any area. Accordingly, we also urge the legislature to:

1. Enact substantial improvements in the benefit levels for permanent partial disabilities;
2. Adopt a flexible maximum benefit schedule, as 37 other states have done, in order that benefits keep pace automatically without necessary statutory changes;
3. Stipulate that the Workers' Compensation Appeals Board include a majority of labor representatives, who are also not attorneys.

Adopted, p. 18.

## V

### UNEMPLOYMENT INSURANCE

Ravaged by unprecedented inflation and overloaded by the highest unemployment since the depression, the California Unemployment Insurance program has been severely

strained. Benefit levels must be raised and tied to a formula which will keep pace with wages. Both the benefit period and coverage must be extended in order to meet the original objectives and the demands of current economic reality.

California's unemployment insurance legislation was originally designed in 1935 to replace a major portion of earnings of an involuntarily unemployed worker and to stabilize the economy by maintaining purchasing power. The twin ravages of inflation and unemployment have left the program incapable of meeting the needs of the unemployed or the economy. Although increases in the benefit level to a weekly maximum of \$104 and the taxable wage base to \$7,000 were enacted in 1975, recent years have made such extraordinary demands on the program, that drastic improvements are still necessary.

The current weekly maximum is below the 1975 weekly poverty wage for an urban family of four. The Unemployment Fund in 1975 was less than one percent of total wages, the lowest figure in the program's history.

On a national level, federal legislation, is needed to extend coverage to all government, farm and domestic workers as well as establish minimum benefit levels which all states must meet.

It is crucial for the state legislature to provide improvements in unemployment insurance program particularly in view of California's larger share of unemployment than the national average. Specifically, the following improvements are required to bring the program in line with the original objectives and meet the demands of current economic realities;

1. Extend full coverage to all wage and salaried workers, particularly domestics, non-profit and local public workers, as well as the partially covered state workers;
2. Provide for a flexible benefit formula so that benefits will automatically keep pace with wages;
3. The individual's weekly benefit amount should be equal to 66 2/3 percent of the worker's earnings reflected in the highest quarter, subject to a maximum of 75 percent of the statewide average weekly wage in covered employment;
4. The taxable wage base should be raised to at least \$15,300, the same

base used in Old-Age and Survivors Insurance;

5. There should be no disqualification when workers are unemployed due to layoff during negotiations, an employer violation of any state or federal labor law or any arbitration decision.
6. Limit disqualifications for trade disputes, voluntary quits or misconduct to a five-week maximum;
7. Extend benefit period from 26 to 39 weeks permanently.
8. Revise high quarter base period schedules to \$25 wage increments for each \$1 benefit;
9. Provide a statutory provision for majority of labor representatives, who are not attorneys, on the Unemployment Appeals Board.
10. Include tips and gratuities as wages in determining weekly benefit levels;
11. Eliminate the merit rating practice and institute one level of contributions to be paid by all employees;
12. Extend coverage to dependents as in other state plans.

Adopted as amended, p. 18

## VI

### DISABILITY INSURANCE

**Although Unemployment Disability Insurance has been extended to cover normal pregnancies, benefit levels should be increased.**

California's 30 year old disability insurance program extends wage related benefits to workers sustaining non-occupational illness or injury. One of only five such programs nationally, these benefits are wholly financed by a one percent tax on workers' earnings up to an annual maximum. This maximum was increased to \$11,400 during this past session of the legislature in order to extend benefits to cover pregnancies three weeks before and after delivery.

This Federation has been instrumental in securing improvements in this highly successful program over the years. Yet current benefit levels have failed to keep pace with inflation and have become too low to be considered adequate. In addition, various restrictions must be eliminated to enable the program to meet the needs of the non-occupationally disabled. Specifically, legislation is required to:

1. Increase the maximum weekly benefit to \$140 and adjust the benefit schedule so that most eligible work-

ers will receive at least two-thirds of their normal weekly wage;

2. Increase the taxable weekly wage base, without a tax rate increase, to finance improved benefit levels and coverage;
3. Eliminate the restrictions on total benefit amounts which limit low-wage earners to one-half of wage base earnings.

Adopted, p. 18.

## VII

### WOMEN

**Economic necessity as well as increased awareness of alternative social roles have induced women to join the labor market in greater numbers. The importance of women as trade unionists must be recognized and their full participation encouraged since the labor movement remains the most effective means of gaining and maintaining justice and equality in the work place.**

Women are entering the labor market in ever increasing numbers. The percentage of working women has doubled since 1930. There are now over 37 million women workers, comprising 40 percent of the labor market. It is estimated that there are 4¼ million women in the trade union movement.

Women are going to work now out of economic necessity. More than 22 percent of women workers are heads of households. Four out of every ten female workers are alone and supporting themselves.

Unemployment and inflation has held family income down to the point that the wife's paycheck has become a necessity rather than a luxury. Over 9 million families in 1974 had two or more workers and still made less than the median income of \$12,800.

Yet in spite of the significant increase of women in the labor market and the fact that 72% are working full time, women's earnings lag far behind the earnings of men. The Labor Department reports that median income of working women is roughly 57% of men's. The average female college graduate earned less last year than the average male high-school dropout. Some 45% of the female breadwinners do not earn enough to keep their families off welfare. In fact 2.2 million families headed by women in 1974 were living in poverty.

As a result, women have become increasingly aware that the labor movement is the most effective means of gaining and maintaining justice and equality in the work place. The importance of women as trade unionists must be recognized and their full participation encouraged. A good union contract is not only the most effective guarantee against economic exploitation, but it is the basis upon which true equality can be built. This year the Federation established a department of women's activities designed to coordinate and encourage the involvement of women in the labor movement in the state. Furthermore the California Labor Federation calls upon its affiliates to:

1. Reaffirm their commitment to the equality of women;
2. Work to secure equal opportunity for women especially in the work place;
3. Continue to combat discrimination at the bargaining table by seeking to eliminate all wage differentials based on sex; provide for sickness and accident benefits for pregnancy and maternity leave paid on the same basis as any other disability; job posting and upgrading;
4. Urge Congress to pass fully adequate child care legislation;
5. Encourage full participation of women in all union activities;
6. Endorse the Equal Rights Amendment as a clear statement of commitment to the principles of equality of the sexes.

Adopted, p. 22.

## VIII

### SOCIAL SECURITY

The Social Security system continues to function as an integral part of our economy in spite of recent attacks. Various improvements are needed however, to remove barriers to more extensive coverage as well as assure the system's continued vitality.

We reiterate our full support of the Social Security system, one of the most far reaching social programs ever enacted by Congress. However, recent attacks on the low level of benefits and scare stories that it is going bankrupt, impel us to express our confidence in the integrity and workability of the system.

The steady drop in the fertility rate, if it continues, suggests that sometime in the

next century a smaller group of workers will be supporting a growing group of older retired persons. This problem is manageable and does not constitute a financial crisis.

The system may, as at the present time, run a deficit and may have to dip into the trust fund for benefit payments. But this does not jeopardize the basic soundness of the program. The trust funds were designed for just such contingencies.

Obviously the Social Security system cannot run a deficit indefinitely. Congress should take action as soon as possible to insure that the system remains on a sound financial basis. Also, various improvements are needed to place this nation in the first ranks of leadership in social insurance protections for its citizens. Therefore the California Labor Federation recommends the following reforms in the Social Security program:

1. Provide contributions from the general revenues to the Social Security trust funds until at least one-third of the program is financed in this manner;
2. Gradually increase, in a series of stages, the maximum earnings subject to the payroll tax until the same proportion of workers will have their full wages covered as when the law was first enacted. Today this would mean an increase in the wage base from \$15,300 to \$28,000. This would also mean higher benefits for those affected by this increase.
3. Remove the limit on wages subject to the payroll tax paid by employers. The wage base limit on the employer's side plays no computational role in determining the worker's benefit. An employer's responsibility for the welfare of his employees should be related to total payroll, not to a portion of each employee's earnings.
4. Adjust benefits for increases in the cost of living at least every six months since adjustments fall far short of recovering the loss incurred during such periods of inflation as we have been experiencing in the past few years.
5. Include an occupational definition of disability so that any disabled worker who is unable to handle his or her usual occupation would be entitled to Social Security benefits.
6. Provide early retirement for workers at age 60, without regard to sex and with less than the present full ac-

tuarial reduction in benefits. Also workers who are unemployed for two full years after age 55 should be entitled to benefits on the same basis as if they had reached the minimum age of eligibility.

7. Remove all differences in the treatment of benefits for men and women, thereby improving the benefit protection for the married women who work and the treatment of married couples where both work.

Adopted, p. 22.

## IX HEALTH CARE

The United States remains the only major industrial nation which does not have a comprehensive national health program. The \$133 billion we spent in fiscal 1976 did not bring adequate care in spite of the finest medical schools, technology, and physicians. Only comprehensive reform of the Medical Care industry will assure that proper care will be available to all and that costs will be held down. We call upon Congress to enact the Health Security bill, introduced by Senator Kennedy and Representative Corman, since it alone contains the elements necessary to provide the kind of health care America desperately needs and certainly deserves.

The California Labor Federation calls upon Congress to enact the Health Security bill, introduced by Senator Kennedy and Representative Corman, since it alone contains the elements necessary to provide the kind of health care the people of this country desperately need and certainly deserve. These essential features include:

1. Universal coverage;
2. A comprehensive single standard of benefits;
3. Access to health care as a matter of right;
4. Incentives for reform of the delivery system;
5. Built-in quality control;
6. Strong cost control;
7. Minimum administrative overhead;
8. Equitable and progressive financing;
9. Strong consumer representation.

The American people have waited long enough for action on this issue. Health Security makes economic, medical, and humanitarian sense. The California Labor Federation believes it is vital that Congress enact the Kennedy-Corman Health Security bill immediately. Any measure short of such features in this bill could serve no other purpose than the further enrichment of doctors and insurance companies.

Although the United States is the home of the most advanced medical technology and finest medical schools and physicians, health care of U.S. citizens lags behind that of other industrial countries. There are approximately 40 million people who are not covered by any health care insurance for hospitalization or surgery. More than six million people below the poverty line are not covered by Medicaid.

Less than 30 percent of the workers who lose their jobs and major source of income retain private health insurance coverage to protect them while they are most vulnerable to the punishing costs of medical and hospital care. Only 40 percent of low income full-time workers have any health insurance, and less than 10 percent have coverage for care in a physician's office. The U.S. is only ranked 15th in infant mortality, 12th in female life expectancy, and 27th in male life expectancy.

The United States spent over \$133 billion for this inadequate care, in fiscal 1976 which according to the White House Council on Wage and Price Stability represents 10 percent of our national income. This 12.7 percent increase over fiscal year 1975 is indicative of the spiraling costs of medical care which has been a leading source of the present inflation. Under the current system, the Congressional Budget Office estimates that health care will cost \$252 billion per year by 1981.

Adopted, p. 22.

## X WELFARE

With millions of Americans unemployed and underemployed and millions more living below the poverty level, the national commitment to reducing or eliminating poverty must be maintained. Only the federal government can establish the programs and policies necessary to assure that all who seek employment, education, housing, health services, job training and other assistance shall

have the opportunity to obtain their needs.

Any humane welfare program must strive to leave its recipients with a sense of dignity and self-respect if it is to be effective in helping people to help themselves. It should not involve demeaning means tests, or be administered in a manner that encourages individuals to abandon their husbands or wives and children. It should not treat its recipients as unworthy of the aid offered.

The hopes and aspirations of the poor to move into the mainstream of our society cannot be fulfilled without a national commitment to guaranteed incomes above the national poverty standard through full employment, public service jobs and coverage by an upgraded unemployment insurance program.

In order to break the cycle of welfare dependency and develop a humane welfare system for those in need, we urge the following:

1. Federal policies for rapid economic growth and expanded job training;
2. Federally financed child care centers for educational, health, and nutritional services for working and welfare parents' children;
3. A guaranteed minimum income, regardless of residence, above the poverty level, which for a family of four is currently \$5500;
4. Food stamps for anyone in need, including strikers;
5. Health, counseling, rehabilitation and other necessary services.
6. The extension of the federal stamp program to include U.S. made clothing at discount prices for the needy which would alleviate the hardship of the unemployed and working poor as well as help move surplus goods to market and stimulate the textile and garment industries.
7. Official and voluntary efforts to provide motivation and guidance to those among us who continue on welfare because they are unable to recognize and utilize their employable skills.

Adopted, p. 23.

## XI

### CONSUMER PROTECTION

Strong consumer protection legislation is needed to protect the interests of the buying public, particular-

ly the poor and elderly, and to insure that products and services are of good quality. We call for restrictions on false advertising; a ban on "deficiency judgments"; elimination of usurious consumer credit financing charges; limits on interest rates; and an expansion of consumer education.

The sharp erosion in purchasing power and living standards due to recession, unemployment and inflation points directly to the need for substantive action to protect consumers. Organized labor supports enactment of effective consumer legislation at the national and state levels to protect the interests of workers and their families and to insure that products and services sold are of good quality.

During this past legislative session, the Federation supported bills to extend the life of the unit pricing act and to prohibit the Public Utilities Commission from approving charges by telephone companies for directory assistance.

We urge the following action to be taken:

1. Restrict false and misleading advertising and require labels to show ingredients, nutritional values, expiration dates, durability, and unit pricing;
2. Enactment of class action legislation, to allow mistreated and cheated consumers to sue for redress as a group rather than individually;
3. Ban the use of automobile "deficiency judgments" in California;
4. Eliminate usurious consumer credit financing charges and limit interest rates charged on revolving charge accounts to 12 percent true interest per annum;
5. Prohibit retailers from charging interest on any portion of any outstanding debt within the billing period;
6. Provide low-cost group legal services regarding consumer and conventional legal problems;
7. Remove prohibitions which inhibit the marketing of group casualty insurance;
8. Support expanded generation and transmission of public power as a means of lowering utility rates and allow municipally-owned utilities to jointly finance such efforts;
9. Place petroleum pipeline corporations under supervision of State Pub-

lic Utilities Commission as "common carriers."

10. Support expanded consumer education in schools and through consumer and non-profit organizations, as well as reiterate our pledged support to the Consumer Federation of California.

Adopted, p. 23.

## XII

### LABOR LEGISLATION

California needs enactment of comprehensive legislation, along the lines of the Wagner Act, to guarantee all workers the right to organize and bargain collectively. For some workers free collective bargaining is ignored by the law, and for others it is under constant assault by those who would use the weaknesses of the National Labor Relations Act to further their own special interests. Further, we call for the establishment of minimum wage and hour standards consistent with our state's advanced economy, the repeal of Section 14(b) of the Taft-Hartley Act, and enactment of situs picketing legislation.

The California Labor Federation opposes compulsory open shop laws, whether disguised as "right-to-work," "conscience amendments" or other anti-union subterfuge.

The legal status conferred upon collective bargaining by the Wagner Act of 1935 is never free from attack from interests that would impair it in ways to cripple the power of organized labor to protect its members' interests. Besides section 14(b) of the Taft-Hartley Act, which permits "right-to-work" laws, other impediments to effective bargaining survive, some of them administrative, some legislative. California needs a comprehensive collective bargaining act, similar to the Wagner Act, to protect and encourage free collective bargaining for all workers.

On a national level, we demand the repeal of Section 14(b) and the revival of legislation modeled on the vetoed Construction Industry Collective Bargaining Act of 1975, which would provide situs picketing for building trades workers.

On the state level, this Federation has been successful in sponsoring legislation designed to facilitate a worker's claim be-

fore the Labor Commissioner, as well as protecting existing agreements for workers in the event of a change of management. We will continue to carry legislation which will further collective bargaining and the achievement of economic and social justice for all workers, maintain a constant vigil to guard against all efforts to erode the gains we have already made.

We also urge the following measures be adopted:

1. Establish the minimum wage at \$3.00 per hour with double time for overtime and provide for automatic adjustments so that the minimum wage is at least sixty percent of the average hourly wage for production and related workers in manufacturing in California:
2. Eliminate the subminimum youth and learner rates which only serve to maintain sources of cheap labor and remove young and new workers from the ranks of those who should earn a "proper living wage."
3. Eliminate the new provisions of the wage orders which lengthens the 65 year old eight-hour-day standard by permitting employers to require work for 10 hours per day, four days per week, without overtime.
4. Provide through legislation that the Industrial Welfare Commission be composed of a majority of labor representatives, who are non-lawyers.
5. Enact legislation limiting the fees employment agencies can charge.
6. Provide procedures to hear unfair labor practices complaints under the Educational Employment Relations Act of 1975.
7. Oppose all attempts to weaken the provisions of the California Occupational Safety and Health Act.
8. Require equal pay for equal work.
9. Abandon bogus "in-plant" or so-called parallel apprenticeship and/or training programs with employers that offer low wages and benefits and mislead young workers with false promises of qualified journeyman status.
10. This Federation firmly opposes the "right-to-work" law, whether disguised as a so-called "conscience amendment" or by any other subterfuge which would give the sanction of law to the open shop concept in either public or private employment.

Adopted, p. 23.

### XIII

#### AGRICULTURAL LABOR

The historic enactment of the California Agricultural Labor Relations Act of 1975 provided a vehicle for the orderly demonstration of bargaining desires and enabled farm workers to overwhelmingly choose the United Farm Workers of America, AFL-CIO, as their representative. However, efforts to frustrate the clear purpose of this Act continue.

We call upon all appropriate public officials to meet their legal and moral obligation to assure that the intent of this legislation is honored in fact and in practice.

The California Agricultural Labor Relations Act of 1975, was enacted in response to over a century of aggressive and vicious anti-labor practices by California agribusiness. This comprehensive collective bargaining law extends elemental protections and rights to the workers of this state's \$8.5 billion agricultural industry. It establishes an Agricultural Labor Relations Board with authority to conduct secret ballot elections, determine appropriate bargaining units and representative questions, and eliminate unfair labor practices.

The elections have demonstrated that the United Farm Workers of America, AFL-CIO, is the overwhelming choice of agricultural laborers. The UFW has won 204 of the 327 "decided" elections, representing 69% of the workers involved. The UFW has concluded 35 new contracts covering some 18,000 workers and is in the process of negotiating more than 50 additional contracts covering another 20,000 workers.

Yet, even though this historic act guarantees basic rights by law, conservative growers have attempted to frustrate its clear and stated purpose. Coercive tactics by this alliance have disrupted or impaired election procedures, created chaotic conditions surrounding voting, and seriously tainted the election process.

Teams of lawyers from labor-management consulting firms, skilled in the techniques of anti-union practices, represent growers in pre-election conferences and during the actual elections in the fields. These professionals are instituting a growing number of legal challenges to elections

won by the UFW, thus introducing extended litigation and unnecessary delays in contact negotiations.

These growers blocked the emergency appropriation needed to continue the operation of the ALRB when funds ran out. Even though the ALRB is finally back in business, unfair labor practices, violence, threats, sweetheart contracts, and lack of adequate enforcement still exist in the fields.

Full justice and democracy will not be established in the agricultural industry until the California Agricultural Labor Relations Act is vigorously supported and enforced.

The California Labor Federation calls upon the ALRB to take the following action:

1. Increase the presence in the fields of board representatives before, during, and after elections to assure fairness to all parties.
2. Intervene promptly and aggressively where intimidation of the workers is anticipated.
3. Begin an immediate on-site investigation—within 24 hours if possible—of unfair labor practice reports involving physical assaults or discharges.
4. Expedite issuance of complaints, certifications, and bargaining orders.
5. Utilize all forms of communication to inform workers of their rights under the law, including personal statements to the workers by board representatives.
6. Increase use of multilingual staff.

In restating our staunch and unwavering support of the UFW, this Federation urges:

1. Support of the Farm Worker Initiative, Proposition 14, on the November 2 ballot which, if successful, will insure the continuous funding of the ALRB as well as guarantee the legal access of organizers to workers on the growers' property.
2. Continue to boycott head lettuce, and table grapes not picked by the UFW.
3. Press for substantial increases in the funding and staffing of the ALRB for all board functions.

Adopted, p. 23.

### XIV

#### PUBLIC EMPLOYEES

One million California public employees have been denied the basic

rights enjoyed by the vast majority of other workers the right to bargain collectively. Although the Rodda Act which established such rights for teachers was a positive step, we will not rest until all public employees are covered under a comprehensive, just and effective collective bargaining law.

In public employment, a compulsory open shop law cannot be tolerated, under whatever guise it is introduced.

The inviolate right to strike must not be denied by law to public employees.

The current situation in public employment resembles the pre-Wagner Act world of private industrial relations: staunch management resistance to basic principles of worker organizations and collective bargaining; no uniform system of unfair labor practices or representation procedures; proliferation of recognition strikes; and the use of oppressive laws, court injunctions, legal actions and punitive fines against dissatisfied workers.

Although public workers have been made the scapegoat of the financial crises of the cities and states, their benefit levels often lag far behind those of comparable workers in the private sector. Increases in productivity in the public sector, which is basically labor intensive, can be achieved only through the mutual cooperation between labor and public management. Productivity can be improved when the worker has more involvement in decision-making than resigning or striking.

The inviolate right to strike must not be denied by law to public employees.

The day has ended when public employees can be viewed as different from the rest of the workforce. A new area has opened in labor-management relations in the public sector, which began with the incredible growth of public employee unions during the past decade. What is desperately needed now is a workable mechanism for the resolution of disputes and the orderly expression of bargaining desires.

Society must begin to recognize the "natural rights" of the men and women who save lives, educate children, keep cities and towns free of disease, maintain public facilities, transport people to their jobs, and administer programs which help the needy, aged, disabled and unemployed.

In the public employment sector espe-

cially, we must be on guard against the inclusion of any "right-to-work" law mandating the open shop in whatever guise it is proposed, including the so-called "conscience amendment."

Legislative attempts to permit workers to avoid union-required membership in the name of religious convictions can only serve to divide and weaken the bargaining strength of labor. The personal conscience membership question is one that must be left to the collective bargaining process. The legislative imposition of such restrictions on the union agency shop should be regarded as hostile to the unity and purposes of union labor.

Adopted as amended, p. 23.

## XV

### CIVIL RIGHTS

The struggle for a society free of discrimination and prejudice intensifies during recessionary periods and the gains of the past become vulnerable. The problem is not resolved by pitting worker against worker, but rather must be attacked through increased educational, training, housing and other economic opportunities, all in the context of a healthy economy. More jobs and reliance on the seniority system are both necessary to protect workers from forced layoffs according to old prejudicial policies.

We pledge our continued support for programs to eliminate discrimination in jobs, housing, education, and the administration of justice based on race, color, creed, national origin, sex, age, or marital status.

The struggle for a society free of discrimination is a continuous one. It is a battle which must be constantly waged as a national endeavor until the last vestige of discrimination is eliminated. However, this country must be mindful of the progress made in the last decade through the efforts of government and voluntary organizations.

We in the California Labor Federation are proud of our involvement in the struggle for equal opportunity for all. Today, the labor movement is the most integrated segment of society. The labor movement was far out in front of other institutions in providing the crucial political muscle that was necessary to enact the civil rights legislation of the 1960's.

Job discrimination and unemployment are the root causes of the problems facing minority groups and society. These two problems are not solved, however, by pitting worker against worker for the right to be unemployed.

The color-blind seniority system is a cornerstone of the American labor movement. It is a necessary right that protects workers from the whims and prejudices of employers, including protection from forced layoffs of blacks and browns according to the old racial policies. Seniority is also the criteria by which better jobs and shifts are distributed. Seniority is a contractual right and workers must not be compelled by government to surrender a portion of the work to junior workers or forced to accept alternatives to seniority unless the decision is a voluntary one, arrived at through free collective bargaining process.

Since full employment and civil rights go hand in hand, the best weapon against discrimination of any form is a healthy full employment economy. Conversely, the surest way to scuttle our gains is through economic recession or depression. Therefore we firmly support job opportunity for all workers through federal action whenever the private economy fails to assure full employment. In addition we support the following:

1. Full educational opportunities for all while providing the best qualified teachers for schools located in ghettos;
2. The use of school busing, properly utilized and administered, as one means among others available to the federal courts, local school administrations, and federal agencies when they seek to meet constitutional requirements of school desegregation and to establish a single public school system that will make quality integrated education available to all children;
3. Full economic and social justice for Native Americans, Blacks, Latinos, Asians or any other persons, irrespective of their race, color, creed, national origin, sex, age or marital status.
4. Expanded remedial and training programs together with expanded public service jobs;
5. Equal rights regardless of sex;
6. Continuation of Outreach and equal opportunity programs in apprenticeship and training to assure real opportunities for all;
7. Severe penalties for state or locally

licensed firms guilty of violating the Rumford Fair Housing Act;

8. Continued support of the Human Resources Development Institute, Leadership Conference on Civil Rights, A. Philip Randolph Institute, and the Labor Council for Latin-American Advancement which all work to ensure continued progress in these areas.

Adopted, p. 35.

## XVI HOUSING

The housing industry remains the most depressed segment of the economy. The low level of construction activity has not only left hundreds of thousands of construction workers unemployed, but has also left this country seriously deficient in its housing needs.

The root causes of this condition are the high interest rates and tight money due to restrictive monetary policies pursued by two Republican Administrations and the Federal Reserve. Immediate stimulation of the housing industry is critical to not only meet the shelter needs of America, but also to counteract the inflationary effect shortages have had on housing prices and rents.

Congress has stated that we need 2.65 million housing units each year including 500,000 subsidized units for low income families, to provide shelter for a growing number of households and rehabilitate occupied substandard housing.

We are grossly deficient in the achievement of this goal. Public housing has virtually been ignored in recent years. Nationally, housing starts in 1976 are down around the 1.4 million annual level, compared to the 2.4 level in 1972.

In California, housing starts are currently 32% below the 1972 level, estimated at 190,000 for 1976, and are predicted to remain depressed through 1977. The cumulative effect of three years of production deficiency has left this country more than 2½ million units behind schedule relative to its basic housing needs.

The resulting shortages have given rise to inflated housing and rental prices. During the past year, the median price of new homes sold has gone up 22 percent to the point where a new home is out of reach for most Americans.

Increases in rental prices have forced low and fixed income persons to spend less and less of their budget for food and other necessities.

The resulting unemployment rate for construction workers hovers above the 17 percent level, and is much higher for tradesmen specialized in residential construction. There is also unused capacity and high unemployment in industries that manufacture materials and components that go into housing. This situation obviously represents an extremely inefficient utilization of manpower and available capital resources.

The root causes of this condition are high interest rates and tight money due to restrictive monetary policies pursued by the two Republican Administrations and the Federal Reserve. The post-World War II record shows that every serious housing downturn was triggered by a tight monetary situation. And each time, the steep downturn in residential construction preceded and compounded a general economic recession or slowdown. The housing industry plays a strategic role in the pattern of the business cycle and the entire economy feels the repercussions of any activity in this sector.

Stimulation of the housing industry is necessary immediately not only to meet the shelter needs of America, but to counteract inflation in house prices and rents. On the other hand, if housing production does not increase to meet the need, tight housing market conditions will strengthen inflationary pressures.

In addition, unless a lower price mix of new units is produced and mortgage financing made available at reduced interest rates, there will be a substantial increase in the number of households in need of assisted housing.

Therefore, the California Labor Federation urges the following actions be taken by Congress:

1. Mandate the implementation of selective credit regulation to avoid sharp declines in housing when tight money and high interest rates are developing.
2. Establish an emergency 6 percent mortgage home financing program that will remain in effect until housing starts reach a seasonally adjusted annual rate of at least 2 million units for three consecutive months.
3. Increase authorization for public housing operating and modernization assistance.
4. Enact strong mortgage loan disclosure

legislation to combat redlining.

In California, we urge that the state legislature take the following measures:

1. Provide a realistic, low-cost funding assistance program to help low and middle income people in purchasing housing.
2. Guide local governments and groups who are aiding low cost housing.
3. Revise the tax structure to encourage construction of housing that can be purchased by low and middle income groups.
4. Oppose all efforts to take the option of rent control away from local governments since inflationary conditions may warrant such control to protect poor and fixed income persons from exploitation by landlords.

Adopted, p. 35.

## XVII EDUCATION

The trend of progress in quality education has been reversed in the 1970's by vetoes, budget cutting, and financial crises triggered by heavy reliance on the regressive property tax. We will continue to press for adequate federal, state, and local expenditures to insure the health of education in California at all levels and equalization of resource allocation regardless of a district's wealth base. We maintain our historic opposition to the imposition of tuition at the state colleges and universities.

Long before there was any system of free, universal public education, the labor movement advocated the establishment of the best possible schools for students of all ages. Labor has played a leading and critical role in the expansion of the American public school system. For democracy to flourish, it is vital that educational opportunity be maximized for all citizens regardless of age or family income.

We find today that the trend of progress in education has been reversed in the 1970's. The recent attacks upon the educational system through presidential vetoes and governmental budget-cutting have combined with the recession to terminate and reduce many programs, and force the nation's 45 million public school children into overcrowded classrooms. The dramatic increase in the cost of a college education is squeezing out the children of

workers and decreasing their opportunities to obtain a college degree.

In California, as elsewhere, the root problem is that public education faces a financial crisis due to the heavy reliance upon the regressive property tax. This is compounded by the fact that school children from low wealth districts will suffer severe and permanent educational handicaps because they cannot compete with the children from school districts with an affluent tax base. This state's college and university system has deteriorated through repeated cutbacks of curriculum, facilities, teaching personnel, and their salary standards.

In reaffirmation of our historical position for quality education for all citizens as a matter of right, we specifically support:

1. Expanded federal and state financial support for public education;
2. Equalized resource allocation regardless of the district's wealth base to avoid handicapping students from low-income areas;
3. Tuition-free state colleges and universities;
4. Universal early childhood education and child care within the public schools;
5. Continuation of the growth of adult and on-going education;
6. Small enough class sizes so teachers can provide individualized instruction and help;
7. Expansion of remedial, clinical, and guidance services so that children who come to school suffering the burdens of poverty can be reached and helped;
8. Greater emphasis at the secondary and junior college levels on vocational-technical education;
9. Presentation of organized labor's contributions to this nation's history in lectures, discussions and text books.
10. Multilingual and multicultural education for Spanish-speaking, Black, Asian, and Native American students as a means to facilitate their passage into the mainstream of American life.
11. Representation of organized labor on the governing boards of the University of California, the State University and Colleges system, district community colleges and other public school districts.

Adopted, p. 35.

## XVIII

### ENVIRONMENT

We remain firmly committed to protecting, restoring, and improving the environment, realizing that only in the context of social and economic reform will environmental reform be ultimately successful. We also urge that programs to clean up the environment be enacted and administered in a manner which does not conflict with the goal of developing and fostering a full employment economy.

The California Labor Federation stands firm in the conviction that environmental policies and programs can and must be reconciled with the employment and energy requirements that are essential to economic progress. Advocates of "zero-growth" and environmentalist extremists are either unaware of or insensitive to the fact that their policies are extremely regressive and force the costs of environmental purity to be borne by those least able to pay.

The elitist attitude that reform of polluted conditions and protection of the ecology can be attained only through policies which cause the loss of jobs, income, and opportunities to lower and middle income working people is socially irresponsible and morally wrong.

Accordingly we urge that programs to clean up the environment be enacted and administered in a manner which does not conflict with the goal of developing and fostering a full employment economy. Specifically we support:

1. Development of a comprehensive solid waste management and resource recovery system, as opposed to the simplistic ban on non-returnable beverage containers, to preserve and enhance the quality of air, water, and land resources.
2. Major expansion of mass transit facilities and services to help reduce pollution and congestion as well as the development of alternatives to the internal combustion engine.
3. Establishment of a state land use policy which must take into full consideration the effects on employment and growth in the land-use area as well as seek to enhance opportunities for acquiring land for low-income housing and public recreation.

4. Strict regulation of strip mining on all lands.
5. Addition of economic factors to Environmental Impact Reports.
6. Abolition of bureaucratic permit practices which delay and inhibit vitally needed construction projects. Such practices are being capriciously and inappropriately used by anti-growth obstructionists under the guise of "environmental protection."

Adopted, p. 35.

## XIX ENERGY

**The U.S. remains precariously vulnerable to economic blackmail as our dependence upon foreign oil has increased. A comprehensive, long-range, government funded program is necessary to mobilize the nation's scientific and technological resources to meet the energy requirements of our growing industrial economy as well as home and transportation needs.**

Despite tremendous increases in oil prices since the Arab oil embargo three years ago, production of domestic oil has continued to decline steadily. Dependence on foreign sources has increased as imports average over a million barrels a day more than the level before the embargo, leaving us more vulnerable than ever to economic blackmail.

To the extent that we fail to come to grips with the whole question of energy we will remain less able to lower unemployment and inflation rates because of reduced industrial production and the resulting shortages that drive prices up throughout the economy.

California, which relies heavily on natural gas, is already experiencing shortages which are expected to become more severe during the next several years. Private industry, left to itself, cannot and will not solve the energy crisis.

A long range, comprehensive, government-funded program is desperately needed to mobilize the nation's scientific and technological resources to develop alternative sources of energy, increase the efficiency of consumption and expand existing sources.

Major emphasis should be on expanding existing sources, particularly nuclear energy, domestic oil, coal and coal gasifica-

tion and liquefaction and natural gas. In addition, a commitment must be made to economically harness large, nondepletable, domestically available resources such as solar, wind, and geothermal which can help meet a significant fraction of our projected energy needs.

As part of the comprehensive program to meet our energy needs we specifically endorse:

1. Establishment of an Energy Independence Authority to help secure energy independence for the United States through direct loans, loan guarantees, price guarantees and other financial assistance to private industry and public bodies unable to secure private capital.
2. Enactment of legislation to prohibit a single company from owning competing sources of energy and legislation to require the dissolution of vertically integrated oil companies.
3. Divorcement of either the marketing of petroleum or else the production of it from a single oil company so as to benefit the independent producers as well as the consumer.
4. Treatment of giant oil companies as public utilities subject to stringent federal legislation.
5. Transportation of not less than 50% of imported oil on U.S.-flag vessels.
6. Continued regulation of natural gas prices.
7. Allocation of available credit by the Federal Reserve, at reasonable interest rates, directed at the development and expansion of domestic energy resources.
8. Removal of the importation of oil from private hands and placement of this function into the hands of the government who would be responsible for its importation, negotiation of prices, and allocation.
9. Improve the procedure for the licensing for construction and operation of nuclear plants and reducing the lead time required to get the plants into production, at the same time taking vigilant environmental and safety measures to continue to minimize risks.

Adopted, p. 35.

## XX RECLAMATION LAW

**Aggressive enforcement of the National Reclamation Law would re-**

distribute land from huge agribusiness corporations to small farmsteads and help reduce the effects of land monopolies and speculation on food prices as well as encourage family farming.

The National Reclamation Act of 1902 linked federal irrigation to land redistribution. The intent was to break up the huge ranches and railroad holdings of the West and allow settlers to share the benefits of public investment. This law limits water rights to 160 acre parcels (320 acres for man and wife) providing the owners occupy the land and sell any excess within ten years at pre-water prices.

In California, federal irrigation promised thousands of small farmsteads within the Westlands Water District through public investment estimated at \$2 billion in various subsidies.

"Paper farmers," absentee landlords, and several big corporations reap most benefits from this project that was designed to redistribute huge landholdings. The law has been nibbled to pieces by legal decrees from the Department of the Interior. Intense agribusiness, allied bank, and industry pressures have succeeded in circumventing the legal requirements that remain. Farm operations remain big while titles to the 160-acre units are acquired by speculators, family trusts, and buyer groups.

The unjust enrichment of a few, at the taxpayers' expense, must be ended in order to encourage the more democratic rural communities that would flourish with family farm rejuvenation and to break the stranglehold agribusiness exercises on much of our political life.

The California Labor Federation pledges continued support of the principle of family farm ownership, the break-up of huge land monopolies, and strict enforcement of ownership and antispeculation regulations of the federal reclamation laws.

Adopted, p. 36.

## XXI

### COMMUNITY CONCERN AND SERVICE

The California Labor Federation encourages community service oriented activities which are designed to promote the general welfare of workers as well as the disadvantaged. Responsible programs to stem the rising tide of crime, to deal with al-

coholism as an illness, and to provide aid to victims of natural disasters, deserve the support and assistance of our affiliates.

Crimes of assault and theft are on the increase, and wage earning Californians are among the most frequent victims. In addition, illegal action in the guise of "law and order" and actions by public officials under the dubious cloak of legality seriously inhibit the legitimate aspirations of working men and women to organize and achieve better working conditions. The vigilantism of the "Posse Comitatus" and the reactionary use of judicial fiat as a substitute for justice and statute in labor relations are threats to the liberty of every American; not just those in organized labor.

Alcoholism is a serious threat to job performance and job-site safety as well as to the life and health of millions of Americans. Enlightened approaches to this illness and to the reduction of its ravages, seeking their ultimate elimination, are legitimate concerns for labor unions, councils and federations.

It is a constitutionally mandated function of our American government to "promote the general welfare." Beyond what government can provide to those in greatest need, there is ethical responsibility for all to assist those less fortunate economically and socially, whether in chronic distress or suffering the temporary effects of natural disaster or man-caused chaos.

In these areas of concern, the California Labor Federation, whenever consistent with the policies and interests of the national AFL-CIO, local unions and councils affected, and their memberships, urges positive action on:

1. Programs designed to stem the rising tide of crime and to alleviate its effects on law-abiding men, women and children of our communities, as well as seeking means to reduce the incidence of crimes against individuals and their property.
2. Cooperation with the National Council on Alcoholism and other similar programs in dealing with the many problems of the illness of alcoholism, particularly where they intrude upon the work site and affect occupational safety and productivity.
3. Cooperation consistent with the interests of the trade union movement is urged in United Fund, United Way, AID-United Givers' efforts and on behalf of such groups as the Red Cross,

Muscular Dystrophy Association, City of Hope, International Guiding Eyes and others of similar merit too numerous to list here. In southern California, close alliance between organized labor and AID-United Givers has set a pattern of cooperation which may well be considered in other jurisdictions.

4. Cooperation with organizations committed to the elimination of bias stemming from prejudice against people because of their ethnic background, religious conviction or national derivation, as long as the objectives of such organizations are consistent with and approved by the national AFL-CIO and the California Labor Federation, AFL-CIO.

5. Beyond our shores, working people and the poor too often suffer calamitous deprivation through natural disaster or through human-caused chaos. Free labor movements in other lands also face threats from outside their own nations' borders or from subversion within. Consistent with policies of the AFL-CIO, we urge support for such causes as relief for earthquake victims around the world, for the threatened working people of embattled sections of Ireland, for our brothers and sisters in the Israeli Labor Federation, Histadrut, and for other similar exemplars of our broad concern for the liberty, peace and security of peoples everywhere.

Adopted as amended, p. 36.

## RESOLUTIONS

### National Health Insurance Plan

**Resolution No. 1**—Presented by California State Council of Carpenters, San Francisco.

Whereas, A National Insurance Plan for all Americans is long overdue; and

Whereas, The cost of insurance premiums for our group health and welfare plans is skyrocketing; and

Whereas, It is becoming more difficult to negotiate union contracts with money packages; and

Whereas, There are no controls on the cost of hospitals and services performed by doctors, and the cost continues to climb to an outrageous figure; and

Whereas, The American working people are not financially able to afford the cost of medical care, unless they are union members who have group insurance coverage; and

Whereas, Many, many times the need for care arises when even these people are out of work for long periods of time and are not eligible for the group coverages; and

Whereas, There are many plans before Congress now, and nothing is being done about any one of them; and

Whereas, Labor has endorsed the Kennedy Plan, and Kennedy's revised plan will be before Congress this year; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, adopt this resolution and give it its fullest attention; and be it further

Resolved, That all Congressmen and Senators in Washington, D.C., and all our affiliated organizations be notified that we want the Kennedy National Health Insurance Plan now for all Americans, including union people, because what we have now is not working; and be it further

Resolved, That copies of this resolution be sent to the AFL-CIO National Headquarters.

Referred to Committee on Resolutions.  
Filed, pp. 22-23.

### Legal Responsibilities of Corporations

**Resolution No. 2**—Presented by California State Council of Carpenters, San Francisco.

Whereas, To an ever increasing degree, corporations have been avoiding their responsibilities in living up to collective bargaining agreements; and

Whereas, One of the devices used is the formation of corporations within corporations which dilute the assets as well as the liability of corporations; and

Whereas, Such practices make the collection of wages and fringes virtually impossible; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, attempt to develop language to be negotiated into collective bargaining agreements that will protect the membership against such activities; and be it further

Resolved, That the California Labor Federation, AFL-CIO, cause to have drafted and introduce legislation in an attempt to correct these practices.

Referred to Committee on Legislation.  
Adopted, p. 12.

### Remodeling Tax Incentive

**Resolution No. 3**—Presented by California State Council of Carpenters, San Francisco.

Whereas, Mass construction of new homes has developed suburban living, causing movement of residence from cities to those areas; and

Whereas, The exodus to those areas has also caused unattended city areas, creating slums and hard core areas with increasing crime rates; and

Whereas, Those homeowners who must remain in the area cannot afford to rebuild because of large tax increases attached to building permits for remodeling purposes; and

Whereas, Many jobs would be created in the construction industry by a program of restoration and neighborhood remodeling; therefore be it

Resolved, By this Eleventh Convention of the California Labor Federation, AFL-CIO, that the homeowner be given the incentive needed by allowing him, for tax deduction purposes, the full amount of monies spent for a bonafide home remodel and restoration program.

Referred to Committee on Resolutions.  
Adopted, p. 35.

### Insurance - Tax Deduction

**Resolution No. 4** — Presented by California State Council of Carpenters, San Francisco.

Whereas, The insurance industry is one beset by a complexity of problems whose negative effects almost certainly include higher rates for all automobile and home owners; and

Whereas, Rates for this type of insurance often referred to as fire-casualty and which includes various coverages for theft, workers' compensation and other risks, rose 22.5 percent in 1975; and

Whereas, No one can say with certainty what the increases will average in 1976; and

Whereas, Insurers are regulated at the State rather than at the Federal level; and

Whereas, The many reasons cited for the increase included alcoholism and high accident rates; and

Whereas, Many automobile and home owners are the victims of the few who cause the high rate risk; therefore be it

Resolved, By this Eleventh Convention of the California Labor Federation, AFL-CIO, that automobile and homeowners be allowed to deduct for tax purposes, the full amount of insurance as required to maintain the necessary insurance protection, as needed.

Referred to Committee on Resolutions.  
Adopted, p. 18.

### Health Care Costs

**Resolution No. 5**—Presented by California State Council of Carpenters, San Francisco.

Whereas, Medical costs have been increasing out of proportion to the other aspects of the cost of living in recent years to the point where employees cannot afford the necessary medical care and also to the point where in negotiated health and welfare plans the employer cannot afford to continue increasing the rate of contribution to provide the necessary medical care; and

Whereas, Medical costs have reached the point where the average fee charged by a doctor is in excess of \$12.00 per unit on the California Relative Value Schedule, and

Whereas, The same doctors have agreed with the State Workers' Compensation Board to charge a fee of \$8.00 per unit on industrial accidents; and

Whereas, Workers' compensation costs are paid entirely by the employer and non-industrial accidents or illnesses are paid by the employee; and

Whereas, Medical services rendered are no different between an industrial injury and a non-industrial injury, there therefore exists no reason for the employee to be required to pay 50 percent or more in excess of that paid by the employer for workers' compensation for their own illnesses or injuries, and

Whereas, The State of California now has the responsibility to establish fees paid for Medi-Cal patients and such fees are substantially higher than workers' compensation fees as they are based on usual, customary and reasonable (UCR) fees charged private patients; and

Whereas, This approach to fees combined with a similar approach by federal agencies for Medicare fees creates a constant upward trend in medical costs because as the charges for the private-fee patients increase, the UCR fees become higher resulting in increases in the tax-paid fees for Medi-Cal and Medicare patients; and

Whereas, This pressure for increasing fees could be relieved to some extent and also result in a substantial savings of tax money if Medi-Cal fees were based on workers' compensation fees; and

Whereas, The State of California has the legislative authority to prohibit Medi-Cal fees being charged in excess of those agreed to by the medical profession for workers' compensation cases; therefore be it

Resolved, By this Eleventh Convention of the California Labor Federation, AFL-CIO, that the State of California Legislature be requested to enact a law requiring that medical fees paid for in whole or in part by the State may not be charged for any illness or injury out of proportion to the schedule of fees (Relative Value Schedule) established for workers' compensation cases.

Referred to Committee on Legislation.  
Adopted, p. 12.

### Federal Building Programs

**Resolution No. 6**—Presented by California State Council of Carpenters, San Francisco.

Whereas, Unemployment among carpenters is ranging up to forty percent; and

Whereas, Two of the most outstanding needs of this country are vastly increased

mass transit and massive programs for rebuilding our cities, providing adequate housing, parks, schools, and medical facilities for millions; and

Whereas, This union must have the support of the masses of America if it is to survive; therefore be it

Resolved, By this Eleventh Convention of the California Labor Federation, AFL-CIO, that the focus of attention of the California Labor Federation, AFL-CIO, in seeking to create jobs for its members, be toward pressing for the expansion of mass and rapid transit systems, needed highway and freeway programs, a massive program for rebuilding and renovating low and middle-income homes, all to be carried out under the provisions of the Davis-Bacon Act; and be it further

Resolved, That the California Labor Federation, AFL-CIO, actively and aggressively seek support for these programs from the rest of the labor movement and the various civil rights and community groups which would derive benefits.

Referred to Committee on Resolutions.

Adopted p 17.

#### Union Label Promotion

**Resolution No. 7—**Presented by California State Council of Carpenters, San Francisco.

Whereas, The Carpenters Union Label, a copyright of the United Brotherhood of Carpenters and Joiners of America; and

Whereas, The Union Label has been in existence approximately 200 years, exemplifying the promotion of skilled craftsmanship, wages, and working conditions of union shops; and

Whereas, the principles of unionism to purchase only union made goods, demand the Union Label and hire union labor when same can be had; therefore be it

Resolved, By this Eleventh Convention of the California Labor Federation, AFL-CIO, that those same principles used today could be the creation of many jobs and reverse the unemployment trend; and be it further

Resolved, That those same principles could be used to combat foreign imports, saving American jobs and organize the unorganized; and be it further

Resolved, That the California Labor Federation, AFL-CIO, take the lead in an educational program to vigorously promote the Union Label; and be it finally

Resolved, That the delegates to the Eleventh Convention of the California Labor Federation, AFL-CIO, adopt this resolution and promote the use of the Union Label in each meeting of their local unions and district councils.

Referred to Committee on Resolutions.

Adopted p. 40.

#### Oppose Senate Bill 1

**Resolution No. 8—**Presented by San Francisco Labor Council, San Francisco.

Whereas, Labor's right to organize, strike and bargain collectively is bound up with the Constitutional liberties of all Americans as embodied in the Bill of Rights; and

Whereas, The AFL-CIO Executive Council in meeting in Washington, D.C. May 19, 1976, refused to support S. 1; and

Whereas, The AFL-CIO Executive Council's resolution states, "The integrity of the law is undermined by imposing criminal penalties on conduct that is commonly accepted as not criminal, or on individuals who have not played an active role in perpetrating a wrong;" therefore be it

Resolved, That the California Labor Federation, AFL-CIO, join with all other unions in opposing S. 1.

Referred to Committee on Resolutions.

Adopted p. 37.

#### AFL-CIO Community Services— "The Human Contract"

**Resolution No. 9—**Presented by San Diego-Imperial Counties Labor Council, San Diego.

Whereas, The AFL-CIO Community Services Activities assist union men and women with many personal and family problems in the broad area of health and welfare, many of these problems are not covered by union contract. There is a need for joint union-company-community responsibility to help meet personal and family needs of company employees—union members in the workplace to render them whole with dignity and a feeling of self-fulfillment and productivity; and

Whereas, Many human care agencies, both public and voluntary, are available to provide such services as may be needed, i.e., services to the unemployed, money management, family and marital counseling, financial assistance, consumer counseling, legal aid, blood needs and preparation for retirement; therefore be it

Resolved: (1) That the California Labor Federation, AFL-CIO's Eleventh Constitutional Convention go on record as endorsing the concept of the "human contract" in the workplace.

(2) That we encourage local unions and business firms to establish and develop a system of industrial counseling, referral and follow-through under union management auspices.

(3) That the "human contract" be implemented in cooperation with both voluntary and public agencies for the benefit of all workers and the total community, including United Way affiliated organizations.

(4) That the California graduate schools of social work be requested to develop Industrial Social Work courses to help both unions and management implement the "human contract" in the workplace.

(5) That all Community Services committees and representatives assist all affiliated local unions interested in promoting this program.

Referred to Committee on Resolutions.

Adopted p. 36.

### **Job Equality and Pay**

**Resolution No. 10**—Presented by Office & Professional Employees Local No. 3, San Francisco.

Whereas, A recent U. S. Department of Labor report notes that the twin problems of working women—underpay and underemployment—are as severe as they have ever been; and

Whereas, The increase in women in the work force is doing little more than increasing the size of the traditional women's occupations without having increased the scope of job opportunities and increases in salaries; and

Whereas, Statistics indicate that the average female college graduate earned less last year than the average male high-school dropout; and

Whereas, A woman heads about one out of every eight families in the United States and four out of every ten female workers are alone and supporting themselves and some 45% of the female "breadwinners" don't earn enough to keep their families off welfare; and

Whereas, Even though there has been enacted Government ordered affirmative action programs, the recession in which our country has been floundering in recent years has had the effect of minimizing the effectiveness of such programs; and

Whereas, There is need for increased

activity in these affirmative action programs not only in hiring, but in promotions as well; therefore be it

Resolved, That this Eleventh Convention of the California Labor Federation, AFL-CIO call upon the National AFL-CIO to take appropriate steps to institute action, as required, to insure the effective policing and enforcement by EEOC of non-government employers with respect to affirmative action programs with greater emphasis on promotions in addition to hiring practices and to encourage the installation and development of managerial training programs by employers and insist that they include a proportionate number of women.

Referred to Committee on Resolutions.

Adopted, p. 22.

### **Federally Funded Child Care Program**

**Resolution No. 11**—Presented by Office & Professional Employees Local No. 3, San Francisco.

Whereas, Congress during the current session passed a Child Care Bill which was vetoed by President Ford; and

Whereas, The labor-supported effort to override the President's veto fell short of the required two-thirds majority in the U. S. Senate; and

Whereas, There exists in this country an urgent need for a federally funded, quality, comprehensive child care program, on a 24-hour basis, available for utilization by all working families, and one which will provide the child with a meaningful experience rather than a program of mere custodial care, therefore be it

Resolved, By this Eleventh Convention of the California Labor Federation, AFL-CIO, that such organization call upon the National AFL-CIO to have introduced in the next session of Congress a measure to provide for the child care needs as outlined.

Referred to Committee on Resolutions.

Adopted, p. 37.

### **Commend the Executive Officer of the California Labor Federation, AFL-CIO**

**Resolution No. 12**—Presented by Office & Professional Employees Local No. 3, San Francisco.

Whereas, Office & Professional Employees International Union, Local 3, has for many years been privileged to have as one of its members Brother John F. Henning, who serves as the Executive Secretary-Treasurer of the California Labor Federation, AFL-CIO; and

Whereas, Under his leadership the California Labor Federation has achieved greater stature and prominence than ever before and has been able to accomplish unprecedented legislative goals for the working men and women of this state; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, honor and commend its Executive Secretary-Treasurer, Brother John F. Henning, for the quality of leadership he has brought to the organization; and, specifically, for his untiring efforts and accomplishments in the legislative field for and on behalf of the working people of California.

Referred to Committee on Resolutions.  
Adopted, p. 40.

### Child Care Facilities

**Resolution No. 13** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, There is long standing recognition that working mothers are hampered in their efforts to obtain gainfull employment and promotion on the job because adequate facilities for child care are not available either in quantity or quality, as they should be; and

Whereas, Lack of such child care facilities has resulted in economic distress to families whose parents have been discouraged from seeking employment because of their absence; and

Whereas, This is harmful not only to the individuals involved but to our society because of the loss of productive buying power; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, call for the introduction of appropriate legislation both at the state and federal levels, to broaden child care services in scope and quality of services.

Referred to Committee on Legislation.  
Adopted, p. 19.

### Women Workers

**Resolution No. 14** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The number and percentage of women in the workforce has been increasing steadily; and

Whereas, Similarly, women comprise an increasing number and percentage of the nation's union members; 20% nationally and 22% in California; and

Whereas, The attitude and practices of

employers and labor organizations have failed to keep pace with this influx of women workers. Consequently, discrimination continues in practice; and

Whereas, The Los Angeles County Federation of Labor, AFL-CIO, believes the labor movement should play an active role in the eradication of discriminatory practices against women workers in hiring, promotion, pay levels and opportunities for employment; and

Whereas, We further believe that the special problems created by increased employment requires immediate action; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, urge its affiliates when negotiating with employers to:

1. Evaluate all jobs as work with a rate of pay based on job content, skill and responsibility regardless of the sex of the worker doing the task.
2. Demand that promotions be granted on the basis of competence and qualifications and usual seniority rights.
3. Eliminate variations in job descriptions which serve as a pretext for nullifying the Equal Pay for Equal Work Laws.
4. Extend all contract rules and regulations heretofore applicable only to women and minors to the entire workforce.
5. Include hospitalization costs incurred for reasons of pregnancy in health and welfare plans.
6. Provide day care facilities for children of employed parents.

Referred to Committee on Resolutions.  
Adopted, p. 22.

### Affirmative Action Program

**Resolution No. 15** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Women have not received opportunities for promotion and higher paying jobs because they have in the past been discouraged and often barred from holding them; and

Whereas, Experience has demonstrated that a paper policy of "union-discrimination" does not immediately break down centuries of discrimination and stereotypes—on both sides; and

Whereas, Various federal government regulations and orders require affirmative action in employment; and

Whereas, Many industries have instituted affirmative action programs to hire and upgrade women; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, encourage local unions to set up affirmative action committees to develop affirmative action programs to encourage employers through collective bargaining to achieve the following:

- a. An active effort is made to hire women in job categories where more should obviously be included.
- b. Recruitment sources and procedures are spelled out for recruiting a pool of candidates including qualified women for specific job categories.
- c. Promotion procedures are spelled out so that every employee is evaluated and encouraged to apply for openings regardless of present employment in traditional jobs lacking obvious promotional possibilities.
- d. Where women are already assuming responsibilities over and above those described in their job classification, such classification be revised to reflect more adequately the actual job being done and compensation it calls for.

Referred to Committee on Resolutions.  
Adopted, p. 22.

#### **Support Community Chest, United Crusade, United Fund and Other Federated Fund-Raising Drives**

**Resolution No. 16** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, For many years the Labor Movement in California as well as nationally has advocated the principle of federation in fund raising, planning and the maintenance of high standards of service for voluntary health, welfare and recreation agencies; and

Whereas, Over the years the local and national health and welfare projects and agencies have had the active interest and participation of the membership of Organized Labor; and

Whereas, The National AFL-CIO Community Services Committee has, with the approval of the AFL-CIO Executive Council, adopted as basic principles that the union member has a responsibility to his community, that he must be concerned about the availability of adequate health, welfare, and recreational services for the whole community, and that unions be encouraged to continue the policy of financ-

ing, supporting and participating in existing social service agencies rather than to establish direct social services of their own; and

Whereas, Support for Community Chest, United Crusade, United Fund and other united campaigns should be buttressed by participation of union members in the activities, plans, and programs of all voluntary health and welfare agencies through serving on the policy-making boards, councils and other committees of Community Chests, United Crusades, United Funds, and their federated service agencies; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, call upon its affiliated local unions and their membership in all communities where Community Chests and Councils, United Crusades, United Funds, or other united campaigns exist, in accordance with the type of fund-raising federation approved by the Labor Movement in the respective communities, urging the participation of Organized Labor in these activities, and loyally, actively and generously to support the local Community Chest, United Crusade or other federated fund-raising campaign.

Referred to Committee on Resolutions.  
Adopted as amended, p. 38.

#### **AID-United Givers**

**Resolution No. 17** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, During the year 1951, the labor movement in Southern California, in cooperation with leading citizens of the community, formulated a fund-raising organization known as AID-United Givers, for the purpose of supporting health and welfare agencies; and

Whereas, The AID-United Givers concept, a federation of givers with control remaining in the hands of the donors themselves, allowing each donor, if he desires, to designate where his charity dollar should go or not go, has proven to be a highly satisfactory and successful organization as a method for the labor movement to fulfill its obligation to the less fortunate in the community; and

Whereas, AID-United Givers is organized to give full community participation, in a program being governed by a tripartite Board of Directors, and through tripartite working committees, composed of labor, management and the public; and

Whereas, The employees of AID-United Givers are members of the Office and

Professional Employees International Union, Local No. 30, AFL-CIO, CLC and are working under favorable conditions of a union contract with that organization, making AID-United Givers the only fundraising organization in Southern California totally unionized and using union label materials; and

Whereas, AID-United Givers is totally organized and using materials with the union label, it should receive the unanimous support of all organized labor in the areas served by the organization; and

Whereas, During the fiscal year 1975/76, AID-United Givers raised and distributed over \$18,100,000.00 for the support of worthy charities in Southern California and throughout the United States; and

Whereas; AID-United Givers, in its 25 years of existence has raised and distributed more than \$275,089,099.00 for charitable purposes; and

Whereas; AID-United Givers' low operational cost of approximately 7.5% assures the donor that his contribution reaches its intended source—the needy; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, endorse the AID-United Givers program and reaffirm its position in support of AID-United Givers and pledge complete support to its continuance and resistance to any attempts by organizations to raid its corporate and employee chapters; and be it further

Resolved, That the California Labor Federation, AFL-CIO, advise its affiliated unions of the total unionizing of the AID-United Givers staff and its use of the union label and urge increased participation of its affiliated unions and their members in cooperation with the AID-United Givers staff in those industries now having AID chapters; and be it further

Resolved, That affiliated unions cooperate with the AID-United Givers staff in the bringing into the AID-United Givers program those industries or offices not now in the AID-United Givers program.

Referred to Committee on Resolutions.

Adopted, p. 36

#### **State and Local Regulatory Agencies and Consumers**

**Resolution No. 18 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.**

Whereas, Many state governmental agencies, such as the Department of Agriculture, Department of Health, the Department of Consumer Affairs, Divisions

of Real Estate and Insurance and the Public Utilities Commission, have areas of regulatory importance under their jurisdiction, in which the welfare of consumers is affected by either the need for action or the lack of appropriate action; and

Whereas, These agencies have been far more responsive to the economic interests of businesses and professions they are mandated to regulate rather than the consumers they are supposed to protect; and

Whereas, Only organized consumer strength can have an impact of affecting the decisions of the state agencies to bring from them consumer-oriented decisions; and

Whereas, While regulation by the Public Utilities Commission has certainly not proven to be a totally satisfactory solution to consumer protection, it does have an effect of bringing economic products of the industry into public view; therefore be it

Resolved, That this Eleventh Convention of the California Labor Federation, AFL-CIO, support and work for the following:

1. Development of the Consumer Federation of California, with which organized labor is affiliated, into a strong statewide organization to represent the views of consumers before the legislative and administrative bodies, to bring about real and effective consumer representation on all State Boards and Commissions having the responsibility of consumer protection.
2. Adequate funding of state regulatory agencies so that the level of staffing will be adequate for the policing job.
3. The California Labor Federation to develop a program with the State Administration to strengthen the State Department of Consumer Affairs toward a goal of being truly concerned with the field of consumer protection, rather than the promotion of economic bias for business and the professions which it is supposed to regulate.
4. All local central bodies be urged to develop county and municipal bureaus of consumer affairs, geared to accept and resolve consumer complaints in cooperation with local law enforcement agencies.

Referred to Committee on Resolutions.

Adopted, p. 23.

#### **Unavailability Due to Personal Restrictions**

**Resolution No. 19 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.**

Whereas, Section 1253 (c) of the Unemployment Insurance Code provides that a claimant must be able and available for work; and

Whereas, This Section of the code has been interpreted by the Appeals Board to mean that the claimant cannot restrict himself in any way and must meet what the Board considers to be community standards without regard to actual job potential; and

Whereas, The intent of the code is to provide benefits for those unemployed through no fault of their own who are seeking work; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation providing for an amendment to Sec. 1253 (c) of the Unemployment Insurance Code requiring that for a disqualification to be issued for unavailability due to personal restrictions or preferences of the claimant there must be a showing of a loss of specific work opportunities due to said restriction or preference.

Referred to Committee on Legislation.  
Adopted, p. 19.

#### **Repeal Section 1264 of the California Unemployment Insurance Code**

**Resolution No. 20** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The interpretation of Section 1264 of the Unemployment Insurance Code had been the subject of much litigation; and

Whereas, It appears that the Section is not valid as it is written; and

Whereas, Section 1264 is discriminatory in its definition of major support of the family; therefore be it

Resolved, That the officers of the California Labor Federation, AFL-CIO, seek the enactment of legislation to repeal Section 1264 of the Unemployment Insurance Code.

Referred to Committee on Legislation.  
Adopted, p. 19.

#### **Illegal Detention**

**Resolution No. 21** — Presented by Los Angeles County Federation of Labor, AFL-CIO.

Whereas, Section 1253 (c) of the Unemployment Insurance Code requires a claimant to be available for work during the entire week during which benefits are claimed; and

Whereas, An interpretation has been rendered which holds that if a claimant is unavailable for one or more days during any given claim week, said claimant shall be disqualified; and

Whereas, This interpretation of availability has been applied to those situations where the claimant is illegally detained although he is subsequently found to be not guilty or that the legal detention has been improper; therefore be it

Resolved, That the officers of the California Labor Federation, AFL-CIO, seek the enactment of legislation to amend Section 1253 (c) of the Code providing that if the claimant is illegally detained or is legally detained and subsequently found not to be guilty, said detention shall not render him unavailable for the period during which the detention took place.

Referred to Committee on Legislation.  
Adopted, p. 19.

#### **Stenographic Reporting of Proceedings**

**Resolution No. 22** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The California Unemployment Appeals Board in some of the hearings held before its Referees is using recording equipment in lieu of stenographic reporting; and

Whereas, A task force has recommended that the Employment Development Department also use such electronic recording equipment in interviews; and

Whereas, Such equipment does not necessarily provide an adequate transcript due to the often occurring multiplicity of voices on the recording; and

Whereas, In order to provide due process, a detailed and complete record of any proceedings should be maintained; therefore be it

Resolved, That the officers of the California Labor Federation, AFL-CIO, seek the enactment of legislation to provide that all proceedings before the California Unemployment Appeals Board and any two party proceedings at the level of the department to be reported by stenographic process.

Referred to Committee on Legislation.  
Adopted, p. 20.

#### **Amend Section 1279 of the Unemployment Insurance Code**

**Resolution No. 23**—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Section 1279 provides in part

that "however, earnings up to eighteen dollars (\$18.00) a week for which benefits claimed will not be deducted from the claimant's weekly benefits amount," and

Whereas, The economic structure of the State of California has tremendously expanded and living costs have risen since 1969 by many percentage points, it now becomes necessary to amend this section of the Code; and

Whereas, The Code requires that a claimant report all earnings in any given week during which he may be unemployed, and this may bring about a reduction of the benefit payment allowed under the Code; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize the officers of the California Labor Federation to seek the enactment of legislation to amend Section 1279 to raise the amount stipulated in the Unemployment Insurance Code from eighteen dollars (\$18.00) to the amount of twenty-five dollars (\$25.00), which would make the Code read, in part . . . "In excess of twenty-five dollars (\$25.00). . . ."

Referred to Committee on Legislation.

Adopted, p. 20.

#### **Amend Section 2627(b) of Unemployment Insurance Code**

**Resolution No. 24** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The purpose and intent of Disability Insurance is to compensate in part for wage losses because of sickness or injury; and

Whereas, The imposition of a seven day waiting period, unless hospitalized, is contradictory to the principle spelled out in Section 2601 which in part provides "to reduce to a minimum the suffering caused by unemployment resulting therefrom" . . . "shall be construed liberally . . ." "declared purpose to mitigate the evils and burdens which fall on the disabled worker and his family . . ."; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation to amend Section 2627 (b) of the Unemployment Insurance Code to provide that benefits shall be payable from the first day of illness for any illness extending beyond seven days.

Referred to Committee on Legislation.

Adopted, p. 18.

#### **Eliminate Section 2677 of Unemployment Insurance Code**

**Resolution No. 25** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Section 2677 of the Unemployment Insurance Code presumes the disqualification of claimants for disability benefits where a disqualification has already been assessed under Section 1262 (which denied benefits to those claimants engaged in a trade dispute); and

Whereas, The intent of the state disability program is to provide benefits to the disabled worker upon medical certification of inability to work; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to seek legislation to secure the repeal of Section 2677 of the California Unemployment Insurance Code.

Referred to Committee on Legislation.

Adopted, p. 20, subject to evaluation by Executive Council.

#### **Add Section 1253.3 of the Unemployment Insurance Code**

**Resolution No. 26** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Section 1252 of the Unemployment Insurance Code has been, in the past, liberally interpreted to provide that if a worker is unemployed during any given week, but shall be ill for one day, it should not affect his receiving of benefits; and

Whereas, A recent decision of the Unemployment Insurance Appeals Board has held that in a given week of unemployment, a worker, if he should be ill, is considered unavailable for work during that week, even though he is available every other day of that week; and

Whereas, This precedent of the Board affects the benefits that may be due a worker, and may affect all workers in the State of California at some time or another during periods of unemployment; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, request its legislative representatives to seek legislation to add Section 1253.3 of the Unemployment Insurance Code to provide that a worker's illness consisting of less than the majority of days in the given week of unemployment shall not affect his receiving benefits stipulated elsewhere in the Code; and be it further

Resolved, That if it is found desirable, the claimant be required to produce medical evidence of his illness.

Referred to Committee on Legislation.

Adopted, p. 20.

#### **Showing of Present Injury to Employer's Interest as Cause for Discharge**

**Resolution No. 27** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The definition of misconduct under the Unemployment Insurance Code has long required a showing of willful and wanton disregard of the interest of the employer by the employee; and

Whereas, This had been interpreted as meaning a present injury to the employer or present disregard of his interest; and

Whereas, A recent Unemployment Insurance Appeals Board Decision has broadened this definition to provide that the disregard of the interest or the injury to the employer may be prospective and/or speculative; and

Whereas, It is inequitable and contrary to the intent of the Unemployment Insurance Code to penalize the employee based on the employer's random speculation; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation providing for amendment to Section 1256 of the Unemployment Insurance Code requiring that there be a showing of present injury, to the employer's interest to establish a discharge for misconduct.

Referred to Committee on Legislation.

Adopted, p. 20.

#### **Quit Through Cause of Employer Operating in Violation of State or Federal Law**

**Resolution No. 28** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Statutes are enacted for the benefit of society; and

Whereas, It is obviously the intent of the legislature that there should be compliance with statutes; and

Whereas, The present application of the Unemployment Insurance Code aids an employer who is violating a statute; and

Whereas, An employee should not be penalized when the employer violates a statute; therefore be it

Resolved, That the Eleventh Convention

of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation for the addition of a section to Unemployment Insurance Code which will provide for conclusive presumption that an individual who leaves his employment whenever the employer is operating in any violation of any state or federal law, has voluntarily quit with good cause.

Referred to Committee on Legislation.

Adopted, p. 20.

#### **Revise Partial System in California Administrative Code**

**Resolution No. 29** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The "partial" system for unemployment insurance payments through the issuance of notices of reduced earnings by the employer was introduced many years ago as a means of identifying claimants permanently connected with an employer, but laid off temporarily through lack of work; and

Whereas, The partial system, unrealistically identified that a layoff shall last no longer than two consecutive weeks, regardless of the nature of an industry, length of service of an employee, fluctuating economic conditions or the prohibitive costs of breaking in or training new personnel; and

Whereas, Title 22 of the Code of Civil Procedure spells out and is actually the manual of operations of the partial system in laying down the guidelines of the issuance of notices of reduced earnings; and

Whereas, At the end of two consecutive weeks of layoff and the issuance of two notices of reduced earnings, a claimant's status is automatically changed from "laid off" to "unemployed" regardless of the merits of each individual claimant or his connection with the industry or his employer; causing undue and excessive hardship on both the claimant and the employer; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, instruct its representatives to seek legislation for amendment of the provisions of the partial system procedure now contained in 1326-8C of Title 22 of the California Administrative Code and that the language be modified whereby notices of reduced earnings issued by employers for laid off employees be honored for at least five consecutive weeks.

Referred to Committee on Resolutions.

Adopted, p. 18.

**Respect Collective Bargaining Agreements**

**Resolution No. 30** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, It appears that the California Unemployment Insurance Appeals Board considers the terms of a bona fide collective bargaining agreement to be immaterial as to its decisions; and

Whereas, The California Unemployment Insurance Appeals Board thus does not give credence to the basis of employer-employee relationships and covenants; and

Whereas, It is not and should not be within the purview of the California Unemployment Insurance Appeals Board to ignore or rewrite basic agreements sustaining employer-employee relationships; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation for appropriate amendments to the Unemployment Insurance Code to provide that the terms and conditions of collective bargaining agreements shall not be arbitrarily altered by decisions of the California Unemployment Insurance Appeals Board.

Referred to Committee on Legislation.  
Adopted, p. 20.

**Amend Sections 1253 C-1257 B of Unemployment Insurance Code**

**Resolution No. 31** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The terms "refusal of suitable work" (1257 B) and "not available" (1253 C) are wholly unrelated and separate reasons for ineligibility for unemployment benefits; and

Whereas, In an eligibility determination for unemployment insurance benefits the two are often used in conjunction, in their efforts to sustain a disqualification for one reason or the other; and

Whereas, If an individual is not available for work, he is not effectively in the labor market; and

Whereas, A refusal of suitable work implies that the individual is actively in the labor market, and has refused some particular offer of suitable work; and

Whereas, The reasons for refusal of suitable work may disclose restrictions that indicate that the individual is not available for suitable work; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, support the view that a finding of unavailability is incompatible with the finding of a refusal of suitable work without good cause; and be it further

Resolved, That the California Labor Federation authorize those officers to seek the enactment of legislation to prohibit the practice of imposing a disqualification under Section 1253 C and Section 1257 B of the Unemployment Insurance Code on the same set of facts.

Referred to Committee on Legislation.  
Adopted, p. 20.

**Add Dependency Benefits to Unemployment Insurance Code**

**Resolution No. 32** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, A basic purpose of California Unemployment Insurance legislation is to ease the burden of involuntary unemployment on the unemployed worker and his family; and

Whereas, Existing legislation does not provide for the relating of benefit rates to the cost of necessities of life for families of different sizes, and makes no distinction between an unemployed single person and the unemployed breadwinner for a family; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to seek the enactment of legislation for additions to the Unemployment Insurance Code to provide for dependency benefits as presently are enacted into the Michigan Unemployment Insurance Act, a minimum of \$5.00 additional added to the weekly benefit for each dependent, the total added benefits not to exceed \$35.00 weekly.

Referred to Committee on Legislation.  
Adopted, p. 20.

**Termination of Employment Through Resignation**

**Resolution No. 33** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Numerous situations have arisen where an employee submits a notice of resignation and the employer then terminates the employee prior to the effective date of resignation; and

Whereas, The separation from employment is a result of the employer's action; and

Whereas, The employee is unemployed at the time of separation through no fault of his own; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation for a provision to be added to the Unemployment Insurance Code to provide that in the case of the termination by an employer prior to the effective date of a notice of resignation, the separation shall be considered a discharge for other than misconduct.

Referred to Committee on Legislation.

Adopted, p. 20.

#### **Transportation Time to Place of Employment**

**Resolution No. 34** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, For many years it has been the policy of the Department of Human Resources Development and the Appeals Board to use a criteria of one hour travel time in determining suitability of employment; and

Whereas, This policy has now been abandoned; and

Whereas, The expansion of this transportation time limit causes an undue hardship on many employees and prospective employees, especially in light of the increasing number of part-time jobs as opposed to full-time jobs being offered to employees; and

Whereas, Travel in excess of two hours per day creates an excessively long work day; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation providing for amendment to the Unemployment Insurance Code providing that any individual who leaves his job or who refuses a job where the transportation time from the individual's home to the place of employment is more than one hour by public transportation shall not be subject to disqualification under any provision of this article.

Referred to Committee on Legislation.

Adopted, p. 20.

#### **Overpayments**

**Resolution No. 35** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Following the U. S. Supreme Court decision in the case of Java and

Hudson vs. the Department of Employment, the California Department of Human Resources Development changed its policy with respect to the waiver of overpayment; and

Whereas, Claimants are now assessed overpayments when they are without fault in the receipt of these benefits; and

Whereas, The California Department of Human Resources Development now actively pursues the collection of these overpayments; and

Whereas, This policy of the California Department of Human Resources Development is contrary to the intent of the Court, as expressed in dicta, in the Java case; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek enactment of legislation providing for the amendment of Sec. 1180 of the Unemployment Insurance Code to provide that no overpayment shall be assessed for any benefits paid pursuant to determination or decision favorable to a claimant where the claimant is without fault, and that if a subsequent decision reverses a determination or decision favorable to a claimant, benefits shall cease as of the beginning of the week following the date of the decision.

Referred to Committee on Legislation.

Adopted, p. 20.

#### **Change of Appellate Process and Appeals**

**Resolution No. 36** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Unemployment insurance and disability insurance are part of a broad social insurance program in the State of California designed to eliminate the hardships of loss of employment by an employee through no fault of his own; and

Whereas, The Unemployment Appeals Board is a quasi-judicial body created to hear appeals from determinations as to eligibility by the Department of Human Resources; and

Whereas, Appeals from the decisions of the Unemployment Appeals Board lie in the Superior Court in a limited trial de novo; and

Whereas, Delay in the final determination of rights exerts an extreme hardship on the unemployed individual and fails to meet the purposes for which it was designed; and

Whereas, Appeals from the Workers' Compensation Appeals Board, which is the

third leg of a broad social insurance program, lie directly to the Court of Appeals and the Supreme Court of the State of California by way of Petition for Writ of Review and Petition for Hearing; and

Whereas, There being no good reason for a slower appellate process in the cases of unemployment insurance and disability insurance; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek enactment of legislation for changing the Appellate process, providing that the Unemployment Insurance Appeals Board shall attach to all its decisions in which a request for review may be taken an explanation of a party's right to review, and shall provide assistance to such party where necessary; and

Requiring that a request for review shall be filed within six months of the date of the decision with the district court of appeal nearest the residence or business of the person requesting the review; and

Requiring that where the Director of Human Resources Development seeks judicial review he shall do so within six months rather than one year; and

Directing that the filing fees or other costs of any party shall be paid from the Unemployment Administration Fund.

Referred to Committee on Legislation.

Filed, p. 28. Subject matter referred to Executive Council.

#### **Good Cause to Refuse Job Offer**

**Resolution No. 37** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, A recent Unemployment Insurance Appeals Board decision has held that it was not good cause to refuse a job through an employment agency when a lesser rate of pay was offered because of the agency than would otherwise have been paid; and

Whereas, This penalizes the individual for using all means available to seek work; and

Whereas, The employer should not be able to discriminate as to rates of pay; and

Whereas, An employee should be able to command a wage commensurate with his skills and the prevailing rate in the industry; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the en-

actment of legislation calling for the addition of new language to the Unemployment Insurance Code which will provide that Section 1, Section 1257.5 is added to the Unemployment Insurance Code, to read: "If a job offer is made through an employment agency for which the individual is required to pay a fee or incur a withholding of part of his wages as payment for the referral of such job, the refusal of such job offer shall be deemed to be a refusal with good cause."

Referred to Committee on Legislation.

Adopted, p. 20.

#### **Meaning of Supplemental Benefits**

**Resolution No. 38** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Unemployment Insurance benefits have not been increased commensurate with the rise and cost of living; and

Whereas, Some employers have implemented plans to augment or provide funds to those who are unemployed; and

Whereas, The Unemployment Insurance Code was amended to permit such employer plans without resultant disqualifications; and

Whereas, The Unemployment Insurance Appeals Board in a recent decision has partially negated the intent of the Unemployment Insurance Code; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for the addition of language to Section 1265 of the Unemployment Insurance Code which will clarify the intent and meaning of supplemental benefits and to provide that such payments shall not be disqualifying whether the benefits are paid in addition to Unemployment Insurance benefits or whether the employer benefit is reduced by the amount of Unemployment Insurance benefits received.

Referred to Committee on Legislation.

Adopted, p. 28.

#### **Refusal to Cross Established Picket Lines**

**Resolution No. 39** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, In the event a labor dispute exists, referrals by Human Resources Development Dept. to alleged job openings at such place are not deemed suitable employment and no referrals are made; and

Whereas, Such policy is indicative that the State is acting in a neutral manner and is not, nor intends to aid or interfere with the trade dispute; and

Whereas, The crossing or refusing to cross established picket lines by people unrelated to the dispute should have at the very least the same rights of opinion as the State has in their interpretation of suitability, without the threat of penalty through denial of Unemployment Insurance benefits, if so exercised; and

Whereas, By such interference with the individual's right of decision through denial of Unemployment Insurance benefits to those refusing to cross a picket line, the State is aiding and abetting the breaking of strikes; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for the amendment of the Unemployment Insurance Code to provide that respecting an established picket line shall not disqualify any person in determining eligibility for Unemployment Insurance benefits.

Referred to Committee on Legislation.

Filed, pp. 20-21. See Policy Statement V.

#### **Update D. I. Hospitalization Coverage**

**Resolution No. 40** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The Unemployment Insurance Code contains a provision known as the Jesse Mayo Disability Insurance Hospital Benefit Law (Part 2, Chapter 3, Section 2800-2801) which entitles an individual eligible for Disability Insurance benefits an additional \$12.00 for each day not in excess of 20 days when he is confined in a hospital; and

Whereas, This provision written in 1953 has not been changed with reference to the amount of the benefit for 23 years although the hospitalization costs have skyrocketed approximately 650% during that period (from \$20 a day to \$130 a day), thus making the \$12.00 a day payment ludicrous and totally without logic; and

Whereas, Many insurance companies coordinate the hospitalization benefit as a deduction from their payment and the \$12.00 payment merely evolves into just an additional windfall for the carrier, with the fund as a subsidy agent; definitely not a large enough amount to influence a reduction in premium but a definite monetary advantage to the insurance company and of practically no monetary advantage to the hospitalized individual who, at to-

day's prices, could not buy 3 aspirins a day with that type of payment; and

Whereas, The hospital benefit, as intended, and in order to be a practical and viable payment requires and should be \$85.00 per day (based on the original percentage and projected increased costs); therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for an amendment to Section 2801 of the Unemployment Insurance Code to raise the hospitalization payments from \$12.00 per day to \$85.00 per day, or abolish them altogether.

Referred to Committee on Legislation.

Filed, pp. 18-19. See Policy Statement VI.

#### **Raise Taxable Wage Structure**

**Resolution No. 41** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The taxable base for Disability Insurance was raised to keep up with increased costs and benefits, to \$8,000 and \$9,000 in 1973; and

Whereas, The creditable tax base for Unemployment Insurance taxes (employer paid) is \$7,000 of annual earnings, an unfair figure, considering earning potentials and the high cost of living; and points to partiality on behalf of special interests; and

Whereas, The creditable tax base for Unemployment Insurance taxes should be, in order to insure equity, and in line with continuously rising costs; higher than Disability Insurance or Social Security tax basis which is now over \$13,000; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for an amendment to the Unemployment Insurance Code to raise the taxable base for Unemployment Insurance taxes to \$14,500 on employee earnings.

Referred to Committee on Legislation.

Filed, p. 21. See Policy Statement V

#### **Amend Unemployment Insurance Code Regarding Publicity of Court Decisions**

**Resolution No. 42** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The Unemployment Insurance Appeals Board widely publicizes its decisions, whether Precedent or Standard, on

Appeals cases which come before it; and

Whereas, Because these decisions are so widely disseminated the public receives the impression that such decisions are the last word in the matter; and

Whereas, Frequently because the Unemployment Insurance Appeals Board majority is motivated by bias and wishful thinking rather than soundly ground in law and justice in reaching its conclusions, its decisions are overruled by the courts; and

Whereas, Individuals not aware that the decisions are set aside risk waiving their own rights because of erroneous understanding of which precedent applies to their own cases; and

Whereas, This kind of misunderstanding can be overcome only if the new precedent set by court is at least as widely publicized as the original rejected precedent was; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, call upon the Unemployment Insurance Appeals Board to provide the same broad publicity to cases where its decisions are overruled by the courts as it has given to the original decision; and be it further

Resolved, That this Convention instruct its officers and Executive Council to seek either legislation or, if appropriate, regulation through the California Administrative Code to require the Unemployment Insurance Appeals Board to provide this publicity.

Referred to Committee on Legislation.

Adopted, p. 28.

#### Tip Credit Toward U.I.-D.I.

**Resolution No. 43** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Section 926 general definition of wages but is modified by Section 927 causing a la carte cash tips to be excluded from the general definition of wages. Benefit awards compiled under Section 1275 include only wages as modified by Section 927, therefore a la carte cash tips are not used in the computation of benefit awards. (Then on the reverse ruling within the code.) All tips are wages given in exchange for services, therefore comes under the definition of wages as contained in Section 1252 and 1279 of the Code; and

Whereas, Assembly Bill 1013, introduced by Assemblyman Leon Ralph and submitted and endorsed by the State Culinary Alliance and the AFL-CIO and having passed both the Assembly and the Senate,

was vetoed by Governor Reagan in 1973; and

Whereas, Assemblyman Leon Ralph in his continued cooperation and efforts to eliminate such injustices perpetrated upon waiters and waitresses re-introduced AB 149-Ralph, an act to amend Sections 926, 984, and 1085 of, to add Sections 927, 976.2, 986.5, 987.5 and 1088.5 to, and to repeal Section 927, of the Unemployment Insurance Code, relating to unemployment insurance cash tips credited toward computation of total benefit awards; and

Whereas, Tips are now being reported to the employer for credit toward Social Security benefit awards if equal to, or greater than \$20.00 per month (Medicare bill); and

Whereas, The State of California does not accept the reporting of cash tips for computation of unemployment insurance toward benefit awards, and although the waiter/waitress reports and pays his/her required taxes to the federal government, and the State Franchise Tax Board, California has yet to consider him/her a first-class citizen by denying him/her the very same rights and privileges afforded workers of all other crafts and industries; and

Whereas, Employees engaged in the culinary crafts such as waiters/waitresses cry out for economic justice, and equal treatment under the law, and specifically spell out in the Code that all tips and gratuities shall be computed as wages toward the base period computation of earnings for Unemployment Insurance benefits; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, instruct our legislative representatives to continue the all-out complete support of Assembly Bill 149-Ralph, and all affiliated locals and membership contact their legislators, city and county officials to see that AB 149-Ralph once again passes both houses and this time signed into law, eliminating once and for all such discriminatory and degrading set of double standards encompassed within the present Unemployment Insurance Code; and be it further

Resolved, That the related sections of the Unemployment Insurance Code be amended, eliminated, and revised as outlined in this resolution (A.B. 149-Ralph), so that all cash tips involving, received, and reported by waiters/waitresses equal to or greater than \$20.00 per month, reported to their employer, shall be considered and computed as wages toward the computation of the workers' total unemployment insurance benefit award.

Referred to Committee on Legislation.

Filed, p. 21. See Policy Statement V.

**Amend Sections 3503, 3504, 3552 and 3652 of the Unemployment Insurance Code, Relating to Unemployment Insurance**

**Resolution No. 44** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Over the years, workers in the State of California have become concerned with the unemployment within the State; and

Whereas, Certain industries have faced larger unemployment percentages than the over-all State figures; and

Whereas, Those sections of the Unemployment Insurance Code, dealing with extended duration benefits do not take into consideration excessive unemployment by industry, but merely deal with the state-wide unemployment figure; and

Whereas, The Unemployment Insurance Code should be amended to provide that greater unemployment in certain industries should make available to the workers in that industry extended-duration benefits, even though the economic situation of the State reflects a lower degree of unemployment than is found in that specific industry; and

Whereas, The Unemployment Insurance Code should be amended to provide a formula which would not only define the terms "Industry," but also grant to employees of a particular industry, aid and comfort, through the triggering of extended-duration benefits in a particular industry; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, submit to the regular session of the California State Legislature, a bill to amend Sections 3503, 3504, 3552 and 3652 of the Unemployment Insurance Code, to grant to those employees of a critical industry, where unemployment is excessive, as follows:

The people of the State of California do enact as follows:

**Section 1.**

Section 3503 of the Unemployment Insurance Code is amended to read:

3503. For the purposes of this part:

(a) "Extended duration benefits" means the extended unemployment compensation benefits payable under this part.

(b) "Normal Benefits" means the unemployment compensation benefits payable under Part 1 (commencing with Section 100) of this division.

(c) "Exhaustee" means an individual who is not entitled to normal benefits due to either of the following:

(1) He has an unexpired benefit year and has exhausted his normal benefits.

(2) His most recent benefit year expired in the State-extended duration month or the industry extended duration month in which he files a primary claim or in the immediately preceding three calendar months and he is not entitled to establish a benefit year.

(d) "State extension ratio" means the ratio for a calendar month computed during the month immediately preceding that calendar month by dividing:

(1) The average number of weeks of employment claimed in California per week during the three calendar months immediately preceding the date of the computation, excluding weeks of unemployment claimed in connection with unemployment compensation programs which are exclusively federal; by

(2) The average midmonthly covered employment reported by employers for the last four completed calendar quarters immediately preceding the date of the computation for which an official tabulation has been completed by the department on or before the 10th day of the month in which the computation is made.

(e) "State-extended duration month" means a calendar month for which the state extension ratio equals or exceeds 0.06.

(f) "Industry extension ratio" means the ratio for a calendar month computed during the month immediately preceding that calendar month by dividing:

(1) The average number of weeks of unemployment compensated in California to individuals in an industry per week during the three calendar months immediately preceding the date of the computation, excluding weeks of unemployment claimed in connection with unemployment compensation programs which are exclusively federal; by

(2) The average midmonthly covered employment reported by employers in the industry for the last four completed calendar quarters immediately preceding the date of the computation for which an official tabulation has been completed by the department on or before the 10th day of the month in which the computation is made.

(g) An "individual's industry" means

the industry of the employer or employers by whom the individual was paid the greatest proportion of wages in his base period.

(h) "Industry-extended duration month" means a calendar month for which the industry extension ratio equals or exceeds 0.06 and also exceeds by at least three percentage points to the average of the industry-extension ratios for five preceding corresponding calendar months. For the purpose of this subdivision there shall be excluded any calendar month for which the industry extension ratio resulted in or as computed for any calendar month prior to the effective date of this section would have resulted in establishing an industry-extended duration month, and there shall be substituted an equal number of preceding corresponding calendar months for any months so excluded. The director shall establish and maintain the data necessary to compute each industry extension ratio based upon weeks of unemployment compensated in California in the industry, but he may, until such data become available, compute any industry extension ratio based upon twenty percent (20%) of compensated claims expanded to represent one hundred percent (100%) of all weeks of unemployment compensated in California in that industry.

(i) "Industry" means any of the following:

- (1) Mining
- (2) Agriculture, forestry and fisheries
- (3) Contract construction, including operative builders
- (4) Manufacturers
- (5) Transportation, communication, electric, gas, and sanitary services
- (6) Wholesale and retail trade
- (7) Finance, insurance, and real estate, excluding operative builders
- (8) Services
- (9) Government
- (10) Motion pictures & entertainment

(j) "Primary claim" means the first claim for extended duration benefits filed by an exhaustee with an effective date within a State extended duration month or an industry-extended duration month for the individual's industry for the purpose of establishing an extended duration award and an extended duration period.

(k) "Extended duration award" means the maximum amount of extended duration benefits available under this part to an eligible exhaustee.

(l) "Extended duration period" means a period beginning with the first day of

the week with respect to which an exhaustee files a valid primary claim and ending with the last week which begins on or before the last day of the fifth calendar month following the State Extended duration month or the industry-extended duration month in which the valid primary claim was filed.

(m) "Parent benefit year" means the benefit year with respect to which an individual becomes an exhaustee.

### Section 2.

Section 3504 of the Unemployment Insurance Code is amended to read:

3504. The director shall during the month immediately preceding each calendar month compute the state extension ratio and the industry extension ratio for each industry for the calendar month and shall file his computations with the Secretary of State.

### Section 3.

Section 3552 of the Unemployment Insurance Code is amended to read:

3552. An unemployed individual is eligible to receive extended duration benefits with respect to any week only if the director finds that:

(a) An extended duration award has been established for him.

(b) The week is within the extended duration period of the award.

(c) He meets the eligibility requirements of Part 1 (commencing with Section 100) of this division, except those excluded under subdivision (b) Section 3502.

(d) He is not subject to disqualification, and is not under disqualification for normal benefits, under any provision of Part 1 (commencing with Section 100) of this division.

(e) He has (i) during his base period been paid wages for employment by employers of not less than twenty dollars (\$20) in at least 20 of the calendar weeks ending in the base period for his parent benefit year, or (ii) during his base period been paid such wages of not less than twenty dollars (\$20) in at least 15 of the calendar weeks ending in the base period for his parent benefit year, and in the four quarters immediately preceding the beginning of that base period been paid wages of not less than twenty dollars (\$20) in at least 20 of the calendar weeks ending in such period, or (iii) during the period subsequent to the end of his base period and prior to the effective date of a valid primary claim for extended duration benefits been paid such wages of not less than twenty dollars (\$20) in at least twenty

ty (20) of the calendar weeks ending in such period.

For the purpose of this third alternative only the term "wages" includes any and all compensation for personal services performed as an employee for the purpose of meeting this eligibility requirement.

The requirements of this subdivision (e) shall not apply if the effective date of a valid primary claim is within a State-extended duration month or an Industry-extended duration month for which the State extension ratio or the industry extension ratio for the individual's industry is 115 percent or more of the average of the State extension ratios or the industry extension ratios for the individual's industry for the previous 24 months. Any weeks included in a determination of eligibility for extended duration benefits shall not be used in a subsequent determination of eligibility for such benefits.

For the purpose of this section "wages" include wages due to an individual but unpaid within the time limit provided by law.

#### Section 4.

Section 3652 of the Unemployment Insurance Code is amended to read:

3652. (a) An exhaustee who desires to claim extended duration benefits shall file a valid claim. A primary claim for extended duration benefits shall be valid only if the director finds that:

- (1) Its effective date is within a state-extended duration month or an industry-extended duration month for the individual's industry.
- (2) The individual filing it is an unemployed exhaustee.

(b) For the purpose of determining whether a primary claim is a "valid primary claim" within the meaning of this section, an individual otherwise unemployed shall be deemed unemployed even though wages, as defined in Section 1252, which are for a period subsequent to the termination of a performance of services are payable with respect to the week for which he files his claim.

#### Section 5.

The provisions of Section 3504 of the Unemployment Insurance Code as amended by this act shall be operative commencing with computations for that calendar month the first day of which commences on or after the effective date of this act; and be it further

Resolved, That it is the feeling of Organized Labor that the California Labor Federation, AFL-CIO, should use its ut-

most strength to urge the Legislature to cause such a bill to be passed.

Referred to Committee on Legislation.

Adopted, p. 21.

#### Repeal Precedent Benefit Decision PT-125

**Resolution No. 45** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, There is now a Precedent Benefit Decision of the California Unemployment Insurance Appeals Board #PT-125 Case #T-70-61, which in effect exempts and gives employers relief of their obligations of unemployment insurance tax for their employees who work at home; and

Whereas, This type of decision is obviously biased, and prejudicial by discriminating one type of worker from another, thus affording a tax loophole to such employers who employ industrial homeworkers; and

Whereas, Although this case dealt with homework on plumbing parts and identified these homeworkers as independent contractors; nevertheless the Benefits Payment and Tax Collections Department, responsible to collect Unemployment Insurance taxes, claims estop on all industrial homeworkers, including those prohibited by law, and operating illegally, such as garment homeworkers, from tax collections by the employers of such illegal homeworkers, due to existence of Precedent Benefit Decision PT-125, thus giving greater credence and inducement to garment employers to violate the law with the use of industrial homeworkers; therefore be it

Resolved, That Precedent Benefit Decision PT-125 is wrong, unfair and discriminatory and should be repealed; and be it further

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation to repeal Precedent Benefit Decision P.T.-125.

Referred to Committee on Legislation.

Adopted as amended, p. 21.

#### U. I. Confidentiality Laws

**Resolution No. 46** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The confidentiality Sections of the California Unemployment Insurance Code are much too narrowly and stringently applied to the point that they work to the disadvantage of claimants in (1) thwarting, on behalf of their members, queries by union representatives concern-

ing claims, dates, disqualifications, discussions, interviews, etc., (2) abuses in the utilization of the job bank, (3) Unemployment Insurance tax payments or failure to pay such taxes; and

Whereas, All to the point that strict censorship rather than confidentiality prevails and operates contrary to the principals of the Federal Freedom of Information Act; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation that would more liberally interpret the confidentiality sections of the U.I. Code so that information sought for on behalf of a claimant/member be not denied, delayed or circumvented with technicalities as is presently interpreted by the existing confidentiality laws.

Referred to Committee on Legislation.

Adopted, p. 28.

#### **Abolish U.I. Experience Rating System**

**Resolution No. 47** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The experience rating system for Unemployment Insurance tax purposes is archaic patronage and a tax evasion loophole placing an unfair and undue burden on 10 percent of the employers who out of 375,000 employers are the only ones paying all or close to the full Unemployment Insurance tax for its employees; and

Whereas, By its existence, the public at large is hoodwinked into the belief that all employers are really taxed 4.9 percent of their employees' gross wages up to \$7,000 each; and

Whereas, There is no justice, equity or equality anymore in the concept that lower or higher percentages of tax for the benefit of employees out of work through no fault of their own, should prevail for selective groups of employers; and

Whereas, if all employers were to pay the same percentage of tax, that percentage necessary to maintain a viable, solvent and efficient fund could reduce the tax percentage of at least in half due to the fact that so many employers are not even paying one-half of what other employers are paying; and

Whereas, The excuse that those employers who pay a smaller tax have less unemployment is a fallacy and actually takes place because those employers usually utilize high powered consultants who fight every case so that the employers' reserve account, which is the guide-

line for experience rating taxation, is not charged; and

Whereas, There is no experience rating system for Disability Insurance tax which is totally funded by employees; and

Whereas, Profits are gleaned by the employers from the work of their employees for every hour worked and every dollar earned and not up to \$4,200 or \$7,000 or \$9,000, of \$15,300; and

Whereas, To excessively charge employers who operate a seasonal business is a loss incentive for such employers to maintain and go into and stay in seasonal industries even though, especially in California, such seasonal enterprises are a vital and necessary adjunct to the state's entire economy; and

Whereas, The administrative cost of bookkeeping, auditors, accountants, computers, computer time, paper work and paper, both at the employer's level but especially in the State Tax Department could be reduced by untold millions of dollars if there would be a flat, fixed percentage of tax for Unemployment Insurance for all employers; and

Whereas, The increase in revenue and the savings in revenue costs, by the abolition of the experience rating could be utilized for greater benefit and less stringency of application of the U.I. Code; thus lessening also the tremendous load of appeal cases and the ever rising cost of the judicial system involving the Administrative Law Judges and the California Unemployment Insurance Appeals Board, paving the way to making the California Employment Development Department operate with greater intent and portent of what Unemployment Insurance is supposed to be; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation that would abolish the California Unemployment Insurance Experience Rating Tax System and replace it with a flat uniform equal percentage of tax to be paid by all employers for their employees.

Referred to Committee on Legislation.

Filed, p. 28.

#### **Repeal a Strike Against One Is a Strike Against All**

**Resolution No. 48** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, In all interpretations covering Unemployment Insurance eligibility brought on by voluntary quits, discharges,

trade disputes, etc., the main governing factor applied in making a determination to pay or to disqualify the claimant is primarily the answer to one question, "who was the moving party?"; and

Whereas, This basic guideline, as applied to a trade dispute identifies an action of a strike vote as an in concert, arbitrary position and establishes the workers, through their union representation, as the moving party with the resultant disqualification of Unemployment Insurance benefits; and

Whereas, On the other hand, such an arbitrary, in concert position of employers through their association representation (an employer union) in their declaration that a strike against one is a strike against all, a prima facie initiatory action, is not interpreted as determined that the employers and their association is the moving party; and

Whereas, Such double standards of legal interpretative application totally nullifies the neutrality status of the Employment Development Department, a government agency, and blatantly aids and abets management against labor, making a mockery out of collective bargaining as the true economic highway; and

Whereas, Such a flagrant miscarriage of justice can only be corrected through legislative action; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation that would clearly spell out that an employer/association pronouncement or activity that a strike against one is a strike against all, constitutes a clear case that the employer/association is the moving party in such action, mandating that Unemployment Insurance benefits be paid to all employees affected by such action.

Referred to Committee on Legislation.  
Adopted, pp. 28-29.

#### **D.I. Payments at 2/3 Wages**

**Resolution No. 49** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Disability Insurance is a totally employee funded program and was designed to reduce to a minimum the suffering caused by unemployment resulting from sickness or injury and to construe liberally in aid of its declared purpose to mitigate the evils and burdens which fall on the unemployed and disabled worker and his family; and

Whereas, Disability benefits at present,

at the highest level of payment, constitute at best a fraction of over 50 percent in compensation as compared with loss of earnings, which is woefully inadequate and certainly does not reduce to a minimum the financial suffering caused by unemployment resulting from sickness or injury; and

Whereas, Disability benefit payments in the amount of 2/3 of average weekly earnings is a more logical and true figure in line with the intent and portent of the legislature as spelled out in the Unemployment Insurance Code Part 2, Disability Compensation, Chapter 1, Section 2601; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation that would set disability compensation at 2/3 the average weekly earnings.

Referred to Committee on Legislation.  
Filed, p. 19. See Policy Statement VI.

#### **Cash Penalty on Employer Misrepresentation**

**Resolution No. 50** — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Many disqualification determinations result from erroneous allegations assumed to be fact by the determination officer and actual misstatements and misrepresentations by employer representatives especially in the realm of discharges and voluntary quits result in denying benefits to innumerable claimants and saving the reserve accounts of the employers; and

Whereas, Only through the appeal process is the claimant afforded due process and a chance to collect and recover that which rightfully should have been an entitlement from the onset, but as such is subjected to long delays, filing of appeals, hearings and then additional delays until the decision is finally rendered and which because of the repetition and persistence of the misrepresentation and misstatement of facts, sustains the disqualification causing further appeals to the California Unemployment Insurance Appeals Board resulting in additional delays, briefs, arguments, filings and anxiety, debts and demoralization, but which then reverses the determinations and orders benefits paid for all of the weeks the claimant certified but without penalty of consequence or loss to the employer or E.D.D. for this inordinate delay and time consuming processes; and

Whereas, With no investment or possible penalties or punishment hovering over the head of the employer, who in many instances has already an over-charged reserve account, and who at best loses nothing by continuing this facade of misrepresentation; and

Whereas, In the interest of justice and equity such retroactive payments (in some cases delayed as long as 8 months) should carry at least the addition of the usual percentage of interest (7 percent per annum) and such interest should be charged as a cash penalty to the employer added to his Unemployment Insurance tax; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation that would ameliorate the hardship caused a claimant of Unemployment Insurance through the delays of appeals due to a disqualification that is found to have been caused by mis-statements and misrepresentations by the employer or his agent, by adding to the delayed retroactive benefits found due the claimant, compound interest based on 10 percent per annum and that such added interest be charged in cash penalties to the employer, added and collectable by the authorized unemployment tax collection agency of the State.

Referred to Committee on Legislation.  
Adopted, p. 29.

#### Variable Disqualifications

**Resolution No. 51**—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The imposition of a rigid, disqualification such as defined in Section 1256 of the U.I. Code is diametrically contrary to the entire concept and practice of American jurisprudence; and

Whereas, Ongoing proven practices in criminal law, and remedial law, utilize individual merits of the case, mitigating circumstances, judgmental errors, questions of premeditation, contributory factors; to name a few, thus taking into consideration necessary variables in our judicial systems; and

Whereas, Not even in felony cases involving possible capital crimes and punishment is the ultimate sentence so stringent as that which is contained in Section 1256 for a voluntary quit or discharge for misconduct; and

Whereas, With the recent rate of unemployment in the vicinity of over 1,000,000 in California, the chances of securing new

employment to satisfy this disqualification is minimal, thus increasing the likelihood that claimant will become a welfare case; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for an amendment to Section 1256 of the U.I. Code to change the disqualification penalties to a variable type ranging from two to eight weeks, depending on all of the circumstances that precipitated an individual leaving his or her job voluntarily or being discharged.

Referred to Committee on Legislation.  
Filed, p. 52. See Policy Statement V.

#### Waiver of Waiting Period

**Resolution No. 52**—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The inclusion of a waiting period in the unemployment procedure for any new claim was specifically designed to save fund monies from being quickly dissipated with one week temporary layoffs; and

Whereas, Another one of the so-called justifications for the waiting period has been the presumption that a short one week layoff does not seriously endanger the economic status of such short term unemployed individual; and

Whereas, In reality an unemployed worker is just as unemployed the first day as he is the fourth week or as long as such unemployment lasts; and

Whereas, The financial burden of the unemployed compounds itself with each passing week with unpaid debts, and Unemployment Insurance compensation represents only a minimum base existence; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for an amendment to the U.I. Code that would waive the waiting period if claimant is unemployed for five consecutive weeks or more.

Referred to Committee on Legislation.  
Adopted, p. 52.

#### Liaison Efficiency Between Related State Agencies

**Resolution No. 53**—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Labor and management work-

ing conditions, provisions and responsibilities as stipulated in the California Labor Code, and in the California Unemployment Insurance Code, of necessity ought to be interrelated with reference to adherence and compliance; and

Whereas, In the daily pursuits of processing complaints as to compliance, it becomes evident to one agency that there was a transgression, alleged or prima facie, committed that falls under the jurisdiction or code of another agency; and

Whereas, Disclosure of such a transgression should, as a matter of due course and regulatory procedure, be reported to the related governmental agencies; and

Whereas, Such efficiently functioning inter-agency liaison does not presently exist or is stopped by contradictory procedural or quasi-judicial decisions; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for the establishment of an ongoing program for liaison between the Employment Development Department and the Division of Labor Standards Enforcement.

Referred to Committee on Legislation.  
Adopted as amended, p. 52.

#### **E. D. D. Job Bank Utilization**

**Resolution No. 54**—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, One of the confirmed important functions of the Employment Development Department is employment service, i.e., job referrals and placement through the Job Bank; and

Whereas, It is counter-productive to any industry, community or the unemployed to have the Job Bank utilized for the purposes of undermining established standards in wages and working conditions; and

Whereas, Indiscriminate circumventive practices have been used in order to secure help through insufficient, misleading and erroneous information given to the Job Bank; and

Whereas, The deprivation of the use of the Job Bank to those employers who have abused this free privilege as a means to secure help, is not rigorously applied; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation to amend the U.I. Code so that acceptance of a job referral by the Job Bank may not be less than the

prevailing wage for that job nomenclature, area and industry; and be it further

Resolved, That the U.I. Code be amended to provide that the abuse of the Job Bank by employer misrepresentation, erroneous information, or failure to pay the wages stipulated in the Job Bank order shall automatically deprive the employer from use of the Job Bank for a period of not less than two years.

Referred to Committee on Legislation.  
Adopted, p. 52.

#### **Benefits Determination Guide**

**Resolution No. 55**—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, There is in operation at the local offices of the E.D.D. determination sections a compilation manual known as the Benefits Determination Guide which is used in making disqualifications determinations when the facts in the case of a particular claimant relate to a previous California Unemployment Insurance Appeals Board Benefit Decision; and

Whereas, There is nothing in the U.I. Code which gives the right to the Administration of E.D.D. the adjudicative or quasi-judicial powers to go beyond the scope of such Benefit Decisions; and

Whereas, Such extensions of Appeals Board Decisions have been unilaterally and arbitrarily implemented into the Benefits Determination Guide as is evidenced by V.Q. 500.1-1 (B.D.G.), 5/13/1960 as it applies to Benefit Decision 5742, resulting in the actual disqualifications of tens of thousands of claimants by this violation of due process, civil and moral rights of the claimants; and

Whereas, It is not the province of the Administration of E.D.D. to set biased standards as to whether good cause for voluntarily quitting exists, of as to what constitutes substantiality of a breach of agreement; and

Whereas, The Administration, by such adjudication further obviated the position and status of the California Unemployment Insurance Appeals Board and negated neutrality, impartiality, due process and civil rights of claimants and literally gives an employee the right to breach an agreement through the gimmick of "Substantiality", by adding the following:

"However, even though the breach of agreement is substantial, the claimant will not have good cause for quitting if the wage he is receiving is equal to or more than the wage he probably could expect to receive with a new employer for like

work after a like period of service;" which is a move towards unfair labor practices and unjust wage fixing; all predicated by the fact that the employer, the obvious moving force, had misrepresented and committed a falsehood; and

Whereas, This usage of such B.D.G. is still going on, unjustly disqualifying claimants falling under this prejudicial and discriminatory concept; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek enactment of legislation which will abolish and make illegal the continued use or application of the present Benefit Determination Guide, and direct the Director of E.D.D. to issue a new Benefits Determination Guide based solely and exclusively on the existing Precedent Benefit Decisions of the California Unemployment Insurance Appeals Board.

Referred to Committee on Legislation.  
Adopted, p. 72.

#### Uniform U.I. Coverage

**Resolution No. 56**—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, It is unjust and unfair for labels of second class citizens to be attached to certain segments of the working society of the State of California; and

Whereas, There are millions of workers who do not have the protection of Unemployment Insurance benefits; and

Whereas, This concept is contrary to a free democratic society; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek enactment of legislation that would amend the U.I. Code to establish coverage uniformly for all employees regardless of job status.

Referred to Committee on Legislation.  
Adopted, p. 72.

#### Provision of Reason for Discharge in Writing

**Resolution No. 57**—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, As a matter of civil rights and due process, an employee, summarily discharged from his place of employment should be advised immediately upon such discharge as to the reasons and circumstances believed by the employer to be the conditions causing such discharge; and

Whereas, Such information should be presented in writing (either English or Spanish) to such discharged employee; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for an amendment to the U.I. Code requiring employers, at the time of the severance of an employee's service, to present to the employee a statement defining the reason and or circumstances of dismissal or severance from employment.

Referred to Committee on Legislation.  
Adopted, p. 72.

#### Minimum Wage

**Resolution No. 58**—Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloak-makers No. 8, San Francisco; Southern California District Council, San Francisco Joint Board and the Los Angeles Joint Board, I.L.G.W.U.

Whereas, The stated purpose of the Fair Labor Standards Act was to provide for the "Maintenance of minimum standards of living necessary for health, efficiency and the general well-being of workers," and

Whereas, The current minimum wage of \$2.30 per hour is substantially below the federal government's own definition of poverty level income; and

Whereas, No minimum standard can possibly be adequate without some cost of living mechanism to compensate for the effects of spiraling inflation in our economy; and

Whereas, A cost of living trigger attached to a realistic minimum wage would in itself be a deterrent to run-away inflation by serving notice on those who arbitrarily and ruthlessly raise prices for higher profits that such increases would immediately be reflected in their own costs; and

Whereas, The absence of such a built-in safeguard has resulted in the failure of the minimum wage to provide a minimum level of decency for millions upon millions of Americans in low wage industries; therefore be it

Resolved, That the Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, urge the enactment of state legislation to raise the minimum wage to \$3.00 per hour and include a cost

of living clause to protect the living standards of workers who have seen a steady erosion of their economic security through the effects of inflation.

Referred to Committee on Legislation.

Adopted, p. 12.

#### A. Philip Randolph

**Resolution No. 59**—Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloak-makers No. 8, San Francisco; Southern California District Council, San Francisco Joint Board and the Los Angeles Joint Board, I.L.G.W.U.

Whereas, The A. Philip Randolph Institute enjoys the support and respect of the great majority of black trade unionists; and

Whereas, The A. Philip Randolph Institute has successfully worked for full participation and representation of black trade unionists in the AFL-CIO; and

Whereas, The A. Philip Randolph Institute firmly believes that the American free trade union movement is among the most progressive social forces in American life; and

Whereas, The A. Philip Randolph Institute views the American labor movement as best suited to lead the forces of social progress towards a fundamental restructuring of American society so that racial discrimination, poverty and economic injustice will be relegated to problems of the past; and

Whereas, The A. Philip Randolph Institute has worked diligently through voter registration and education projects in order to translate labor's political goals into reality; and

Whereas, The A. Philip Randolph Institute was created to carry on the work of A. Philip Randolph, a life long trade unionist and civil rights leader, who always endeavored to project and relate his ideals of social democracy into the political and economic environment of American society; therefore be it

Resolved, That the Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, express its solidarity with and support for the programs and goals of black trade unionists as expressed through the work of the A. Philip Randolph Institute.

Referred to Committee on Resolutions.

Adopted, p. 38.

#### Repeal of Item 807 of Tariff Code

**Resolution No. 60**—Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloak-makers No. 8, San Francisco; Southern California District Council, San Francisco Joint Board and the Los Angeles Joint Board, I.L.G.W.U.

Whereas, The I.L.G.W.U.'s efforts to maintain decent wage and work standards in the garment industry have been viciously undermined by Item 807 of the Tariff Code; and

Whereas, Item 807 provides Tariff subsidies to corporations that export American jobs to low-wage countries which still practice sweatshop production; and

Whereas, These same sweatshop-produced goods are sold in America by American corporations in competition with American made goods; and

Whereas, Item 807 imports are assuming an increasingly greater percentage of total American imports, up in fact over 13,000 percent in dollar value from 1968 and encompassing fully 10.3 percent of our total imports; and

Whereas, Item 807 imports have resulted in the loss of over 500,000 American jobs, 50,000 of which are in the garment industry alone; and

Whereas, The costs to taxpayers in lost income tax revenues and increased expenditures for unemployment assistance and welfare payments is enormous; and

Whereas, Item 807 imports are of little value to the consumer since they carry price tags which are in many cases identical with American produced goods; and

Whereas, Under Item 807 the import duty is reduced by  $\frac{3}{4}$  and then paid ONLY on added labor costs performed in the foreign country and the percentages of profit have skyrocketed to exorbitant usurious rates measured in 100's even 1,000's of percent; and

Whereas, Under Item 807 import collections are sustaining a loss of approximately 70 million dollars annually in duties and tariff revenues thus depriving the United States government of a badly needed source of import duty revenues that must ultimately be made up by the American taxpayer; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, must vigorously urge the enactment of federal legislation

and do whatever it can to ensure that the federal government will bring to a halt the transfer of American industry and jobs abroad by immediately repealing Item 807 of the Tariff Schedule.

Referred to Committee on Resolutions.

Adopted, p. 17.

### Imports

**Resolution No. 61**—Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloak-makers No. 8, San Francisco; Southern California District Council, San Francisco Joint Board and the Los Angeles Joint Board, I.L.G.W.U.

Whereas, The growth of imports from a value of \$42.4 billion in 1970 to over \$100 billion this past year has led to the loss of American jobs in almost every productive industry; and

Whereas, The present administration's economic policies have directly aided, through extra tax and tariff concessions to multinational corporations, the process by which U.S. companies export production to low wage countries and import the finished products to compete with American made goods; and

Whereas, The export of American jobs by multinational corporations to countries such as Taiwan, Mexico and Syria has resulted in a disastrous decline in the California garment industry; therefore be it

Resolved, That this Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, will use its influence to effect legislation that will halt the growing threat to American jobs posed by unlimited imports of sweat-shop produced wares.

Referred to Committee on Resolutions.

Adopted, p. 18.

### Repeal of 14 (b)

**Resolution No. 62**—Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloak-makers No. 8, San Francisco; Southern California District Council, San Francisco Joint Board and the Los Angeles Joint Board, I.L.G.W.U.

Whereas, "Right to Work" laws allow states to undermine collective bargaining

agreements by legislating compulsory open-shop arrangements; and

Whereas, The "14 B" provision of Taft-Hartley permits state legislatures to deny unions and employees the freedom to negotiate union security agreements in accordance with federal law; and

Whereas, "Right to Work" laws guaranty no one the right to a job but rather create an environment where wage and work standards have declined dramatically in the nineteen states that have outlawed the union shop; and

Whereas, Those who support "Right to Work" laws such as the National Right to Work Committee have consistently demonstrated their desire not only to weaken but to destroy the American labor movement; and

Whereas, Major civil rights, labor, liberal, religious and community leaders have spoken out against the economic stagnation and human despair that accompanies "Right to Work" laws; therefore be it

Resolved, That the Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, call upon Congress to repeal Section 14(b) of the Taft-Hartley Act and take what ever measures necessary to ensure that "right to work" never again becomes synonymous with "right to exploit."

Referred to Committee on Resolutions.

Adopted, p. 23.

### Frontlash

**Resolution No. 63**—Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloak-makers No. 8, San Francisco; Southern California District Council, San Francisco Joint Board and the Los Angeles Joint Board, I.L.G.W.U.

Whereas, Frontlash, a nonpartisan voter registration project of the United States Youth Council has attempted to expand the franchise of low-income and working class communities through it's voter education and registration programs; and

Whereas, Frontlash has successfully created a vehicle for youth participation in the electoral process by bringing young people into a coalition with the trade union movement; and

Whereas, Frontlash has worked to reform the archaic and cumbersome registration laws and procedures which have

restricted and hampered people's right to vote; therefore be it

Resolved, That the Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, express its continuing support for Frontlash and its efforts to involve even greater numbers of students and young people in effective work for democratic social change.

Referred to Committee on Resolutions.

Adopted, p. 40.

### Full Employment

**Resolution No. 64**—Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloak-makers No. 8, San Francisco; Southern California District Council, San Francisco Joint Board and the Los Angeles Joint Board, I.L.G.W.U.

Whereas, The high level of unemployment remains America's number one problem; and

Whereas, Our present level of unemployment continues to undermine the living standards and stability of millions of low and middle-income families; and

Whereas, Our current unemployment level is a root cause in preventing economic recovery and future economic growth as it sows the seeds of even greater economic chaos; and

Whereas, High unemployment decreases tax revenues and increases welfare related expenditures for state and local governments further aggravating recessionary trends in our economy; and

Whereas, The "trade-off theory" of deliberately stimulating unemployment as a way of reducing inflation has failed miserably; and

Whereas, The federal government has the responsibility to ensure that all Americans have the fullest possible opportunity for useful employment; therefore be it

Resolved, That this Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, adopt a full-employment economic policy as a top priority objective of national economic recovery. Towards this end, we further resolve that the AFL-CIO be urged to use its influence to secure passage of the Humphrey-Hawkins Full-Employment Balanced Economic Growth Act.

Referred to Committee on Resolutions.

Adopted, p. 18.

### Histadrut

**Resolution No. 65**—Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloak-makers No. 8, San Francisco; Southern California District Council, San Francisco Joint Board and the Los Angeles Joint Board, I.L.G.W.U.

Whereas, Histadrut, the General Federation of Labor in Israel, represents fully two-thirds of the people of Israel; and

Whereas, The founders of the Histadrut were creators and pioneers of humane and democratic values that motivated their unique vision of a labor society; and

Whereas, Histadrut is deeply involved in settling and solving the special problems of the Arab workers by extending full membership, rights and privileges to them, and in so doing has built real bridges of understanding between Arabs and Jews in the Middle East, and

Whereas, The Histadrut has played a valiant and invaluable role in the building of a free society dedicated to social democracy and social justice in Israel which today is a beacon of freedom surrounded by totalitarian satraps and autocratic philosophies; and

Whereas, The Histadrut has been an active and integral part of the free international labor movement; and

Whereas, The American labor movement, through the American Trade Union Council for Histadrut, has been in the forefront in expanding cooperation and support for Israel through its relationship with the Histadrut; and

Whereas, recognition of the unique contribution of Histadrut to the cause of freedom and economic justice as exemplified by its uncompromising support for those who suffer the abuses of totalitarianism and despotism throughout the world is universally accepted in the free world; therefore be it

Resolved, That the Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, send fraternal greetings to and pledge continued support for the Histadrut.

Referred to Committee on Resolutions.

Adopted, p. 36.

### N.A.A.C.P.

**Resolution No. 66**—Presented by International Ladies Garment Workers, Locals

55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloak-makers No. 8, San Francisco; Southern California District Council, San Francisco Joint Board and the Los Angeles Joint Board, I.L.G.W.U.

Whereas, The National Association for the Advancement of Colored People (NAACP) has been an effective voice and leader in the struggle for human and civil rights; and

Whereas, The NAACP's assault against the evils of bigotry, segregation and discrimination through legal challenge and legislation has left a lasting and positive impact on American society; and

Whereas, The NAACP has long emphasized that only a thorough and genuine integration of American society can offer the best hope for full equality and an end to prejudice based on race, color, creed or ethnic origin; and

Whereas, The NAACP has consistently demonstrated a willingness to cooperate with the AFL-CIO in areas of common concern; therefore be it

Resolved, That the Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, reaffirm its solidarity with the goals and programs of the NAACP and urge its affiliated locals to continue and expand their support and cooperation with the NAACP.

Referred to Committee on Resolutions.  
Adopted, p. 36.

#### National Health Security

**Resolution No. 67**—Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloak-makers No. 8, San Francisco; Southern California District Council, San Francisco Joint Board and the Los Angeles Joint Board, I.L.G.W.U.

Whereas, The United States of America is the only free, modern industrial democracy with the stigma of being a nation without a comprehensive national health insurance program; and

Whereas, Medical costs in the United States sky-rocketed to 118 billion dollars on health care last year, and yet thirty-eight million Americans were without adequate health care or medical insurance; and

Whereas, Private health insurance car-

riers in 1974 charged an average of 12.8 percent of all premium payments for administrative costs in contrast to public insurance plans that average only 4 percent in Canada and elsewhere; and

Whereas, America can no longer afford to spend its health care dollars through inefficient private insurance plans that will not control costs or provide quality care since their sole apparent objective is so profit motivated that it borders on usury; and

Whereas, It should be the responsibility of the federal government to ensure that the health standards of the American people are second to none and available to all; and

Whereas, Only a system of comprehensive national health insurance financed both through payroll and general tax funds can provide equal access to quality health care for all Americans; therefore be it

Resolved, That the Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, urge Congress to pass the Kennedy-Corman Health Security Act and thereby reverse the problem of declining health standards and care imposed upon millions of poor and elderly Americans.

Referred to Committee on Resolutions.  
Adopted, pp. 22-23.

#### Anti-Scab Law

**Resolution No. 68**—Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloak-makers No. 8, San Francisco; Southern California District Council, San Francisco Joint Board and the Los Angeles Joint Board, I.L.G.W.U.

Whereas, A labor dispute that results in a work stoppage or strike is a means of protest, of withholding one's skills and talents and publicizing the disputed conditions; and

Whereas, A strike does not sever employer-employee relations or imply a permanent absence from employment by workers; and

Whereas, Strikes are a constitutionally protected right of employees; and

Whereas, A scab or strikebreaker is a thief, a purloiner of another's livelihood, and lies in wait, while the striker is exercising his God-given and constitutional right of protest, to steal his job; and

Whereas, The use of scabs or strikebreakers unfairly affects the outcome of a

labor dispute and is reminiscent of bygone days of vicious industrial violence and turmoil before the advent of labor organizations and the manifestation that respect for the human and civil rights of American workers is basic; and

Whereas, The continuing use by employers of scabs is an affront to all those who have worked to promote fairness and decency in the area of labor management relations; therefore be it

Resolved, That this Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, use its influence to urge the passage of federal legislation that will outlaw the use of strikebreakers or scabs by any employer to affect the outcome of a legitimate labor dispute.

Referred to Committee on Resolutions.

Adopted, p. 37.

#### **Employment Referral Protection**

**Resolution No. 69**—Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloak-makers No. 8, San Francisco; Southern California District Council, San Francisco Joint Board and the Los Angeles Joint Board, I.L.G.W.U.

Whereas, It has been and continues to be common practice for employers to call the California Employment Development Department and offer jobs at specified wage rates; and

Whereas, It has also been common practice for some of these employers to offer the employees referred to them by E.D.D. a lower wage rate than that which was offered to and advertised by E.D.D.; and

Whereas, No official agency of the State of California should be a party to this kind of fraud perpetrated upon the working public; therefore be it

Resolved, That this Eleventh Convention of the California Labor Federation, AFL-CIO, urge the enactment of legislation amending the Unemployment Insurance Code by adding a section to said Code whereby the California Employment Development Department will inform all persons referred by them to advertised jobs of their right to quit with good cause, such employment if the employer fails to pay the wage which was promised through E.D.D.; and be it further

Resolved, That all persons referred to jobs by E.D.D. shall be informed of such right by printed notice, written in English and Spanish, which shall be printed

upon the employment referral slips used by the said department.

Referred to Committee on Legislation.

Adopted, p. 72

#### **Study of State's Cosmetology Schools by University of California**

**Resolution No. 70**—Presented by California State Assn. of Barbers and Beauty Culturists, Los Angeles.

Whereas, The number of cosmetology schools in California has steadily increased to where there are now more than two hundred forty such training establishments in this State and students are thrown upon the market far in excess of the number that can be absorbed in the industry; and

Whereas, Most of these schools are privately owned and operated for profit with students working upon the public for a fee without receiving wages or remuneration for their labor; and

Whereas, This type of operation includes scholarships for students who do janitorial services and other kinds of work in addition to beauty work on the public but receive no wages and contribute nothing in the way of deductions for Social Security, Unemployment Insurance or other deductions and contributions by the employer, is bordering on the use of slave labor or involuntary servitude; therefore be it

Resolved, That the University of California be asked to conduct a study of the manner in which privately owned cosmetology schools operate in the State of California; and be it further

Resolved, That this study have for its primary objective the determination of whether or not an undue burden is thrown upon the taxpayers of California because of the over-production of beauty operators with subsequent disillusionment for the students and graduates and a consequent burden on the Unemployment Insurance program, the Welfare program and the crime problem, etc. due to the practices enumerated above.

Referred to Committee on Resolutions.

Nonconcurrence, p. 37.

#### **Amend Law Governing California's Cosmetology Schools**

**Resolution No. 71**—Presented by California State Assn. of Barbers and Beauty Culturists, Los Angeles.

Whereas, Those who are engaged in the practice of cosmetology as a means of earning a livelihood are victims of a sys-

tem which is foreign to those engaged in other fields of endeavor involving a trade, occupation, vocation or profession that is known to most citizens; and

Whereas, Schools of cosmetology should rightfully be engaged in preparing prospective practitioners of beauty culture in numbers sufficient to meet the needs of shop owners, employers and the public; and

Whereas, The original concept of the law governing the practice of cosmetology in relation to the issuance of licenses to operate schools of cosmetology so that the need for practitioners would be met has been abandoned in favor of a system whereby an overabundance of cosmetologists are thrown into the market every year by increasing numbers with little or no job opportunity or possibility of earning a living in the industry thereby increasing the load upon the taxpayers through welfare, unemployment insurance or other social legislation; and

Whereas, The involvement of huge corporations in the cosmetology school business due to the fact that the training of these students permits them to practice cosmetology on the public for a fee without paying wages to the operators or taxes for Unemployment Insurance, Social Security or other state or federal taxes and thereby reap huge revenue for themselves or the corporations whose primary activity involves national and international industries; and

Whereas, The manufacturers of cosmetics and distributors work closely with the cosmetology schools by selling their products at extremely low prices compared to prices paid by shops so as to popularize their products; and

Whereas, This system has become such a cancer in the field of cosmetology that something must be done to learn all the facts and find the root of the problems existing which eat the heart out of the legitimate shop owners and practitioners who depend upon the public for patronage because of having to compete with the schools which taught them beauty culture and sold them on the idea that cosmetology was so lucrative and professional that prosperity was just around the corner; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, go on record as favoring a resolution to be presented to the next session of the State Legislature calling for a thorough study of the cosmetology school situation in California with the view of making recommendations that would bring about

the return of the original concept of the cosmetology law so as to prevent the oversupply of practitioners and thus relieve the citizenry of burdensome taxation which actually subsidizes the owners of schools in cosmetology who have the blessings of the National Association of Merchants and Manufacturers and other influential groups of large employers and businessmen.

Referred to Committee on Legislation.

Adopted as amended, p. 12.

#### **Amend Section 229 of the California Labor Code**

**Resolution No. 72**—Presented by Southwestern States Council of Retail Clerks, Sacramento.

Whereas, Section 229 of the California Labor Code reads as follows: "Actions to enforce the provisions of this article for the collection of due and unpaid wages claimed by an individual may be maintained without regard to the existence of any private agreement to arbitrate. This section shall not apply to claims involving any dispute concerning the interpretation or application of any collective bargaining agreement containing such an arbitration agreement"; and

Whereas, During eight years of the Reagan Administration the interpretation of Section 229 was used to deny the services of the Labor Commissioner to workers who labored under union contracts with grievance procedures; and

Whereas, The present Administration also withholds the services of the Labor Commissioner under the same circumstances except when the employer waives his rights under the union contract; and

Whereas, This new practice has done little to relieve the discriminatory practice detrimental to union workers; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, take the necessary steps to introduce a bill in the State Legislature to amend Section 229 to read as follows: "Actions to enforce the provisions of this article for the collection of due and unpaid wages claimed by an individual may be maintained without regard to the existence of any private agreement to arbitrate."

Referred to Committee on Legislation.

Adopted, p. 12.

#### **Eliminate Merit Rating from California Unemployment Insurance Practices**

**Resolution No. 73**—Presented by Southwestern States Council of Retail Clerks, Sacramento.

Whereas, Under the Unemployment Insurance practices in the State of California some employers may pay considerably less than their fair share and others may pay considerably more depending on their experience of claims against their account in Sacramento; and

Whereas, Such a practice was originally intended as an incentive to employers to hold down the turnover of employees; and

Whereas, The merit rating scheme has evolved into a monster which instead is an incentive to business and industry to challenge every claim made by legitimately unemployed workers which has not reduced the turnover but has reduced the amount of revenues which would have otherwise been paid to the Unemployment Insurance fund; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, take the necessary steps to introduce a bill in the State Legislature to outlaw the merit rating practice and institute one level of contributions to be paid by all employers. Such contributions to be adjusted to the Unemployment Insurance total annual claims experience.

Referred to Committee on Legislation.

Adopted, p. 28.

#### **Extend Rights to Public Employees**

**Resolution No. 74** — Presented by Alameda County Central Labor Council, Oakland and IBEW Local 1245, Walnut Creek.

Whereas, Public employees in California are denied basic rights enjoyed by other groups of laboring people; and

Whereas, The California State Legislature should enact enabling legislation to provide to public employees the rights enjoyed by workers in the private sector; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, initiate legislation providing that public employees shall have the right to negotiate and sign collectively bargained contracts, the right to union security including the right to agency shop and the right to arbitration of rights disputes; and be it further

Resolved, that the California Labor Federation, AFL-CIO direct its attention to the right of workers in the public sector to ~~same~~.

Referred to Committee on Legislation.

Adopted, pp. 72-73.

#### **Support Public Employees Through Political Action**

**Resolution No. 75** — Presented by Alameda County Central Labor Council, Oakland.

Whereas, The endorsement of candidates for public office should provide a clear position on the basic rights of public employees to engage in collective bargaining including the right to engage in concentrated activity; therefore be it

Resolved, That the California Labor Federation COPE endorsement be denied to all candidates for public office who oppose the right of public employees to engage in collective bargaining including the basic right to engage in concentrated activity.

Referred to Committee on Resolutions.

Adopted as amended, pp. 66-67.

#### **Protect State and Local Government Employees Through State Agency**

**Resolution No. 76** — Presented by Alameda County Central Labor Council, Oakland.

Whereas, The U.S. Congress in its infinite wisdom acted to grant to employees of state and local government the protection of the Fair Labor Standards Act; and

Whereas, The U. S. Supreme Court in its dinosauric action stopped this protection for employees in state and local government; and

Whereas, Private sector employees in the State of California do enjoy the full protection of the Fair Labor Standards Act or the protections afforded by the orders of the State Division of Industrial Welfare; and

Whereas, Public employees should not be treated as second class citizens, therefore be it

Resolved, That the California Labor Federation, AFL-CIO, diligently work for legislation to bring all employees of state and local governments under the protection of the State Division of Industrial Welfare.

Referred to Committee on Legislation.

Adopted, p. 73.

#### **Bar Deductions of Workers' Compensation Awards from Pensions**

**Resolution No. 77** — Presented by Communications Workers of America No. 9415 and Alameda County Central Labor Council, AFL-CIO, Oakland.

Whereas, The Workers' Compensation program was designed to provide payments to employees for injuries which arise out of and in the course of their employment; and

Whereas, Court action by the City of Los Angeles and Richmond has rendered

the program to be practically of no benefit for employees working in the public sector and those workers working for certain industries that have "employer contributed pension programs"; and

Whereas, The present law allows that in these cases, the employer may deduct any payment made from Workers' Compensation awards to an employee from their disability retirement pensions when they retire, leaving them no retirement income until the award is paid back to the employer; and

Whereas, In these situations, the worker actually loses money because the attorney fees paid in the Workers' Compensation awards are paid out of the award so that the worker would be better off not filing for Workers' Compensation benefits; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, immediately pursue legislation to clearly separate Workers' Compensation from any pension program in existence either public or private to insure that all workers in California who are covered by the Workers' Compensation program can receive its full benefits.

Referred to Committee on Legislation.  
Adopted, p. 19.

#### **Passenger Limitation on Transit Buses**

**Resolution No. 78** — Presented by United Transportation Union, California State Legislative Board, Sacramento.

Whereas, At the present time, the State of California does not have a law which limits the maximum amount of passengers a transit bus may transport at any one time; and

Whereas, The safety of both the passengers on the bus and the general public are endangered by a large number of passengers standing on the bus while being transported; and

Whereas, The degree of control which the driver of the transit bus has when there are a large number of standing passengers is greatly diminished; and

Whereas, The present trend of inter-urban transportation of people seems to be moving toward utilization of existing transit systems; and

Whereas, The general safety and welfare of the motoring public would be enhanced by a limitation of passengers which could be transported on transit buses; therefore be it

Resolved, That no motor vehicle used in the transportation of persons within the

State of California shall carry more than 120% of its rated carrying capacity as determined by the manufacturer of said vehicle, but no paying passenger shall be required to stand for a distance in excess of five (5) miles or for a period in excess of fifteen (15) minutes; and be it further

Resolved, That a conspicuous notice shall be posted or painted at or near the front of each vehicle to show the actual seating and standing capacity of the vehicle in question.

Referred to Committee on Legislation.  
Adopted, p. 19.

#### **Manhole Safety Rules**

**Resolution No. 79** — Presented by Butte-Glenn Counties Central Labor Council, Chico.

Whereas, The Occupational Safety and Health Act of 1970 established a new agency within the Department of Labor and directed it to issue and enforce job safety standards, Congress has delegated full powers to the new agency, the Occupational Safety and Health Administration; and

Whereas, In the telephone industry and other public utilities, the unions have become aware of need for tighter standards in the area of manhole safety. The specific issues posing danger to telephone employees working in manholes are the need for a topside guard and the use of hot-poured lead in cable-splicing, instead of using open flames underground. We believe the employees of other public utilities also face various hazards when working below ground especially in "joint manholes" where more than one utility line is present; therefore be it

Resolved, That this Eleventh Convention of the California Labor Federation, AFL-CIO, press the Occupational Safety and Health Administration to issue tighter manhole safety rules and the state legislative and administrative bodies to adopt legislation and regulations to accomplish the same aim.

Referred to Committee on Legislation.  
Adopted, p. 19.

#### **Oppose Exportation of American Jobs**

**Resolution No. 80** — Presented by Painters No. 1906, Vista.

Whereas, Employment opportunities in the U.S.A., and California in particular, have been holding at an unexceptionally high rate and they are still decreasing; and

Whereas, In many instances U. S. contractors in the housing industry import

foreign labor, known as green card holders; and

Whereas, Young new people are entering the labor market each year; and

Whereas, U. S. corporations and high conglomerates have increasingly exported American jobs to foreign lands; therefore be it

Resolved, That this Eleventh Convention of the California Labor Federation, AFL-CIO, pursue with vigor, the termination of alien employment in the U.S.A., and that existing laws be strengthened and enforced in full measure; and be it further

Resolved, That the California Labor Federation, AFL-CIO, go on record as opposing, with affirmative action, wholesale exporting of jobs by U. S. corporations and conglomerates to foreign sources.

Referred to Committee on Resolutions.  
Adopted, p. 18.

#### **D. I. W. Coverage for State and Local Government Employees**

**Resolution No. 81** — Presented by IBEW No. 1245, Walnut Creek.

Whereas, The U. S. Congress acted to grant to employees of state and local government the protection of the Fair Labor Standards Act; and

Whereas, The U. S. Supreme Court acted to stop this protection for employees in state and local government; and

Whereas, Private sector employees in the State of California do enjoy the full protection of the Fair Labor Standards Act or the protections afforded by the orders of the State Division of Industrial Welfare; and

Whereas, Public employees should not be treated as second class citizens; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, diligently work for legislation to bring all employees of state and local governments under the protection of the State Division of Industrial Welfare.

Referred to Committee on Legislation.  
Filed, p. 73.

#### **Stop Discrimination Against American Flag Passenger Ships**

**Resolution No. 82**—Presented by Marine Cooks & Stewards Union, San Francisco.

Whereas, Several foreign-flag passenger ships sailing from the West Coast, and in particular, the Royal Viking Lines and the Princess Cruise Lines, operating eight large passenger ships from San Francisco,

Los Angeles and Honolulu, have gambling devices aboard their ships to entice passengers away from the American flag passenger ships; and

Whereas, The advertisements of the gambling devices aboard the foreign flag ships are put out by travel agents and company officials, and in brochures that are distributed in this country; therefore be it

Resolved, That the Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, endorse the following Act, designated HR 13095, and pledge that it will work for its passage putting the American flag ships on the same basis in regard to gambling devices as the foreign flag ships:

**HR 13095**  
**An Act**

To amend the Act of January 2, 1951, as amended by the Act of October 18, 1962, prohibiting the transportation of gambling devices in interstate and foreign commerce.

**Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, that:**

The Act of January 2, 1951, as amended by the Act of October 18, 1962, is amended by adding at the end thereof the following new section:

"Sec. 10. None of the provisions of this chapter shall be construed to prohibit the possession, use, or repair of any gambling device maintained for the purpose of entertainment aboard a passenger vessel or combination passenger-cargo vessel documented under the laws of the United States when such vessel is operated in interstate or foreign commerce; **provided** that such gambling device is not accessible for use when such vessel is operated within the territorial jurisdiction of any State which makes the possession or use of such gambling device unlawful; **provided further**, that such gambling device shall be maintained and operated by the vessel operator and not by a concessionaire; and **provided further**, that nothing in this section shall be construed to repeal or modify the provisions of sections 1081 and 1082 of Title 18, United States Code."

Referred to Committee on Resolutions.  
Adopted, p. 40.

#### **Medical Care on American-Flag Vessels**

**Resolution No. 83**—Presented by Marine Cooks & Stewards Union, San Francisco.

Whereas, Many nations require a high

quality of medical care aboard ship for their merchant seamen, but the United States continues to lag far behind other countries in this field. As a result, American seamen often lack proper medical care when they need it most; and

Whereas, Under present Federal regulations, unless a vessel carries a qualified and certificated Marine Physician Assistant, the only medical care furnished on most American ships depends on the limited first-aid training which may have been acquired years ago by other ship's personnel; and

Whereas, This practice is unfair and ignores the health and safety needs of the majority of American seamen at a time in our national history when we are seeking to extend the benefits of a system of national health care to all Americans; and

Whereas, In recent years, various world labor bodies and health organizations have urged member unions and governments to establish new and more humane standards for the maintenance of seamen's health by improving the quality of medical care available on their vessels; therefore be it

Resolved, That the Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, support and endorse the efforts of the Seafarers International Union of North America, AFL-CIO and its affiliated unions to require every American vessel to have on board a crew member trained to provide medical services and equipped with the necessary medical aid equipment in order to assure all of our seagoing members proper medical care aboard their vessels and a better quality of life at sea.

Referred to Committee on Resolutions.

Adopted, p. 41.

### **Merging Seamen's Unions**

**Resolution No. 84**—Presented by Marine Cooks & Stewards Union, San Francisco.

Whereas, The Seafarers International Union of North America, Pacific District, has been certified by the National Labor Relations Board as the collective bargaining unit for the Sailors Union of the Pacific, the Marine Firemen's Union and the Marine Cooks & Stewards; and

Whereas, These three separate and autonomous unions, chartered by the Seafarers International Union of North America and affiliated with the California Labor Federation, have not prospered, but instead, have lost a considerable number of jobs and ships on which they were employed; and

Whereas, The Seafarers International Union of North America has formally approved of proposals to merge the unions into a single body in order to more effectively represent the seamen concerned and for protection of the jobs involved; therefore be it

Resolved, That the Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, endorse and support the proposals to merge the separate unions of the Seafarers International Union and urges the Federation officers to use their good offices in whatever manner may be appropriate to bring about such a merger.

Referred to Committee on Resolutions.

Nonconcurrence, p. 37.

### **A New American Maritime Policy**

**Resolution No. 85**—Presented by Marine Cooks & Stewards Union, San Francisco.

Whereas, Since the enactment of the Merchant Marine Act of 1970, it has become all too apparent that a new U.S. maritime policy is essential to the health and viability of the US-flag merchant marine, and in the almost six years that have elapsed since that Act was signed into law, rapidly changing and unpredictable international actions continue to frustrate the goals of the 1970 Act; and

Whereas, Today, the privately-owned merchant marine is forced to compete with the state-owned foreign fleets such as owned by the government of the Soviet Union that charge below-cost rates to achieve political goals, while at the same time, many of the world's maritime nations are reserving increasingly larger shares of their foreign commerce to their flag vessels for economic and security reasons and the US government, on the other hand, refuses to recognize the important benefits that accrue from cargo preference laws; and

Whereas, These factors as well as changing political alignments and economic considerations point to the need for a new U.S. maritime policy, and such a policy should be realistic in its approach toward solving this nation's maritime problems in light of world conditions because it is important to develop a policy that does not burden the maritime industry with cumbersome procedural requirements but instead is flexible enough to adapt to rapidly changing circumstances; therefore be it

Resolved, That the Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, urge the development of a new national maritime program; and be it further

Resolved, That the California Labor Federation will work in conjunction with all segments of the maritime industry to encourage the formation and implementation of a new U.S. maritime policy.

Referred to Committee on Resolutions.

Adopted, p. 41.

### **Integration and Utilization of Naval Forces and the Maritime Industry**

**Resolution No. 86**—Presented by Marine Cooks & Stewards Union, San Francisco.

Whereas, The Congress of the United States has recognized that a strong U.S. merchant marine is an essential component of the sea power of the U.S. and the U.S. merchant marine is committed by law to be capable of serving as a naval and military auxiliary; and

Whereas, It is vital to the national defense and naval readiness that the merchant marine be capable of operating as an auxiliary of the United States Navy, which is now experiencing a shortage of ships, personnel and funding; and

Whereas, The maritime unions of this country and such organizations as the U.S. Navy League have urged the Merchant Marine, Navy, Marine Corps and Coast Guard to concentrate on achieving maximum interface by the formation of a council which would include the Secretary of the Navy, Secretary of Commerce, and representatives of maritime labor, maritime management and the U.S. Coast Guard which would bring light and public attention on such national defense needs as the actual requirements of our different sea services, an exchange of ideas concerning non-classified research and development, the development of ship repair techniques and procedures, logistic utilization of merchant ships in peacetime naval operations, compatibility of equipment of the different services, develop regular communications exercises of a joint nature and create exchange programs of Navy and Merchant Marine officers; therefore be it

Resolved, That the Eleventh Biennial Convention of the California Labor Federation, AFL-CIO support the common utilization of the facilities of all the nation's sea services and the integration of such services wherever possible for the good and welfare of the men and women involved and of the United States.

Referred to Committee on Resolutions.

Adopted, p. 41.

### **Freedom of the Seas**

**Resolution No. 87**—Presented by Marine Cooks & Stewards Union, San Francisco.

Whereas, President Theodore Roosevelt said "A good Navy is not provocative of war. It is the surest guarantee of peace" and for more than a century the free use of the sea lanes of the world was assured but now, rampant nationalism directed toward restrictive ocean policies, together with the rapid erosion of U.S. seapower, and the menacing size of the Soviet maritime force, present a formidable threat to the concept of legitimate use of the world's sea lanes, straits and passages; and

Whereas, We need to re-emphasize the role of the U.S. Navy in safeguarding the flow of commerce and essential raw materials over the oceans, because recent events have proven that our economy and our survival are both critically dependent upon an ability to defend the freedom of the seas, and we must have naval forces second to none and a fully-equipped merchant marine to this, and the present ability of the United States Navy to keep the sea lanes open in the event of Soviet interdiction is questionable, therefore be it

Resolved, That the Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, urge that steps be taken to restore the strength of U.S. Naval forces to the degree necessary to keep the sea lanes open for rightful passage by all nations; and be it further

Resolved, That the California Labor Federation urge diligent efforts by all nations involved so as to bring about a fair, just and workable Law of the Seas Treaty soon, through which present disputes will be resolved and future problems encountered can be promptly and equitably adjudicated.

Referred to Committee on Resolutions.

Adopted as amended, p. 41.

### **Shipbuilding and Shipping**

**Resolution No. 88**—Presented by Marine Cooks & Stewards Union, San Francisco.

Whereas, Reliance on a foreign-flag merchant marine for the import of energy and other vital materials makes no more sense than reliance on a foreign-flag Navy for national defense because it simply does not work and today the Soviet Union's spreading presence on the oceans of the world has caused public and official concern while the U.S. Navy and merchant marine have reached their lowest numerical strength in nearly 40 years and while American-flag shipping carries only about seven percent of our exports and imports and reserve capacity is virtually nonexistent compared to the Soviet merchant marine which carries about 60 per-

cent of Soviet foreign trade; and

Whereas, All agree on the critical importance of world shipping to the economic health and security of our nation, and our Navy is placed in the position where it is not competitive with the new ships now becoming available to the Soviet Union; the effect upon free access to the world's sea lanes could be disastrous and any further shift in the balance of sea power to the Soviet Union or another totalitarian world power is dangerous to our national security; therefore be it

Resolved, That the Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, encourage the building of adequate numbers of modern naval ships; to promote the construction of sufficient numbers of modern merchant vessels — fast, versatile, and technologically superior; to urge the establishment of clear-cut, long range shipbuilding plans and programs, rationally consolidated into a total shipbuilding system; and to promote the use of our superior nuclear technology; and be it further

Resolved, That the California Labor Federation support the forward-looking policy of a nuclear new-construction program for the Navy where feasible and appropriate and support the policy of carrying increased tonnage of American cargoes in ships built, registered and manned in the United States.

Referred to Committee on Resolutions.  
Adopted as amended, p. 41

#### **Restore Fire Fighters' Disability Payments**

**Resolution No. 89**—Presented by Federated Fire Fighters of California, Sacramento.

Whereas, For more than 25 years, fire-fighters in the State of California received their regular compensation in lieu of temporary disability payments for one full year after disability under Section 4850 of the Labor Code; and

Whereas, A recent series of court decisions has given the employers the ability to discontinue this compensation payment well in advance of the first year of disability even though the fire fighter's injury may be of a permanently disabling nature; and

Whereas; Section 4800 of the Labor Code which applies to highway patrolmen has withstood the test of the courts unlike Section 4850 pertaining to fire fighters; therefore be it

Resolved, That the California Labor Fed-

eration, AFL-CIO, cause to be introduced legislation to restore this temporary disability benefit continuing to be enjoyed by the members of the California Highway Patrol; and be it further

Resolved, That such legislation be included in the California Labor Federation's Workers' Compensation package for the 1977-1978 Session.

Referred to Committee on Legislation.  
Adopted, p. 19.

#### **Use of Public Funds by Public Agencies on Political Issues**

**Resolution No. 90**—Presented by Federated Fire Fighters of California, Sacramento.

Whereas, Reacting with disfavor to the past political maneuverings, the voters of California approved Proposition 9 in the 1974 General Election; and

Whereas, The voters are demanding full disclosures and active participation in the decision-making process; and

Whereas, Public agencies have proven themselves to be formidable adversaries to organized labor in California, specifically in the area of public employee collective bargaining; and

Whereas, Public agencies have not lived up to the spirit of Proposition 9; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, cause to be introduced legislation prohibiting the use of public monies by local agencies in the pursuit of activities covered by the Fair Political Practices Act, unless such pursuit is specifically approved by the voters; and be it further

Resolved, That such legislation require local agencies to hold public hearings on the subject matter of the legislation prior to taking positions of support or opposition and that notice of such hearings shall be given as required for public hearings in the Government Code; and be it further

Resolved, That the California Labor Federation, AFL-CIO, include this legislation as part of their legislative program for the 1977-78 Session.

Referred to Committee on Legislation.  
Adopted, p. 19.

#### **Arbitration for Fire Fighters**

**Resolution No. 91**—Presented by Federated Fire Fighters of California, Sacramento.

Whereas, Fire fighters throughout the State of California have recently engaged

in strikes out of increasing frustration over the lack of procedures for peacefully resolving disputes with their employers; and

Whereas, Citizens throughout California have dramatically reacted in backlash against all public employees as a result of these strikes as is evidenced by the recent charter amendments approved by the voters in San Francisco and San Diego; and

Whereas, It is in the best interest of all organized labor in California to seek a peaceful solution to fire fighters' disputes with their employers to regain the public's confidence; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, sponsor legislation providing compulsory and binding arbitration for fire fighters as part of its legislative program for the 1977-78 Session; and be it further

Resolved, That any public employee collective bargaining legislation sponsored by the California Labor Federation, AFL-CIO, will also include provisions for binding arbitration for firefighters.

Referred to Committee on Legislation.  
Adopted as amended, p. 73.

### Natural Gas

**Resolution No. 92**—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, All elements of organized labor are seriously concerned about the threatened jobs loss of 1.6 million in California by 1981 as a result of the pending natural gas shortage; and

Whereas, There is a need for other sources of natural gas through importation from Alaska and Indonesia and a need for liquid natural gas facilities on the California coastline; and

Whereas, There is a need to enter a project near the Navajo Reservation in New Mexico to produce synthetic gas from coal and prompt approval of a needed federal loan guarantee for this project; and

Whereas, There is a need to construct a 2,600 mile pipeline to bring gas from Alaska's north slope through Canada to the U.S.; and

Whereas, There is a definite need to stem this pending energy crisis or we can expect to see California's unemployment level reach nearly 22% by 1981. The state must create 250,000 jobs a year just to make sure that the current level of unemployment doesn't go higher; therefore be it

Resolved, That we, the California Labor Federation, AFL-CIO, become very active in making sure that these natural gas supplies are made available before the energy crunch and resulting loss of jobs occurs; that we take the necessary steps to clear any political and legislative hurdles this natural gas program might encounter; and that we take the time to educate trade union members and the public as to the urgency of the situation.

Referred to Committee on Resolutions.  
Adopted as amended, pp. 35-36.

### Create Jobs Through State Program

**Resolution No. 93**—Presented by Central Labor Council of Contra Costa County, AFL-CIO, Martinez.

Whereas, The state unemployment rate is approximately 10 percent, higher than the National average; and

Whereas, The building and construction trades' unemployment rate is now at a staggering 25 percent, and recent studies indicate California is ranked 47th in the business climate; and

Whereas, In the past few years there has been an officially encouraged trend towards "no growth" in California which is getting stronger every year; and

Whereas, This is no longer solely a building trades problem nor is it a problem localized in one section of the State, but a problem for all of organized labor in the entire State of California; and

Whereas, The State of California has no program to encourage the creation of new jobs through economic development; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, arrange a meeting with Governor Brown and the Federation's Executive Council to discuss this very serious and important matter; and be it further

Resolved, That all Executive Secretaries of Central Labor Councils and Building Trades Councils in California be invited to attend; and be it finally

Resolved, That all Legislators in California be informed of our concern.

Referred to Committee on Resolutions.  
Adopted, p. 18.

### Public Policy on Construction Bids

**Resolution No. 94**—Presented by San Francisco Building & Construction Trades Council, San Francisco.

Whereas, The Building and Construction Trades Unions affiliated with the Cali-

fornia Labor Federation, AFL-CIO, have suffered mass unemployment as a result of the economic policies of the Ford Administration, which includes the veto of every legislative attempt of the Congress to spur the homebuilding and construction industry; and

Whereas, These same unions are now under attack by the anti-union, union-busting organizations such as the U.S. Chamber of Commerce; the National Association of Manufacturers; the Associated General Contractors and Associated Building Contractors; and

Whereas, The Associated General Contractors and the Associated Building Contractors and other anti-labor organizations have conspired to develop a method of bidding on construction jobs by contractors who have common interests in firms which are union as well as non-union, thereby allowing the same contractor the ability to compete against himself by controlled bidding; and

Whereas, On many occasions the successful contractor is able to sub-contract much of the work to firms outside the State of California, and at very sub-standard wages; and

Whereas, Such practices contribute greatly to the already critical unemployment faced by construction workers in the State of California; therefore be it

Resolved, That this Eleventh Convention of the California Labor Federation, AFL-CIO, request that the Governor take whatever steps are necessary to declare that the public policy of the State of California finds that it is not in the best interests of the people of California to allow such conflict of interests to influence bidding of public jobs; and be it further

Resolved, That contractors who have interests, either whole or in part, in both union and non-union construction firms shall not be permitted to participate in the bidding on public contracts; or that such bidders be limited to one bid only; and be it further

Resolved, That the public policy of the State of California require that whenever a bid is received on a public construction job, the wages paid must be based on the prevailing wage rate at the site in which the construction is to take place; and be it finally

Resolved, That due to the fact California unemployment is highest in the nation, it would be to the best interest of the taxpayers of California that all work let to bid by the State must be performed within the geographic boundaries of California.

Referred to Committee on Resolutions.  
Adopted, p. 18.

### Rehabilitate Existing Housing

**Resolution No. 95**—Presented by San Francisco Building & Construction Trades Council, San Francisco.

Whereas, Much of the housing for the poor and citizens on fixed income, especially the elderly, is sub-standard, unsafe or in dire need of repair; and

Whereas, The poor and citizens on fixed income deserve decent and safe housing and rehabilitation of present housing is a sound, economic, sensible way to achieve this goal; and

Whereas, Due to the high unemployment rate in the building trades crafts, there are many skilled craftsmen available who could perform this work properly and economically; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, request legislation be passed to appropriate sufficient funds to rehabilitate said housing for the poor and fixed income citizens; and be it finally

Resolved, That unemployed craftsmen be hired to perform the necessary work, either through private industry or paid direct by the State of California and wages, hours and working conditions be that prevailing of the area.

Referred to Committee on Legislation.  
Adopted, p. 12.

### Achieve Economic Growth Through Political Action

**Resolution No. 96**—Presented by Plumbers & Steam Fitters No. 467, Burlingame.

Whereas, We live in a society that clearly equates a person's worth with a job; and

Whereas, A job is an absolute prerequisite if we are to support ourselves and our families; and

Whereas, Many of the ills of society stem from the lack of jobs and in our society, jobs can only be created by growth in the economy; and

Whereas, Room for upward movement of our children, the poor and the oppressed is only possible in an expanding economy; and

Whereas, Many politicians who have received the support of this Federation now believe that there need be no more growth in the economy or worse have told us, our children and the poor to lower our expectations; therefore be it

Resolved, That this Convention reaffirm our belief in the genius of the American people to resolve any and all problems

that face us now and in the future; that growth can and must occur so that our lives and the lives of those less fortunate than us will be better; and be it further

Resolved, That we utterly reject the prophets of doom disguised as liberals and that we withdraw our support from any individual or group who, by their actions, words or deeds attempt to limit the needed growth in the economy or deny to workers the opportunity for a job, or a place to live.

Referred to Committee on Resolutions.  
Nonconcurrency, p. 67.

#### **Amend Standing Rule Number Ten of Rules and Order of Business**

**Resolution No. 97**—Presented by Plumbers & Steam Fitters No. 467, Burlingame.

Whereas, The California Labor Federation meets only once every two years; and

Whereas, The expense of sending delegates to the Convention falls heavily on many of the affiliates; and

Whereas, Hour upon hour of the delegates' time is taken up listening to politicians and other friends of the labor movement whose speeches and words of wisdom are never interrupted or cut off; and

Whereas, The delegates' words, arguments, discussions, and worries that they were sent, at great expense, to the Convention to bring to the attention of the other delegates are all too often not heard; therefore be it

Resolved, That the standing rules of the Convention, specifically Standing Rule Number 10 as adopted at the 1974 Convention, be amended to read:

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

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

Referred to Committee on Rules and Order of Business  
Nonconcurrency, p. 15.

#### **Amend Motor Vehicle Code and Drivers Licensing Manual**

**Resolution No. 98**—Presented by Shipyard & Marine Shop Laborers, San Francisco Bay Area, No. 886, Oakland.

Whereas, Section 13000 of the Motor Vehicle Code of California creates the Non-Driver Identification Card, and Section 13307 of the Drivers Licensing Manual enumerates the requirements which must be met before such identification Card may be issued; and

Whereas, The requirements enumerated do not include a United States Census Bureau Certificate, simply because such a certificate does not establish the month and date of birth; and

Whereas, In many parts of the U.S.A., records of vital statistics were not kept prior to 1916; and

Whereas, Because of this circumstance over which the individual has no control, many persons who were born prior to the time stated above, are deprived of the privilege of obtaining D. M. V. Identification Card; therefore be it

Resolved, That Section 13000 of the Motor Vehicle Code, and Section 13-307 of the Drivers Licensing Manual be amended to include the verification of birth by the record of the U. S. Census Bureau, notwithstanding the fact that it does not state the month and date of birth.

Referred to Committee on Legislation.  
Adopted, p. 19.

#### **Work Experience Education**

**Resolution No. 99**—Presented by Bay Area Typographical No. 21, San Francisco.

Whereas, The Department of Education of the State of California conducts a program called Work Experience Education for students of California schools; and

Whereas, The intent and purpose of the Work Experience Education program is to provide students with work experience that will be of educational value, to aid them after graduation; and

Whereas, The good intents and purposes of the program are being circumvented by many employers who hire students with total disregard to training, education and future career opportunities; and

Whereas, The schools have become hiring halls for those employers seeking cheap labor under the lower wage standards of the Work Experience program; and

Whereas, Program Coordinators of the local schools are not always adept at enforcing the good intentions of the program in the utmost interest of the Work Experience student; and

Whereas, The local Advisory Committee is more often than not made up of employers receiving the benefits of the students' labor; and

Whereas, The forms and agreements of the program not always ascribed to by Coordinators, employers, parents and students as outlined by the California State Department of Education; therefore be it

Resolved, That this Eleventh Convention of the California Labor Federation, AFL-CIO, seek legislation, if necessary, from the State Legislature of California to correct the abuses of this well intentioned program; and be it further

Resolved, That this Eleventh Convention of the California Labor Federation, AFL-CIO, seek legislation from the State Legislature of California to cause the Work Experience Education program to come under the California Apprenticeship Program, which will be empowered to administer and enforce regulations applicable to students at the workplace.

Referred to Committee on Legislation.  
Adopted, p. 12.

#### United Farm Workers

**Resolution No. 100**—Presented by Bay Area Typographical No. 21, San Francisco.

Whereas, We continue to witness the courage, fortitude and tenacity of the United Farm Workers of America, an infant union, in its confrontation with the largest winery in the world, the largest bank in the world, and one of the largest industries in the United States; and

Whereas, In the face of adversity, overt force, deprivation of prompt legal recourse, the United Farm Workers have persisted in exhibiting those attributes that best exemplify the spirit and organization of the labor movement; and

Whereas, With honest leadership they have exhibited intelligence and good citizenship by not applying intimidation, but by successfully exhorting the best instincts of fellow citizens to exercise their right to boycott products tainted by unfair labor practices; and

Whereas, The United Farm Workers out of human compassion, continue to commit themselves to a non-violent strike effort; and

Whereas, In the light of our Bicentennial year, and those ideals it is meant to represent, it is appalling that this segment of our society is callously denied legal and legislative representation because they lack financial and political power; and

Whereas, Our members for many years have identified the United Farm Workers' struggle as our common cause in the presentation of rights, dignity and self determination; therefore be it

Resolved, That this Eleventh Convention of the California Labor Federation, AFL-CIO, pledge to continue in good conscience our support of the United Farm Workers with time, talent and money until the successful conclusion of their strike; and be it further

Resolved, That all affiliated unions be urged to do everything in their power to implement this Resolution.

Referred to Committee on Resolutions.  
Adopted, p. 23.

#### The November Elections

**Resolutions No. 101**—Presented by Bay Area Typographical No. 21, San Francisco.

Whereas, Organized labor has suffered heavily under the Nixon/Ford Administrations; and

Whereas, The American worker has been victimized by the twin evils of unprecedented inflation and unemployment; and

Whereas, The Nixon/Ford Administrations have crippled unions by their employer-oriented appointments to the National Labor Relations Board, other government agencies and the court; and

Whereas, President Ford has shown his indifference to working people by vetoing much-needed social programs; and

Whereas, President Ford is well-known to the unions of the Golden State for his lack of empathy to common people, his antagonism to unions and as a spokesman for big business; and

Whereas, The citizens of our country have been spied upon and lied to; and

Whereas, President Ford betrayed his promise to building trades unionists by vetoing a bill to eliminate unfair on-site picketing restrictions; and

Whereas, The AFL-CIO Executive Council has unanimously endorsed the nominees of the Democratic Party; therefore be it

Resolved, That this Eleventh Convention of the California Labor Federation, AFL-CIO, assembled in Sacramento, Cali-

fornia, go on record as supporting the candidacy of Jimmy Carter for President and Walter F. Mondale for Vice-President of the United States; and be it further

Resolved, That all affiliates be urged to become politically active to guarantee the election of the Carter-Mondale ticket and a Congress responsive to the needs of working people.

Referred to Committee on Resolutions.

Adopted, p. 67.

### Public Policy on Printing Bids

**Resolution No. 102**—Presented by Bay Area Typographical No. 21, San Francisco.

Whereas, The Printing Trades Unions—printers, pressmen, photoengravers, bookbinders, and platemakers—have suffered high unemployment as a result of the economic policies of the Ford Administration which includes the veto of every legislative attempt to create jobs and spur the economy; and

Whereas, These same unions have seen their memberships decimated by the effects of technological advances which have been allowed to run roughshod over them to the point that job opportunities are virtually non-existent; and

Whereas, The volume of printing for the State of California, its agencies and state universities, and the printing of textbooks to be used throughout the State of California, which is sent outside the State has increased to the point of alarm; and

Whereas, On many occasions the printing is sub-contracted to firms outside the State of California and at very sub-standard wages; including two glaring instances when the Voter Handbook for the election in 1975 and the postcard registration forms being distributed now, were both printed outside the State and in non-union firms with a very low wage rate; and

Whereas, Such practices contribute greatly to the already-critical unemployment in the printing industry, therefore depriving the State of revenue through income taxes and other revenue generated when work is performed within the State; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, request that the Governor take whatever steps are necessary to declare that the public policy of the State of California include a finding that it is not in the best interests of the people of California to allow printing to be sent out of the State when the work can be done here; and be it further

Resolved, That in the event unemploy-

ment has reached or exceeds four percent, the work may then be placed for bid only within the State of California; and be it further

Resolved, That the public policy of the State of California require that whenever printing requires a public bid, the wages paid must be based on not less than the prevailing wage rate in effect in the state printing plant; and be it finally

Resolved, That due to the fact California unemployment is highest in the Nation, it would be to the best interest of the taxpayer of California that all work let to bid by the State must be performed within the geographic boundaries of California.

Referred to Committee on Resolutions.

Adopted as amended, p. 38.

### International Labor Press Use of Allied Printing Trades Label

**Resolution No. 103**—Presented by Bay Area Typographical No. 21, San Francisco.

Whereas, The International Labor Press Association (AFL-CIO) is composed of member publications who seek to better serve the members of the American Federation of Labor and Congress of Industrial Organization; and

Whereas, The Association has established a Code of Ethics that member publications subscribe to, and abide by; and

Whereas, The Code of Ethics makes no mention of the conditions under which the publications are printed; and

Whereas, The Graphic Arts unions have established through their International Allied Printing Trades Councils that their individual labels be sublimated to the Allied Printing Trades Label; and

Whereas, This Label assures that all printing was done in its entirety by AFL-CIO graphic arts craftsmen; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, commit itself to seek to amend the Code of Ethics of the AFL-CIO Labor Press Association by adding an Ethic; which shall read as follows: "All member publications shall have such publication printed in a shop that is authorized to use the Allied Printing Trades Label."

Referred to Committee on Resolutions.

Adopted, p. 38.

### Juvenile Delinquency

**Resolution No. 104**—Presented by Department Store Employees No. 1100, San Francisco.

Whereas, Children and youth can be declared delinquent in Juvenile Court for acts which would not be a crime for adults; these non-criminal acts including chronic truancy, running away and other types of "incurable" or "ungovernable" behavior; and

Whereas, According to national research done by concerned agencies, of approximately 600,000 children held each year in secure detention pending a court hearing, more than one-third are non-criminal offenders; and

Whereas, Among the 85,000 juveniles committed each year to correctional institutions, 23 percent of the boys and 70 percent of the girls were adjudicated non-criminal; and

Whereas, Incarceration of non-criminal offenders serves no humanitarian or rehabilitative purpose; indeed, often the non-criminal offender is incarcerated for longer periods of time than serious delinquents; and

Whereas, Children involved in unacceptable, but non-criminal behavior would receive far greater benefit from non-coercive, rehabilitative social services such as family counseling, youth service systems, educational and employment opportunities and other forms of community services; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record as supporting the removal of juvenile non-criminal offenses from the criminal codes and from the process for determining juvenile delinquency, so that non-criminal offenders no longer can be incarcerated as delinquent children.

Referred to Committee on Resolutions.  
Adopted, p. 36.

#### **Crime Prevention Union Counselor Project**

**Resolution No. 105**—Presented by Department Store Employees No. 1100, San Francisco.

Whereas, The Labor Participation Department of the National Council on Crime and Delinquency has been successful in obtaining the necessary monies to initiate the "Crime Prevention Counselor Project" in ten (10) states this year and the remaining forty (40) states over the following two year period; and

Whereas, One such state, California, under the auspices of the California Labor Federation, AFL-CIO, has been chosen to participate; and

Whereas, The goal of said Project is to

conduct and coordinate training programs with Central Labor Councils throughout the state for the purpose of training union members on how to become and function as Crime Prevention Counselors; and

Whereas, These individuals will be requested by their local unions, the Central Labor Council, and their respective communities to assist in every way possible in a concentrated effort to reduce crime; therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, in convention endorse this project and urge that every Central Labor Council, the Community Services Representative and local union leadership throughout the state of California give their support to the AFL-CIO Labor Participation Department of the National Council on Crime and Delinquency in its efforts to successfully complete this project in the state of California; and be it further

Resolved, That the Executive Officer of the California Labor Federation, AFL-CIO, send a copy of this resolution along with a personalized letter urging the cooperation of each and every Central Labor Council throughout the state of California.

Referred to Committee on Resolutions.  
Adopted, p. 36.

#### **Oppose Charge for Directory Assistance**

**Resolution No. 106**—Presented by Communications Workers of America Local 9423, San Jose.

Whereas, The cost of directory assistance has never been free, it is the same as all services provided by the telephone corporations and, as such, is included in your monthly "service charge"; and

Whereas, Seventy eight percent of all customers do use the services of directory assistance; and

Whereas, Forty two percent of all customers use this service 5 or more times per month; and

Whereas, Directory assistance would be provided free to hotels and motels, with the regular, local, monthly customer paying for that service; and

Whereas, Ten to fifteen directories would be required to provide calling information in each area code; and

Whereas, There are daily changes in telephone numbers, and no provision made for the customers to be notified of these changes; and

Whereas, This reduction of service would cause a cutback in the operator work force by 50%; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record as being opposed to any charge for directory assistance and that each affiliated union support legislation towards this goal.

Referred to Committee on Legislation.  
Adopted, p. 12.

### **The Fresno Four**

**Resolution No. 107** — Presented by Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, Four Fresno Bee newsmen have been jailed for indefinite terms for refusing to reveal a confidential news source to a judge; and

Whereas, It is a cardinal principle of responsible journalism that a reporter will not divulge confidential sources; and

Whereas, The people of California have recognized the validity of this principle for almost 40 years in a state law (Evidence Code 1070) which specifically provides that no reporter or editor shall be held in contempt of any court for refusing to divulge a confidential news source; and

Whereas, The open-ended jailing of journalists until they break a confidence is unconscionable and shockingly redolent of medieval justice; and

Whereas, It strikes at the very heart of the First Amendment's guarantee of a free press; and

Whereas, A free press is essential to the survival of our democratic institutions including our free trade union movement; and

Whereas, Two of the Fresno Four, reporters William Patterson and Joe Rosato, are members of the Central California local of the AFL-CIO Newspaper Guild, and the other two are editors George Gruner and James Bort; now therefore be it

Resolved, That the California Labor Federation, AFL-CIO, at this Eleventh Biennial Convention held in Sacramento, California, on September 20, 1976, salutes the Fresno Four — Joe Rosato, William Patterson, James Bort and George Gruner — for their steadfast loyalty to a principle of utmost importance to all free people; and be it further

Resolved, That this Federation pledges its full support to the Fresno Four and all other journalists who take the same stand to uphold our cherished freedoms.

Referred to Committee on Resolutions.  
Adopted as amended, p. 38.

### **Boycott of Russell Stover Candies**

**Resolution No. 108** — Presented by Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, For more than 10 years Russell Stover Candies, Inc., has followed a consistent pattern of anti-union and illegal activity in resisting the legal right of its employees to become members of the Bakery and Confectionery Workers' International Union of America; and

Whereas, In September 1974, by a very large majority, Russell Stover workers in Lincoln, Nebraska, voted to be represented by BCWIU of A. The union was certified by the National Labor Relations Board on August 1, 1975, after prolonged delaying tactics by the company. To this day, the company has failed to offer the workers an acceptable contract; and

Whereas, The union narrowly lost an NLRB election at the Montrose, Colorado, plant of Russell Stover. The NLRB set aside that election after finding that the company had committed unfair labor practices in the course of the campaign and election. The company was ordered to pay back wages plus interest as well as ordering a new election; and

Whereas, Additionally, the company attempted to force supervisors to determine the union sympathies of workers and has refused to comply with an NLRB order to reinstate a supervisor fired for refusing to obey this illegal order; and

Whereas, In June of this year, the BCWIU of A won an overwhelming vote at the company's plant in Marion, S.C. The company has commenced its usual delaying tactics in order to forestall certification; and

Whereas, Recognizing the nature of the company's vicious anti-worker and anti-union position, and in an effort to bring the Russell Stover management's labor relations into the 20th Century, the Bakery and Confectionery Workers' instituted a boycott against Russell Stover Candies. The AFL-CIO Executive Council has endorsed this product-boycott, as have numerous other organizations; therefore be it

Resolved, That this 1976 Convention of the California Labor Federation, AFL-CIO, does endorse this boycott of Russell Stover products until the company ceases its patently anti-labor policies; urges its members and all concerned consumers to refuse to buy Russell Stover candies; calls upon all its affiliated local unions to render all possible assistance to the BCWIU of A

in their efforts to inform the membership and the general public of the issues involved.

Referred to Committee on Resolutions.  
Adopted, p. 39

### Sex Equality

**Resolution No. 109**—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, The California Labor Federation, AFL-CIO, has unequivocally declared itself on record in support of equal rights for women; therefore be it

Resolved, That Article II subsection (c) on page 5 of the Constitution of the California Labor Federation, AFL-CIO, be amended by inserting the word "sex," on the second line after the word "color" in said subsection.

Referred to Committee on Constitution.  
Adopted, p. 34.

### Expenses

**Resolution No. 110**—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Be It Resolved, That Article XI, Sections 1 and 2 on pages 30 and 31, starting with line 1 and extending through line 19 of the Article, are amended to read as follows:

"Section 1. When attending meetings of the Executive Council, members of the Executive Council shall be paid for necessary traveling expenses and if travel is by automobile, payment shall be computed at 15 cents per mile. Forty-five dollars per diem shall be paid for expenses and \$30 a day for hotel accommodations.

"Section 2. When members of the Executive Council are officially authorized to devote their time to the business of the Federation, they shall be paid the sum of \$45 a day compensation in addition to necessary traveling expenses and if travel is by automobile, payment shall be computed at 15 cents per mile. Expenses for meals and hotel accommodations shall be in addition."

Referred to Committee on Constitution.  
Adopted, p. 33.

### General Vice President

**Resolution No. 111** — Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Be It Resolved, That Art. IV, Sec. 1 on page 9, beginning at line 5 of said page, is amended by adding subsection (d) to read as follows: "(d) The office of General

Vice President shall terminate immediately prior to the commencement of the 1978 Regular Biennial Convention or prior to that if a vacancy occurs in that office; the number of Vice Presidents shall be reduced from 35 to 34 as of that time.

Referred to Committee on Constitution.  
Adopted, p. 34.

### Gender

**Resolution No. 112** — Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, The references in the Constitution of the California Labor Federation, AFL-CIO, only referring to he, his, him are not consistent with the Federation's support for equal recognition for women; therefore be it

Resolved, That on page 53, after line 6 on said page, Article XXII be added to read as follows:

"Section 1—Words in this Constitution indicating the masculine gender shall be deemed also to refer to the feminine gender."

Referred to Committee on Constitution.  
Adopted, p. 34.

### Labor in Government

**Resolution No. 113** — Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, The Mayor of San Francisco has brought charges of conflict of interest against a trade unionist and delegate to the San Francisco Labor Council who presently serves on a city commission; and

Whereas, The Mayor's charges raise two questions of vital concern to the labor movement that go far beyond the immediate case:

1—Will his and the City Attorney's interpretation of the law in the future preclude any union officer or member from serving as a member of a City Board or Commission?

2—Will a union member or officer having been appointed to such a Board or Commission, thereby be prevented from recognizing the right of public employees to withhold their labor?

If answered wrongly, these questions and subsequent action effectively disenfranchise a major section of the city's population and deny its right to participate equally with other sections of the community in their government; therefore be it

Resolved, The California Labor Federa-

tion, AFL-CIO, as a matter of policy, vigorously denounces any interpretation or action that threatens to restrict the right of working people, or representatives of their unions, to participate in their own city government. We call on each affiliated union and council for their support and assistance in sustaining the rights of workers to participate in their government on equal terms with every other section of their communities; and be it further

Resolved, That as an additional matter we believe the future political aspirations of Mayor Moscone should be carefully re-evaluated in view of his position on this issue which we regard as destructive of the best interests of the labor movement.

Referred to Committee on Resolutions.

Adopted as amended, pp. 39-40.

### Political Procedures

**Resolution No. 114**—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, The stringent restrictions imposed on the freedom of legislative and political activity of union officials by Proposition 9, the Fair Political Practices Act, approved by the voters in June 1974 were compounded by the interpretations and opinions of the Fair Political Practices Commission; and

Whereas, Following extensive study of the issue of compliance with FPPA by the Federation Executive Council, the Federation's General Counsel, and the National AFL-CIO, the Executive Council approved amendments to the Federation's Constitution which were given advance approval by AFL-CIO President George Meany; therefore be it

Resolved, That Article XV, Section F on page 46, starting at line 1 of said Section, be amended by adding a new Section 1 reading:

"Officers of the Federation, members of the Executive Council and delegates to a Special Pre-Primary Election Convention and/or a Pre-General Election Convention who are 'lobbyists' within the meaning of the State of California Political Reform Act of 1974 shall have voice but no vote in the political recommendation and endorsement process relating to candidates for State and Local offices outlined in this Article."

Amend further by renumbering present Sections 1, 2, 3, 4, 5 and 6 numbers 2, 3, 4, 5, 6 and 7 respectively.

"Amend Article XIX by renumbering Section 2 on page 51 Section 3, and by adding the following new Section 2:

"The Standing Committee on Political Education shall proceed as follows in the making of political contributions to candidates for State and Local office (who have been endorsed pursuant to Article XV F of this Constitution) within the meaning of the Political Reform Act:

"(a) The Committee shall determine by a vote of those of its members who are not 'lobbyists' within the meaning of the Political Reform Act the maximum amount of its Fund that may be used for the making of contributions to such candidates, within the meaning of the Act, and the maximum amount that may be contributed to any such candidate or class of such candidates, in total and/or at any one time. The Committee's Director shall provide such advice and information as the Committee requests but shall not make any recommendations as to the amounts to be contributed.

"(b) The Committee shall by a vote of those of its members who are not 'lobbyists' within the meaning of the Political Reform Act select from among its members who are not 'lobbyists' as just defined, a three-member Subcommittee on State and Local Office Political Contributions, and three alternates, and shall designate one of that number as the Subcommittee's Chairman. The Committee's Director shall be a member of said Subcommittee ex-officio with voice but no vote. The Subcommittee shall have the authority to receive monies utilized for the making of, and to make political contributions within the limits adopted pursuant to Section 2 of this Article by the full Committee. The Committee's Director shall provide such advice and information as the Subcommittee requests but shall not make any recommendations as to the amounts to be contributed."

Referred to Committee on Constitution.

Adopted, p. 34.

### Israel and the Middle East

**Resolution No. 115**—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, The State of Israel, the only democracy in the Middle East, is engaged in a constant battle for survival even though 28 years have passed since its establishment as a sovereign nation and as a member of the community of independent states. Despite every effort to arrive at a sensible and enduring peace with its Arab neighbors, Israel has been denied the right to live in peace and security. The Arab rulers of the Middle East, having failed by military means during the Yom

Kippur War of October 1973 to destroy Israel, have mounted a political and economic assault to achieve their nefarious aims. Utilizing their oil bonanza as a weapon against Israel and any nations which would befriend her, the Arab nations continue to threaten the peace-loving people of Israel; and

Whereas, As free trade unionists, we are proud of the honored place that organized labor, Histadrut, occupies in the Israeli scheme of things. Within Histadrut, Jewish and Arab workers live side by side in fraternity and mutual confidence. Together, they built a country based on social justice. Together they have created a network of health services, vocational training institutions, low-cost housing developments, cultural centers and numerous other programs that are and should be the heritage of working people; and

Whereas, The AFL-CIO, which has stood by the workers and pioneers who have built Israel and shaped it into one of the world's finest democracies, has expressed overwhelming support to Israel since the Yom Kippur War. Led by President George Meany and the Executive Board of the AFL-CIO, they have not only given freely of their own resources, but have insisted that the Government of the United States—our President, the Secretary of State, and the Congress—remain steadfast friends and helpers of besieged Israel. It is in the highest interests of our country, the champion of human rights and democracy, to guarantee the survival of the only democracy in the Middle East; our strategic interests demand this; our moral commitment gives us no alternative; and

Whereas, As the Ford Administration studies the new developments in the Middle East, in order to reappraise American policy, we firmly advise the President, the Secretary of State, and the Congress that this reassessment must result in greater aid to Israel; more defense equipment to balance the unlimited arms being supplied to the Arab nations by the Soviet Union; the formulation and adoption of alternate sources of energy to remove the potential stranglehold on the world economy by the oil-producing countries and oil-marketing companies; more economic cooperation to enable the heroic young nation to overcome the effects of the Arab boycott and the strain of absorbing refugees from the Soviet Union and other lands; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, send the aforementioned views

to the members of Congress representing our members; and be it further

Resolved, That this Convention send its warmest fraternal greetings to the members of Histadrut in Israel and to extend fullest cooperation to the American Trade Union Council for Histadrut.

Referred to Committee on Resolutions.

Adopted, p. 37.

### Alcoholism Programs

**Resolution No. 116**—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, The California Labor Federation, AFL-CIO, recognizes that alcoholism is a treatable illness; and

Whereas, It is also recognizable that it is for the best interests of the employee, the union and the company to provide effective assistance and treatment to those individuals suffering from the disease of alcoholism; therefore be it

Resolved, That the Eleventh Convention of the California Labor Federation, AFL-CIO, support the goals of the National Council on Alcoholism Labor/Management Task Force as outlined in the pamphlet "A Joint Labor/Management Approach to Alcoholism Programs," and endorsed by the joint blue-ribbon National Steering Committee co-chaired by George Meany; and be it further

Resolved, That this Convention pledges full cooperation to accomplish the objectives of this employee alcoholism project as described in this resolution.

Referred to Committee on Resolutions.

Adopted, p. 40.

### County Secession

**Resolution No. 117**—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, All elements of organized labor are seriously concerned with attempts being made by groups to secede from larger counties in the state, in effect forming new and smaller units of government; and

Whereas, This type of secession is ill-advised and primarily a political tool of various Chambers of Commerce and business interests; and

Whereas, Such secessions would be a detriment to the working conditions of public employees; and

Whereas, Los Angeles County is facing a November ballot measure, Proposition F, which would create the so-called Can-

yon County in the northern end of Los Angeles County; therefore be it

Resolved, That we, the California Labor Federation, AFL-CIO, oppose such secessions from larger, industrial counties of the State of California because they are an attempt to break down the existing tax base of our urban cities and counties and would create less efficient units of government.

Referred to Committee on Resolutions.

Adopted, p. 40.

### Compensation of Officers

**Resolution No. 118**—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

#### Article XII. Compensation

Whereas, The principal constitutional officers of the Federation, namely, the President, Secretary-Treasurer, and General Vice President have had no adjustment in their compensation for approximately three years; and

Whereas, A substantial adjustment in compensation is warranted for them; therefore be it

Resolved, That Article XII, Section 1 on page 31 is amended as follows: "Section 1, line 2 strike out \$27,500 and insert \$40,000.

"Section 2 on page 31 is amended by striking, in line 2, \$37,500 and insert \$50,000.

"Section 3 on page 31 is amended by striking, in line 2, \$22,500 and insert \$30,000.

"Section 4 on page 32 is deleted in its entirety."

Referred to Committee on Constitution.

Adopted as amended, p. 33.

### San Francisco Supervisors

**Resolution No. 119**—Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, The members of the San Francisco Board of Supervisors have, for the past year, conducted a viciously anti-labor campaign against the public employees of the City and County; and

Whereas, They have drastically cut salaries of union workers employed by the City and County; and

Whereas, They have eliminated hundreds of jobs to the detriment of both public services and workers' rights; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, in Convention as-

sembled, condemn the present members of the Board as enemies of the working people and a menace to all public employees and to the California labor movement.

Referred to Committee on Resolutions.

Adopted, p. 40.

### Opposition to Proposition 13

**Resolution No. 120**—Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees, Santa Monica.

Whereas, Proposition 13—the Greyhound Racing Initiative is a hoax designed to enrich one promoter and his associates at the expense of 20,000,000 Californians; and

Whereas, By their own estimates they stand to make upwards of \$55,000,000 a year if Proposition 13 is enacted with not one penny in additional revenue for the State General Fund; and

Whereas, The passage of Proposition 13 could actually create a possible reduction in General Fund revenues from horse racing because parimutual greyhound racing will increase state law enforcement and administrative costs; and

Whereas, Any creation of new jobs is questionable and at the most will be only a bare minimum; and

Whereas, Proposition 13, the latest in a long series of attempts to obtain a foothold for greyhound gambling interests in California, was drafted by promoter George Hardie to give Mr. Hardie and his associates a virtual monopoly on dog racing in California; and

Whereas, Greyhound betting is not entirely new to California. It was legalized in the 1930's and soon became so corrupt that it was abolished; and

Whereas, Greyhound racing is characterized by its callous treatment of animals. Live rabbits are used as bait to train dogs to run. A greyhound must learn to kill before it can learn to race. Since only one in ten greyhounds makes the grade as a racer, thousands of dogs are destroyed. Proposition 13 gives lip service to protecting the animals, but actually does nothing to prevent cruel breeding and training practices; and

Whereas, In an effort to sugarcoat the Greyhound Initiative, Mr. Hardie has earmarked a small portion of the greyhound parimutual revenue to go to non-existent funds for such worthwhile purposes as cancer research. For every dollar that might go in token payment to cancer re-

search, promoters would pocket \$48.00; and

Whereas, In reality, these badly drafted provisions of Proposition 13 would set up a series of new state programs whose funds would be eaten up by administrative costs. The minimal public revenue contained in Proposition 13 would be absorbed in red tape and administrative costs; and

Whereas, Proposition 13 is bad government, invites corruption and higher taxes without any benefit to the working people of California; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, in convention, go on record as opposing Proposition 13.

Referred to Committee on Resolutions.

Filed, p. 67. Subject matter referred to Standing Committee on Political Education.

#### Compute Tips as Wages for U.I. Benefits

**Resolution No. 121**—Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees, Santa Monica.

Whereas, Sections 926 general definition of wages but is modified by Section 927 causing a la carte cash tips to be excluded from the general definition of wages. Benefit awards compiled under Section 1275 include only wages as modified by Section 927, therefore a la carte cash tips are not used in the computation of benefit awards. (Then on the reverse ruling within the Code.) All tips are wages given in exchange for services, therefore comes under the definition of wages as contained in Section 1252 and 1279 of the Code; and

Whereas, Assembly Bill 1013 introduced by Assemblyman Leon Ralph and submitted and endorsed by the California State Council and the AFL-CIO and having passed both the Assembly and the Senate was vetoed by Governor Reagan in 1973; and

Whereas, Assemblyman Leon Ralph in his continued cooperation and efforts to eliminate such injustices perpetrated upon Food and Beverage Servers re-introduced A.B.149—Ralph, an act to amend Sections 926, 984, and 1085 of, to add Sections 927, 976.2, 986.5, 987.5 and 1088.5 to, and to repeal Section 927, of the Unemployment Insurance Code, relating to Unemployment Insurance cash tips credited toward computation of total benefit awards; and

Whereas, Tips are now being reported to the employer for credit toward Social Security Benefit awards if equal to, or greater than \$20.00 per month (Medicare Bill); and

Whereas, The State of California does not accept the reporting of cash tips for computation of Unemployment Insurance toward benefit awards, and although the Food and Beverage Servers report and pay required taxes to the Federal Government, and the State Franchise Tax Board, California has yet to consider them first-class citizens by denying them the very same rights and privileges afforded workers of all other crafts and industries; and

Whereas, Employees engaged in the Culinary Crafts such as Food and Beverage Servers cry out for economic justice, and equal treatment under the Law, and specifically spell out in the Code that all tips and gratuities shall be computed as wages toward the base period computation of earnings for Unemployment Insurance Benefits; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, urge our Legislative Representatives to continue the all-out complete support of Assembly Bill 149—Ralph, and all affiliated locals and membership contact their legislators, city and county officials to see that A.B. 149—Ralph, once again passes both houses and is this time signed into law, eliminating once and for all such discriminatory and degrading set of double standards encompassed within the present Unemployment Insurance Code; and be it further

Resolved, That the related sections of the Unemployment Insurance Code amended, eliminated, and revised as outlined in this resolution (A.B. 149—Ralph), so that all cash tips involving, received, and reported by Food and Beverage Servers equal to or greater than \$20.00 per month, reported to their employer, shall be considered and computed as wages toward the computation of the workers' total Unemployment Insurance benefit award.

Referred to Committee on Legislation.

Filed, p. 72. See Policy Statement V.

#### Assistance Without Jeopardy

**Resolution No. 122**—Presented by California State Assn. of Electrical Workers, International Brotherhood of Electrical Workers, AFL-CIO, Sacramento.

Whereas, In the absence of reasonable protective statutes, those who render assistance under emergency situations are subject to legal jeopardy; and

Whereas, There is question as to the status of "Good Samaritan" laws within the State of California; and

Whereas, The State of Washington has passed legislation which we understand clearly answers any questions with regard

to this matter; therefore be it

Resolved, That this Eleventh Biennial Convention calls upon the California Labor Federation, AFL-CIO, to investigate this matter and, if the need exists, to have corrective legislation introduced during the next session of the California Legislature.

Referred to Committee on Legislation.

Adopted, p. 28, with stipulation.

### **Collective Bargaining for Public Employees**

**Resolution No. 123**—Presented by California State Assn. of Electrical Workers, International Brotherhood of Electrical Workers, AFL-CIO, Sacramento.

Whereas, Public employees in California are denied basic rights enjoyed by other groups of laboring people; and

Whereas, The California State Legislature should enact enabling legislation to provide to Public Employees the rights enjoyed by workers in the private sector; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, initiate legislation providing that public employees shall have the right to negotiate and sign collectively bargained contracts, the right to union security including the right to agency shop and the right to arbitration of rights disputes; and be it further

Resolved, That the California Labor Federation, AFL-CIO direct its attention to the right of workers in the public sector to strike.

Referred to Committee on Legislation.

Filed, pp. 72-73.

### **Include State and Local Government Employees Under California Industrial Welfare Commission**

**Resolution No. 124**—Presented by California State Assn. of Electrical Workers, International Brotherhood of Electrical Workers, AFL-CIO, Sacramento.

Whereas, The U. S. Congress acted to grant to employees of state and local government the protection of the Fair Labor Standards Act; and

Whereas, The U. S. Supreme Court acted to stop this protection for employees in state and local government; and

Whereas, Private sector employees in the State of California do enjoy the full protection of the Fair Labor Standards Act or the protections afforded by the orders of the State Division of Industrial Welfare; and

Whereas, Public employees should not

be treated as second class citizens; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, diligently work for legislation to bring all employees of state and local governments under the protection of the California Industrial Welfare Commission.

Referred to Committee on Legislation.

Filed, p. 73.

### **Support Proposition No. 14**

**Resolution No. 125**—Presented by California State Association of Electrical Workers, International Brotherhood of Electrical Workers, Sacramento.

Whereas, The agricultural worker is trying to regain collective bargaining and the right to organize the farm lands of California; and

Whereas, Through the Initiative procedure the field worker, with hard work, has successfully placed Proposition No. 14 on the ballot in California, in November 1976; and

Whereas, The agricultural industry is going to spend \$5,000,000 to defeat Proposition No. 14 to once and for all stop all union organizing in the fields; therefore be it

Resolved, That the Eleventh Biennial Convention of the California Labor Federation, AFL-CIO, endorse Proposition No. 14 in the California November Election and help financially anyway it can.

Referred to Committee on Resolutions.

Filed, p. 67. Subject matter referred to Standing Committee on Political Education.

### **Protect Rights of Workers in Entertainment Industry**

**Resolution No. 126**—Presented by California State Theatrical Federation, Hollywood.

Whereas, The Federal Government has through the Federal Immigration Department allowed foreign film companies and crews to come into California and shoot motion picture film, tape, or derivatives thereof; and

Whereas, Many of our craftsmen, cameramen, soundmen, electricians, propertymen, grips, art directors, script supervisors, musicians, actors, directors, etc., are unemployed, and their protest of these practices have been ignored; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, make every effort to promote a bill in the State Legislature asking the Federal Government to protect

the worker's inherent rights in the entertainment industry against foreign encroachment.

Referred to Committee on Legislation.  
Adopted as amended, p. 73.

### COPE Resolutions

**Resolution No. 127** — Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, The structure of the Federation and COPE, its political arm, have since the last convention of the Federation been completely restructured and the COPE activities are now an integral part of the Federation itself; and

Whereas, In restructuring the organization and particularly revised ARTICLE XV — Conventions — A. General, Section 2(b) Page 36 — The Pre-Central Election Convention is limited to the questions of endorsements of candidates and statewide propositions; and

Whereas, Several resolutions have been introduced for consideration by this convention which involve COPE matters and as a result of constitutional provisions and particularly the provision of Article XV — F. Political Recommendations and Endorsements commencing on Page 46, the resolutions would have to be filed and the subject matter referred to the Standing Committee on Political Education; and

Whereas, This would preclude the discussions of the merits of the resolutions by delegates to the convention which in the opinion of your Executive Council would not be consistent with the democratic principles of the Federation, and

Whereas, Unless the provisions of Article XXI — Amendment of Constitution — Section 3 are suspended this amendment would not become effective prior to the adjournment of this convention, therefore be it

Resolved, That Article XV — Conventions — A. General — Section 2(b) Page 36 is amended by adding immediately prior to the period at the end of the paragraph the following: "and appropriate resolution pertaining to political action. Nothing which properly can be the subject matter for action by a convention of the California Labor Federation, AFL-CIO, may be included within any resolution or proposed resolution submitted to a Pre-General Election Convention, nor made the subject matter of discussion or motion from the floor of the Pre-General Election Convention." Be it finally

Resolved, That with unanimous consent of all delegates to the convention, this amendment to the constitution will become effective immediately upon the approval of this resolution by the convention.

Referred to Committee on Constitution.  
Adopted, p. 34.

### Apprenticeship

**Resolution No. 128** — Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, Social justice and consumer confidence and protection have depended for over three hundred years on the transmittal of journeymen industrial and craft skills to the indentured apprentice; and

Whereas, For over one hundred and nine years our great nation in war and in peace, has grown affluent and remained free because said labor journeymen have given freely of their time and wages so that the worker-consumer-taxpayer of the United States would equally enjoy the quality and productivity of union labels that can only be maintained in quality and quantity by the trade union journeyman-apprenticeship craft and industry skills concept; and

Whereas, Both management and government often attempt to both undermine and destroy the union journeyman-apprenticeship craft and industry skills programs by illegal laws, administrative fiat and by co-opting and implying that all apprenticeship programs whether management and/or government are somehow union-related and lead to a union point of entry; and

Whereas, The trade-union journeyman-apprenticeship concept was the backbone and foundation, and still remains the honest heart and soul of the American trade union movement; and

Whereas, Certain appointees of the Brown Administration have undermined the trade union journeyman-apprenticeship concept; and

Whereas, The Chief of the State Division of Apprenticeship Standards, working under the direction of Donald Vial, Director, Department of Industrial Relations and Administrator of Apprenticeship, has unilaterally and without consultation with the State Apprenticeship Council or the California labor movement, mandated a new non-labor apprenticeship program that will arbitrarily train apprentices in all trades and crafts for privilege entry and advancement in municipal employment; and

Whereas, Such administrative action will not only confuse, confound and delay the current minority apprenticeship entry into the trade union movement, but will work an additional hardship on those union apprentices trained and currently unemployable because of the state's economic conditions; and

Whereas, Such a program flies in the face of federal and municipal agreements on mandated quotas for minority entry into trades, crafts and industries now taxed with high unemployment and declining union membership; and

Whereas, This program must be solely supported by worker-taxpayer dollars which create a double burden on the journeyman worker who, when he works, is already supporting trade-union apprenticeship programs from his wage dollar;

therefore be it

Resolved, That this Eleventh Convention of the California Labor Federation, AFL-CIO, seek immediate relief in the form of requesting Don Vial, Director of the Department of Industrial Relations and Administrator of Apprenticeship, and Ed Wallace, Chief of Apprenticeship Standards, to rescind the agreement recently signed with the Department of Health and the State Department of General Services and not enter into any unilateral agreements on journeyman-apprenticeship standards without consultation with the California Apprenticeship Council, duly appointed to represent the joint interests of the State of California, management and the trade union movement.

Referred to Committee on Resolutions.

Adopted, p. 74.

# REPORTS OF OFFICERS

## REPORT OF THE EXECUTIVE COUNCIL

San Francisco, September 17, 1976

To: The 11th Convention of the California Labor Federation, AFL-CIO.

Greetings:

By authority of the Constitution of the California Labor Federation, AFL-CIO, the Executive Council has met in regular session on nine occasions during the interim period following the August 19-22, 1974 convention in San Diego and on two other occasions when the Executive Council convened as the Standing Committee on Political Education.

The dates and locations of the regular meetings of the Executive Council were as follows: December 9-10, 1974, at the Barrett Motor Hotel in San Francisco; March 6-7, 1975, at the Cosmopolitan Motor Hotel in Sacramento; May 13, 1975, at the Sacramento Inn in Sacramento; June 4, 1975, at the Quality Inn/Woodlake in Sacramento; September 17-18, 1975, at the TowneHouse Hotel in San Francisco; December 10-11, 1975, at the Riviera Hotel in Palm Springs; March 4-5, 1976, at the Hyatt Regency Hotel in Los Angeles; June 10-11, 1976, at the Flamingo Hotel in Santa Rosa, and September 15, 16 and 17 at the Senator Hotel, Sacramento.

The meetings of the Executive Council convened as the Standing Committee on Political Education were held on April 13, 1976, at the TowneHouse Hotel in San Francisco and on May 12, 1976 at the Senator Hotel in Sacramento.

### LEGISLATIVE PROGRAM

Just nine days after the November 5, 1974 general election, the Executive Council's Legislative Committee met with its Advisory Committee at the TowneHouse Hotel in San Francisco on November 14 to develop recommendations on legislative priorities for the 1975 legislative session to be submitted to the Federation's full Executive Council.

In drafting these recommendations, both the Legislative Committee and its Advisory Committee, which has been appointed by the Federation's president and executive secretary-treasurer, were guided by provisions of the Legislative Review au-

thority granted to the Executive Council by Section 4 of Article IX of the Federation's Constitution which reads in part as follows:

"Either the Executive Council or its Legislative Committee shall have the authority to review all resolutions adopted by convention action, calling for the introduction of legislation, and the secretary-treasurer shall cause to be introduced only such legislation as the Executive Council or its Legislative Committee believe desirable and proper at the time the session of the Legislature commences; provided that the sponsor or sponsors of the resolution shall be notified accordingly; provided, further, that this limitation shall not apply to any resolution adopted by the convention by at least a two-thirds vote in which resolution it is expressly provided that such proposed legislation shall be introduced without any further review by the Executive Council or its Legislative Committee."

The assistance of the Advisory Committee in helping to determine legislative priorities is in line with a policy statement adopted at the Federation's 5th Convention in 1964.

The Legislative Committee and its Advisory Committee were confronted with the task of considering the scores of resolutions and policy statements adopted at the Federation's 10th Convention and recommending a category of priority for each proposed legislative measure.

From a procedural standpoint, the Advisory Committee made its recommendations to the Legislative Committee which in turn made its recommendations to the Federation's Executive Council. The final determination of the Federation's legislative program was made by the Executive Council itself.

In those cases where the Legislative Committee recommended that legislation should not be introduced although the resolution under consideration had called for the introduction of legislation, letters were sent to each of the responsible officers of the organization sponsoring the resolution to apprise them of the Committee's recommendation and invite them

to appear before the Executive Council at a designated time if they wanted to oppose the Committee's recommendation.

### Sponsors Notified

Sponsors of such resolutions were also informed that if no representation was made before the Executive Council at the time designated, it would be assumed that their organization agreed with the Committee's recommendation to withhold the introduction of legislation.

A meeting of the Federation's Standing Committee on Legislation was held on Monday, December 9, at the Barrett Motor Hotel in San Francisco to review the Advisory Committee's action.

Subsequently the Legislative Committee's recommendations were presented to the Federation's Executive Council meeting at the Barrett Motor Hotel in San Francisco, December 9-10, 1974.

California trade union officials serving on the Advisory Committee included:

Mary Bergan, legislative advocate for the California Federation of Teachers; James Booe, vice president of CWA District 9; E. G. Christenson, secretary-treasurer of the California State Association of Electrical Workers; John F. Crowley, executive officer of the San Francisco Labor Council; Steve Edney, president, United Cannery and Industrial Workers; James S. Lee, president, California State Building and Construction Trades Council; Dale Marr, executive officer of Operating Engineers Local 3; John W. Meritt, secretary of the State Culinary Alliance; Sal Minerva, business manager, Northern California District Council of Laborers; Anthony Ramos, executive-secretary treasurer of the California State Council of Carpenters; R. R. Richardson, secretary-treasurer of the San Diego-Imperial Counties Central Labor Council; Loretta Riley, secretary of Bartenders and Culinary Workers Local 770; Dan Terry of the Federated Fire Fighters of California; and John Schiavenza of the Machinists Union.

In light of the election of Governor Brown and the addition of strong liberal majorities in both houses of the state legislature as well as Congress, the Executive Council proceeded to adopt an ambitious 1975 legislative program that, among other things, called for the extension of collective bargaining rights to teachers and other public employees, pregnancy coverage under the state's disability insurance program and other improvements in the state's unemployment insurance and workers' compensation programs.

The specific details of the Federation's program were published in the California AFL-CIO News prior to the opening of the 1975 legislative session and were widely reprinted by labor publications throughout the state.

## Action to Block Death-Bed Appointees

Before the beginning of the 1975 session, however, the Executive Council was alarmed by Governor Reagan's "death-bed" appointment of defeated Senator Craig Biddle of Riverside to the Workers' Compensation Appeals Board.

Since Biddle had compiled a voting record of 15 right to 57 wrong votes according to the California AFL-CIO's records during his service in the legislature, such an appointment hardly augured well for workers' rights before the Board.

Accordingly, Council members contacted key legislators and succeeded in having the appointments held in the Senate Rules Committee so that incoming Governor Edmund G. Brown, Jr. would have an opportunity to review them and to withdraw them if he saw fit. Subsequently Governor Brown did exactly that.

## 1974 SESSION

During the December 9-10, 1974 meeting, the Executive Council also reviewed the success of the Federation's 1974 legislative program. A total of 14 California AFL-CIO measures won approval of both houses of the legislature in 1974 but six were subsequently vetoed by Governor Reagan.

Bills signed included:

**AB 738 (Ralph)** increasing the amount of wages that can be earned by an unemployed worker from \$12 to \$18 a week without resulting in a reduction of the worker's weekly jobless benefit.

**AB 760 (Brown)** providing a mandatory rehabilitation program for workers injured on the job whenever needed.

**AB 3672 (Deddeh)** allowing voluntary coverage of a less-than-full-plan unit. This permits the extension of disability insurance coverage to small groups of workers, who, otherwise, would be excluded from protection.

**AB 2935 (Burton)** extending workers compensation coverage to newsvendors.

**AB 2797 (Alatorre)** requiring firms advertising that they do business in Spanish to provide contracts in both Spanish and English on request.

**AB 2993 (Burton)** providing for mandatory refund of unused insurance premiums.

**SB 2000 (Roberti)** prohibiting a health care service plan from using untrue or misleading advertising. This legislation permits labor organizations or employer groups to inform its members of the benefits and charges involved in health care service plans for which they have contracted.

**SB 884 (Dills)** exempting from property taxes certain cargo containers used by U.S. shipowners. The Federation supported SB 884 because courts had exempted foreign shipowners from the state tax on containers, giving them an unfair competitive advantage over California shippers.

### Six Bills Vetoed

The six bills vetoed by Governor Reagan during the 1974 session included one to extend unemployment insurance benefits to farmworkers which Reagan vetoed for the fourth time, and another that would have increased jobless benefits for certain categories of workers who have had no increase since 1961.

The six bills vetoed by Reagan were:

**AB 736 (Ralph)** which would have included tips in excess of \$20 a month as wages in determining payments into the unemployment insurance fund.

**AB 3400 (Fenton)** which would have extended unemployment insurance coverage for farmworkers.

**AB 938 (Warren)** which would have required a report on the economic impact of projects wherever an environmental impact report is required by state law.

**AB 3671 (Deddeh)** which would have increased unemployment benefits for categories of workers who have had no increase since 1961.

**AB 2686 (Berman)** which was designed to protect employees in theatres who are not involved in policy or monetary roles when obscene films are exhibited in their theaters.

**AB 3666 (Dunlap)** which would have stipulated that the rules, regulations and procedures adopted by a public agency regarding the submission of employer-employee disputes were to be considered arbitration agreements for the purposes of the Code of Civil Procedure's provisions regarding arbitration.

A review of the 1974 session was subsequently printed in a 16-page booklet titled

"Force for Progress 1974," which noted that the labor measures enacted in 1974 measurably extended the advances recorded by organized labor in the first half of the state's first two-year legislative session" when measures sought by the California AFL-CIO succeeded in raising social insurance benefits for California workers by an estimated \$117 million a year.

## 1975 SESSION

The unprecedented success of the Federation's 1975 legislative program was clearly a direct result of the sweep scored by California Labor COPE candidates in the 1974 general election that resulted in the election of Governor Brown, the reelection of U.S. Senator Alan Cranston, and significantly increased the liberal majorities both in the State Senate and in the Assembly.

The fact that the 1975 session subsequently resulted in the enactment of more legislation of lasting significance to California workers than at any time in the state's history is clearly a credit to the thousands of trade unionists in California that volunteered their time, energy and imagination to make those election victories possible.

It also affirmed once again the necessity of effective political as well as legislative action by the trade union movement.

The Executive Council is particularly proud of the fact that such long-standing Federation goals as collective bargaining rights for farmworkers and public school employees and a ban on use of professional strikebreakers in California won enactment during the 1975 session.

For the record, here is a rundown of the 24 major Federation bills enacted in 1975 to benefit California workers:

**SB 1 (Alatorre-Zenovich-Dunlap-Berman)** enacted in the Third Extraordinary Session of the 1975 legislature extended collective bargaining rights and secret ballot union elections to farmworkers and set up the Agricultural Labor Relations Board.

**SB 160 (Rodda)** extended collective bargaining rights to employees of California public schools and established the Education Employment Relations Board.

**SB 719 (Roberti)** barred the employment of professional strikebreakers in labor disputes.

**SB 743 (Moscone)** restricted the unfair use by employers of temporary restraining orders and preliminary injunctions in labor disputes.

**AB 91 (McAlister)** boosted the maximum jobless benefit from \$90 to \$104 a week.

**AB 118 (Fenton)** extended unemployment insurance to farmworkers.

**AB 2109 (Chimbole)** affords a jobless benefits claimant the right to be represented by counsel or an agent.

**AB 1827 (Foran)** provided employees with the right to a free choice of physician in workers compensation cases.

**AB 469 (Ralph)** extended full workers compensation coverage to household domestic workers and gardeners.

**SB 979 (Rodda)** enables workers to obtain disability insurance benefits during a trade dispute so long as their disability does not arise from the dispute.

**AB 232 (Greene)** prohibits an employer from taking any part of a tip left for an employee or crediting any part of tips received by workers against wages due.

**AB 353 (Montoya)** outlaws industrial homework in the garment production industry in California.

**SB 394 (Marks)** requires the University of California to pay prevailing wages to construction workers.

**AB 804 (Berman)** requires trustees of the California state universities to set up grievance procedures.

**SB 955 (Roberti)** requires an employer to allow an employee to inspect personnel files that are used to determine the employee's qualifications for employment, promotion, pay raises, termination or other disciplinary actions.

**AB 47 (Berman)** exempts theatre employees from prosecution for obscenity where obscene films are shown.

**AB 1750 (Brown)** increased bar pilots' rates in San Francisco, San Pablo and Suisun bays.

**AB 1 (Chacon)** authorized a \$950 million program to provide low-interest loans to aid the state's depressed housing industry.

**SB 261 (Roberti)** required supermarkets using computerized checkout systems to mark prices on each food item to enable consumers to compare prices.

**AB 822 (Keysor)** authorized voter registration by postcard.

**SB 220 (Rodda)** provided for an adjustment in the formulation program to change the assessed valuation per unit of average daily attendance (ADA) for grades K-12 and community colleges to improve state aid to schools.

**AB 2247 (Deddeh)** required trucks and other carriers regulated by the Public Utilities Commission or the Interstate Commerce Commission to display their permit numbers or other identifying symbols on their doors.

**SB 659 (Marks)** provided that opening cargo containers shall not necessarily result in a loss of immunity from taxation for imports.

**SB 389 (Marks)** exempted from personal property taxation in full personal property manufactured or produced outside of California and brought into the state for transshipment in foreign commerce.

Full details of the 1975 legislative session were published earlier this year in an 18-page review of the legislative year entitled "Force for Progress 1975." This booklet, which also carries the voting records of members of the State Senate and Assembly on key labor issues, noted that more legislation of lasting significance to California workers was enacted during the 1975 session than at any time in the history of the state.

## FARM LABOR BILL

May 13, 1975, a meeting of the Federation Executive Council was held at Sacramento on a proposed Agricultural Labor Relations bill pending in the Legislature. Representatives of the several unions concerned — United Farm Workers, Packing House Workers and Building Trades—were heard. The Council took action to support legislation when amendments were negotiated to provide jurisdictional protection to the separate crafts. Such amendments were negotiated subsequently, and the Federation gave active support to the successful enactment of the Agricultural Labor Relations Act of 1975.

## 1976 SESSION

Since November 27, 1976, is the last day for the governor to veto bills passed during the last half of the 1975-76 legislative session, no complete report on 1976 legislative action is possible in this report.

However, major legislation backed by the California AFL-CIO to provide the biggest benefit increases in the history of the state's workers compensation program and provide pregnancy benefits to working women under the state's disability insurance program won legislative approval last month.

Earlier this year the legislature succeeded in defeating legislation that sought to deny public employees the right to strike and beat back an attempt by the

trustees of the California State University and College system that threatened the tenure and seniority rights of all workers in the CSUC system.

And just three months ago legislation to bar the state's Industrial Welfare Commission from being packed with anti-worker representatives — as occurred during the Reagan administration — was signed into law by Governor Brown.

Following is a list of 12 major Federation bills passed in the 1976 session:

**AB 467 (McAlister)** provides the biggest boost in temporary disability benefits in the 63-year history of the state's workers' compensation program. Specifically, it provides a \$35 a week increase in both the maximum temporary disability benefit and the maximum permanent total disability benefit, from \$119 to \$154 a week; death benefit for a widow from \$40,000 to \$50,000; for a widow with one or more dependents from \$45,000 to \$55,000; boosts the minimum weekly benefit for permanent partial disability from \$20 to \$30.

**AB 3881 (Fazio)** provides an estimated \$65 million a year in benefits to women workers with normal pregnancies. It provides up to three weeks of benefits prior to delivery and three weeks after delivery.

**AB 2812 (Lockyer)** assures that California's minimum wage is kept at least as high as the federal minimum wage.

**SB 1615 (Rodda)** protects the tenure and seniority rights of teachers and other employees of the California State Universities and Colleges.

**SB 1586 (Roberti)** permits state employees the right to see material in their personnel files and to request amendment of errors in such files.

**SB 1341 (Alquist)** makes any collective bargaining agreement existing between an employer and a labor organization binding on any successor employer for the duration of that agreement.

**SB 1684 (Stiern)** requires owner-operators to withhold state income taxes from wages due just as other employers are required to do. It specifies that such wages shall include all remuneration, other than equipment rent, which is paid to individuals who are owner-operators of their equipment or tools used in the performance of services for their employer.

**AB 2238 (Goggin)** requires the State Industrial Welfare Commission to be composed of two labor, two management and one public representative and stipulates that members of both sexes shall serve on the Commission. This bill was signed by Governor Brown on June 11, 1976.

**AB 3249 (Foran)** permits union bargaining representatives to handle union members' wage claims before the State Labor Commissioner.

**AB 3368 (Robinson)** bars the State Public Utilities Commission from granting telephone companies the right to charge customers for directory assistance service.

**AB 3603 (Lockyer)** requires farm workers to be paid once every two weeks and bars employers from forcing farm workers to forfeit their vested vacation time if they quit or are terminated.

**AB 3730 (Lockyer)** requires farm labor contractors to supply growers with a payroll list containing data on all employees working for the grower. This bill was signed by the Governor on Sept. 6, 1976.

A complete review of the last half of the 1975-76 session will be published by the Federation after the legislature adjourns on November 30th.

## NATIONAL ECONOMIC POLICY

Concerned by the nation's deepening economic crisis and mounting unemployment, the Executive Council called on President Ford in the course of its December 9-10, 1974 meeting to abandon the idea that "devastating inflation can be cured by devastating unemployment" and submitted to the president an eight-point program for emergency action.

Here's the text of the Council's statement:

"One of the worst economic crises of the century confronts the nation.

"Six million Americans are unemployed with thousands more being let out each day.

"In California alone, 750,000 are jobless with no end in sight to the growing tragedy.

"The country moves toward the abyss of depression as an aimless president talks in generalities of human suffering that is apparently beyond his grasp.

"Mr. Ford and his administration have the power to put millions to work. This they must do and do at once. The president needs only the will and determination to act as Franklin Roosevelt acted in the greater crisis of 1933.

"First of all Mr. Ford must rid himself of any belief that devastating inflation can be cured by devastating unemployment.

Herbert Hoover tried that.

"The California Labor Federation submits to the president the following proposals for emergency action:

"1. Enactment of a \$4 billion public service employment program for the jobless.

"2. Provision for Federal financing of 13 weeks of additional unemployment insurance benefits in the states where 39 weeks are already available, and 26 weeks additional in states where only 26 weeks are now available.

"3. Release of some \$9 billion for public works construction authorized by Congress but impounded by former President Nixon.

"4. Enactment of massive new public works programs with public grants being given areas of high unemployment for short term construction and repair.

"5. Immediate lowering of Federal Reserve Board interest rates for home mortgages and construction loans.

"6. Immediate allocation of credit by the Federal Reserve Board for socially useful programs like housing and public works.

"7. Federal restrictions on multinationals and on runaway plants and production which have transferred hundreds of thousands of American jobs to foreign countries.

"8. Enactment of trade policies that will prevent importation of goods and products which undercut American fair wage standards."

It is noteworthy that just two weeks after the Council issued its statement, Congressionally approved legislation providing emergency unemployment compensation benefits that provided up to 13 weeks of additional jobless pay benefits for presently covered workers was placed on President Ford's desk and he subsequently signed both that measure and the Emergency Jobs and Unemployment Assistance Act which provided jobless benefits for up to 26 weeks to jobless workers not covered by existing state unemployment insurance programs.

To his discredit, however, Ford vetoed two AFL-CIO-backed public works bills designed to create hundreds of thousands of jobs.

First he vetoed a \$6.2 billion public works bill in February 1976 and then, in July he vetoed a \$3.95 billion scaled down version.

The latter veto, however, was overwhelmingly overridden by both houses of Congress: In the Senate by a vote of 73 to 24; and in the House by a vote of 310 to 96.

## REFERRED RESOLUTIONS

In the course of the 1974 convention, a number of resolutions were filed with the subject matter referred to the Executive Council for appropriate consideration and possible action. The subsequent disposition of these resolutions by the Executive Council was as follows:

**Resolution No. 114** — This resolution, which was filed by the action of the 1974 convention with the subject matter referred to the Executive Council for consideration and action, called on the Federation to endorse and support an amendment to the Geothermal Power Act of 1970 expressly extending the preference clause now existing in the Federal Power Act and the other preference clause to the Geothermal Power Act of 1970.

At its December 9-10, 1974, meeting, the Council referred this matter to the Secretary-Treasurer for favorable action after clearance with the National AFL-CIO.

**Resolution No. 126**—This resolution called on the Executive Council of the Federation to appoint itself as the Steering Committee of a program dedicated to mobilize the labor movement in California against any effort to initiate "right-to-work" legislation.

At its December 9-10, 1974 meeting, the Council noted that the resolution had been adopted by the Convention and, accordingly, referred it to the Secretary-Treasurer "for action at feasible and proper times."

**Resolution No. 127** — This resolution, which was adopted by the 1974 convention, called on the Federation to commit itself to the task of combatting any efforts, legislative or otherwise, which threatened the opportunity of workers to work on a full-time basis.

At its December 9-10, 1974 meeting, the Council referred this resolution to the Secretary-Treasurer for action at a feasible and proper time.

## RUNAWAY FILM ATTACKED

In the course of its December 1974 meeting, the Executive Council also sharply attacked plans announced by the American Broadcasting Company to film a television feature dealing with Aaron Burr, a member of George Washington's staff during the revolution, abroad.

ABC planned to film the movie in England and Ireland and show it on Ameri-

can television as a feature of the Bicentennial celebration.

In denouncing such a proposal, the Council said:

"The California Labor Federation, AFL-CIO, deprecates the announced intention of the American Broadcasting Company to film Gore Vidal's 'Burr' a story of the American Revolutionary period being made for exhibition to celebrate the American Bicentennial, in England and Ireland.

"The Federation urges production of all Bicentennial celebration programs and materials in the United States with American crafts and artists and supports every effort to achieve that goal."

Subsequently, ABC dropped its plans for the show.

## PROPOSITION 9

The stringent restrictions imposed on the freedom of legislative and political activity of union officials by Proposition 9, the Fair Political Practices Act approved by the voters in June 1974, have been severely compounded by the failure of the Fair Political Practices Commission to respond in any timely fashion to requests for definitions and interpretations of the Act.

As a result, after nearly a year of seeking clarification, the Federation was obliged to petition the State Supreme Court on November 24, 1975 "to refrain from disapproving" a proposal made by the Federation to the FPPC to permit the Federation to comply with the Act.

The petition pointed out that the Federation had been seeking to comply since the law went on the books on January 7, 1975 but that it had been stymied by an FPPC ruling that a controversial section of the statute bars a lobbyist from voicing to a public convention any opinion whatever concerning whether a candidate deserves and needs the political support of the California Labor Federation on the ground that it is a "first essential step toward receiving a contribution."

The Federation's suit, that was filed jointly by the Federation and others including AFL-CIO President George Meany, said that the Commission's ruling "in essence bars organized labor from effective and informed political activity."

It maintained that the opinions issued by the FPPC went "far beyond the language and purposes" of the Act and violated the free speech rights of the California Labor Federation and its officers and members under Article I, Sections 2 and 3 of the

California Constitution and under the First Amendment to the U.S. Constitution.

In an earlier case brought against the Act, Los Angeles Superior Court Judge Harry L. Hupp sharply repudiated arguments offered by State Attorney General Evelle Younger in support of the FPPC's interpretation of a key section of the law that dealt with union labor's free speech rights, describing the interpretation as "wholly inapt."

Judge Hupp said that the FPPC's interpretation "raises grave constitutional problems" and amounted to "nothing more or less than a flat prohibition of pure speech."

Judge Hupp granted a preliminary injunction barring enforcement of the section (Section 86202) as interpreted by the FPPC to prevent mere advice.

This section was one of the five key points cited by the California AFL-CIO in 1974 as among its reasons for opposing Proposition 9.

The issue of compliance with Proposition 9 concerned the Executive Council at a number of its meetings during the past two years.

Following extensive study of the issue by both the Executive Council and the Federation's general counsel and the National AFL-CIO, the Executive Council approved submission of two amendments to the Federation's constitution at the next regular convention of the Federation at its September 17-18, 1975 meeting in San Francisco. These amendments were given advanced approval by AFL-CIO President Meany.

The text of the two proposed amendments is as follows:

**Amend Article XV. Section F by addition a new Section 1 reading:**

Officers of the Federation, members of the Executive Council and delegates to a Special Pre-Primary Election Convention and/or a Pre-General Election Convention who are 'lobbyists' within the meaning of the State of California Political Reform Act of 1974 shall have voice but no vote in the political recommendation and endorsement process relating to candidates for State and Local offices outlined in this Article.

**Amend Article XIX by renumbering Section 2 Section 3, and by adding the following new Section 2:**

The Standing Committee on Political Education shall proceed as follows in the making of political contributions

to candidates for State and Local office (who have been endorsed pursuant to Article XV F of this Constitution) within the meaning of the Political Reform Act:

(a) The Committee shall determine by a vote of those of its members who are not 'lobbyists' within the meaning of the Political Reform Act the maximum amount of its Fund that may be used for the making of contributions to such candidates, within the meaning of the Act, and the maximum amount that may be contributed to any such candidate or class of such candidates, in total and/or at any one time. The Committee's Director shall provide such advice and information as the Committee requests but shall not make any recommendations as to the amounts to be contributed.

(b) The Committee shall by a vote of those of its members who are not 'lobbyists' within the meaning of the Political Reform Act select from among its members who are not 'lobbyists' as just defined, a three-member Subcommittee on State and Local Office Political Contributions, and three alternates, and shall designate one of that number as the Subcommittee's Chairman. The Committee's Director shall be a member of said Subcommittee ex-officio with voice but no vote. The Subcommittee shall have the authority to receive monies utilized for the making of, and to make political contributions within the limits adopted pursuant to Section 2 of this Article by the full Committee. The Committee's Director shall provide such advice and information as the Subcommittee requests but shall not make any recommendations as to the amounts to be contributed.

Further details of the impact of the Fair Political Practices Act on the political, legislative and free speech activities of California trade unionists is contained in the Secretary-Treasurer's report.

## PROPOSITION 15

Recognizing the threat posed by the nuclear power plants initiative not only to the jobs of California workers but to the entire state's economy, the Executive Council placed the California Labor Federation in the forefront of statewide organizations opposing the measure when, in November 1974 it voted unanimously to urge union members not to sign petitions then being circulated to place the measure on the ballot.

While acknowledging that "the scare tactics likely to be employed to get people to sign this initiative will probably enable it to qualify for the ballot," the Council said that its opposition to the measure was based on the fact that its language was "entirely too rigid and ignores the nation's present energy crisis and its needs to develop low-cost energy sources."

The measure would have prohibited construction of nuclear power plants in California and barred operation of existing plants at more than 60 percent of original licensed core-power level one year after its passage unless Federal liability limits were removed.

Five years after its passage, it would have required the derating of existing plants 10 percent annually unless the legislature by a two-thirds vote had confirmed the effectiveness of safety systems and waste disposal methods.

In spelling out its objections in November 1974 to the measure which became Proposition 15 on the June 1976 ballot, the Council said:

"The two-thirds vote required virtually assures that if the measure is placed on the ballot and approved by the voters that the construction of nuclear power plants in California will be prohibited and that existing plants will eventually be forced to shutdown.

"Anyone familiar with the difficulty in getting a two-thirds vote out of both houses of the state legislature on any issue, let alone one so controversial as nuclear power, knows that this is so.

"While the California AFL-CIO is also vitally concerned about the safety of such plants, we believe in the democratic process and that a majority vote of both houses of the legislature on an issue so critical should be sufficient to cope with this problem while allowing our elected representatives needed flexibility to cope with the energy crisis and new unknown developments that might affect it."

The Council said its opposition was also based on the fact that Proposition 15 contained another provision stipulating that "amendments to this measure shall be made only by a two-thirds affirmative vote of each house of the legislature, and may be made only to achieve the objectives of this measure."

Asserting that such a provision "is both unwise and undemocratic," the Council said:

"This represents another attempt to pervert the initiative process into a method of

enacting law by a majority vote that cannot be changed by majority vote of our elected representatives in the legislature."

More than a year later, in March 1976, after the nuclear power plants initiative had qualified as Proposition 15 on the June 8, 1976 primary election ballot, the Council spelled out the adverse effects of the initiative, saying:

**"As California voters, we are opposed to Proposition 15, the nuclear power plants initiative, on the June 8 primary election ballot.**

**"It is an unwise, unnecessary measure that would force the shutdown of existing nuclear power plants in the state.**

**"The fact is nuclear energy is safe. No member of the public has ever been injured or killed in the twenty-year history of nuclear energy in the United States.**

**"The impact of Proposition 15, if approved, would be devastating. It would:**

- (1) **Impose a "no-growth" economy on California, thereby increasing unemployment in a state already burdened by approximately one million jobless workers.**
- (2) **Increase our dependence on foreign oil controlled by the multi-national oil companies and the Arabs.**
- (3) **Place further fuel cost hardships on low and fixed income citizens.**
- (4) **Force California to burn coal to generate electricity, thereby increasing air pollution and worsening the environment.**
- (5) **Abandon plans for mass transit and water pollution control facilities because of energy deficiency.**

**"Banning nuclear energy as Proposition 15 would do, means greater unemployment and massive increases in utility costs to both workers and industry. California cannot afford to close the door on any energy source."**

Subsequently, the Executive Council was active in a "Labor Committee Against Proposition 15" set up by the Federation to help defeat the measure and Council members played a key role in distributing thousands of "Vote No on 15" bumper stickers and hundreds of thousands of primary election endorsement pamphlets published by the Federation which featured a strong statement against Proposition 15.

When the vote was tallied, Proposition 15 went down to defeat by a two-to-one

margin. The vote was 1,924,304 "yes" (33 percent) to 3,986,770 "no" (67 percent).

## MARCH ON SACRAMENTO

Alarmed by President Ford's failure to take any effective action to curb the nation's mounting unemployment, the Federation's Executive Council authorized a march on Sacramento early in 1975 to dramatize the need for both federal and state programs to cope with the problem.

Between September 1974 and January 1975, unemployment had increased by 2.3 million or 42 percent in just five months.

And in January 1975, unemployment in California climbed to 921,200, its highest level in a quarter of a century. And in that month total employment suffered its largest decrease in any two-month period since employment records were begun in 1939.

The need for the march was underscored when President Ford told newsmen at a press conference in Florida in February that he didn't believe he could take any other action to reduce unemployment.

With an eye to giving both the Ford administration and elected representatives at both the federal and state levels some constructive suggestions, the Federation proposed the following program:

### Federal Proposals

✓ **A \$30 billion tax cut to restore purchasing power and invigorate the economy.**

✓ **Enactment of a \$7.8 billion public service jobs bill coupled with the release of the full \$19 billion in funds impounded by the Ford-Nixon administration.**

✓ **Boosting unemployment insurance benefits and making the 52-week benefit period permanent.**

✓ **Enactment of emergency legislation to pay the health and welfare coverage costs of jobless workers.**

✓ **Action to reduce interest rates and funnel credit to high-priority human needs such as housing.**

✓ **Placing the oil companies under public utility regulations.**

✓ **Enactment of universal health security for all.**

✓ **And action to protect U.S. jobs from unfair foreign competition by, among other**

things, ending the overseas tax shelters and foreign tax credits that primarily benefit the profits of multi-national corporations.

### State Proposals

At the state level, the Federation called for:

✓ Raising unemployment benefits to bring them within reach of two-thirds of a worker's weekly earnings; making the 52-week benefit period permanent; insuring continuing health care coverage for jobless workers and their families; and extending coverage to farm workers.

✓ Raising the state minimum wage to \$3 an hour.

✓ Providing collective bargaining rights for public employees.

✓ Providing collective bargaining rights for farm workers.

✓ Enacting a \$300 million bond issue to provide new and urgently needed housing.

✓ Authorizing a \$500 million bond issue for public works.

✓ Requiring economic impact reports wherever environmental impact reports are required.

✓ And enacting a comprehensive state health security program.

To demonstrate the solidarity of organized labor in this effort, the Federation invited participation in the march by the United Auto Workers, the International Longshoremen and Warehousemen's Union and the Teamsters.

Subsequently more than 2,500 California workers marched on Sacramento on Saturday, March 8.

Newly elected Governor Edmund G. Brown, Jr. warned that the savings and loan industry was trying to "torpedo" California AFL-CIO-backed legislation to provide \$450 million for low and moderate income housing and called for the workers' help in winning its enactment.

The success of the march was subsequently reflected in the record advances in labor legislation won during the 1975 session as cited earlier in this report.

## PUBLIC EMPLOYEES

In addition to authorizing a two-day educational conference on public employees and collective bargaining that was held at the Quality Inn/Woodlake in Sacramento

August 25-26 of this year, the Executive Council has fought consistently during the past two years to protect and expand the rights of California's public employees.

In this connection, when it became clear that Chancellor Glenn Dumke of the California State University and College System was balking at complying with a new state law enacted with the backing of the California AFL-CIO which requires the CSUC system to set up a grievance and disciplinary action procedure for academic employees, the Council authorized a statement urging Dumke's immediate dismissal.

The statement, issued March 12, 1976, said:

"The immediate discharge of Chancellor Glenn Dumke of the California State University and College System is essential to halt the further deterioration of quality education at the college and university level for California citizens and to protect the seniority and tenure rights of CSUC employees.

"Under Dumke's leadership, class sizes have increased by 15.5 percent since 1969 and the system has resorted to arbitrary budget practices that have severely impaired the quality of education the CSUC system can provide for the State's citizens.

"Under Dumke's leadership, while instructional and support services have been cut, administrative costs have increased at more than twice the rate of instructional costs since 1968.

"Under Dumke's leadership, the CSUC Board of Trustees has adopted a policy decision which would, if implemented, wipe out the tenure and seniority rights of all CSUC employees. This policy would destroy academic tenure and academic freedom and permit the arbitrary firing of controversial teachers and union activists at the whim of academic administrators.

"Under Dumke's leadership the CSUC has refused to establish fair grievance procedures for faculty and other employees and has failed to comply with a new State law, enacted with the support of the California AFL-CIO, which requires the CSUC system to set up grievances and disciplinary action procedures for academic employees and requires arbitration if a State University or College president and the faculty committee decisions disagree.

"Under Dumke's leadership, the United Professors of California, AFL-CIO, has been forced to go to court more than 50 times since 1969 to defend professors fired for unprofessional reasons. In several

cases grievance committees, hearing officers and the courts have sustained the UPC's charges.

"In light of the failure of the CSUC to cope effectively with the State's higher educational needs under Chancellor Dumke's leadership, we hereby urge the Board of Trustees to dismiss Glenn Dumke as chancellor in the interest of protecting the quality of the State's higher education system from further erosion and discredit."

## NATIONAL HEALTH CARE

Recognizing that the provision of adequate health care is a major expense to virtually all workers, the Executive Council reviewed congressional legislation in the field of health care that was pending congressional action at the time of its September 17-18, 1975 meeting at the TowneHouse Hotel in San Francisco and issued a statement calling on Congress to place the need for a national health security program before the electorate in the 1976 Presidential election if the present Congress failed to adopt an adequate program.

In the interim, although Congress failed to act on the issue, the line is clearly drawn in the platforms adopted by the Democratic and Republican parties this year. The Democratic party supports a national health security program; the Republican party opposes it.

Since the need for national health security, along with full employment, should be among the top issues in the 1976 general election and in the congressional debates in 1977, here is the full text of the Council's statement which concluded that the only proposal meriting support was the Corman-Kennedy National Health Security Program embodied in H.R. 21 and S.3.

Copies of the Council's statement were sent to California's entire congressional delegation.

**"The health of American workers and their families and the medical care that is available to them is of major concern to the trade union movement. Over the past 20 years, the average American's health bill has multiplied by 450 percent, thus placing a financial barrier between millions of American workers and an acceptable standard of health care.**

**"The labor movement strongly supports reform of the present health care system to ensure every citizen the right to quality health care.**

**"Further, we believe that this issue is of such paramount importance that it should be presented before the electorate in the 1976 Presidential election if no bill is enacted in this Congress.**

**"All provisions of the various proposed major national health insurance plans and the necessary criterion to judge each plan's merits must be explained. Then, and only then, can the citizens elect representatives committed to true National Health Insurance.**

**"We believe a national health insurance plan should meet the following tests:**

- 1—Provide quality care to all Americans as a matter of right;**
- 2—Insure universal coverage;**
- 3—Provide comprehensive benefits;**
- 4—Be financed through the proven social insurance method;**
- 5—Establish strong cost and quality controls;**
- 6—Reform the health care delivery system; and,**
- 7—Provide for effective consumer representation in the nation's health program.**

**"There is only one plan that meets these tests — the Corman-Kennedy National Health Security program (H.R. 21 and S. 3).**

**"We have compared the National Health Security bill with the many other proposals that have been introduced into the Congress including those sponsored by special interest groups such as the American Medical Association, the American Hospital Association and the Health Insurance Association of America as well as others.**

**"We find only National Health Security provides quality health care as a matter of right while the other bills would require demeaning means tests as well as deductibles and coinsurance.**

**"Only Health Security provides universal coverage for all regardless of age, income or geographic location. The other proposals divide the population into groups according to age, income or employed status and would have different levels of benefits for each group.**

**"Only Health Security provides first dollar coverage for comprehensive benefits, including preventative as well as curative care. The other plans have less comprehensive benefits and would require large out-of-pocket expenses for everyone.**

**"Only Health Security would be fairly financed through Social Security taxes and general revenues. All other proposals would be financed by a regressive head tax in the form of insurance premiums or by out-of-pocket expenses paid by the patient or both.**

**"Only Health Security provides the strong cost and quality controls needed to halt the escalation in health care costs. Other plans would have private insurance companies administer claims despite demonstrated proof of their failure to control medical costs.**

**"Only Health Security would begin the needed reform of the health care delivery system through financing, benefits, reimbursement and organization. It would establish a Health Resources Development Fund to support innovative health programs in manpower, education, training, group practice development, and long term care.**

**"Other plans would do little about reforming the methods by which doctors and hospitals are paid and nothing about reforming the health system to make it more responsive to the health needs of consumers.**

**"Only Health Security provides a significant role for consumers in all levels of development and administration of the nation's health program. The only role for consumers in the other plans is to pay medical bills.**

**"Only the National Health Security program, introduced by Representative James Corman and Senator Kennedy, meets all the tests for a viable national health insurance plan. We endorse it and urge the House and Senate to pass National Health Security during this Congress."**

## EDUCATION

Throughout its entire history, the California Labor Federation as well as its antecedent organizations, including the Workingmen's Party early in the 19th century, have consistently fought for free public education for all and vigorously fought conservative and reactionary interests that have sought to diminish or financially starve the educational institutions available to the working people of the nation.

In maintaining this tradition, the Executive Council approved a request for support of the National Coalition for Lower Tuition in Higher Education at its meeting at the TowneHouse Hotel in San Fran-

cisco, September 17-18, 1975 but noted in the same action that policy statements adopted by delegates to the Federation's 10th Convention in 1974 called for the complete elimination of tuition.

In the more immediate area of worker education, the Executive Council authorized a number of educational conferences sponsored by the Federation during the past two years including:

✓ A two-day conference on Alcoholism held in Los Angeles, September 12-13, 1975;

✓ A conference on Negotiating Skills held in Sacramento held October 23-24, 1975;

✓ A conference on the Occupational Safety and Health Act held in San Francisco on November 21-22, 1975;

✓ Two educational conferences on Unemployment Insurance and Disability Insurance held in Fresno on December 12-13, 1974 and in Oakland on December 12-13, 1975;

✓ Two conferences on Women in the Work Force, the first at the Regency Hotel in Los Angeles February 21, 1976, and the second at the Jack Tar Hotel in San Francisco March 13, 1976;

✓ Two three-day legislative conferences in Sacramento on June 24, 1975 and May 10-12, 1976; and,

✓ A two-day educational conference on Public Employees and Collective Bargaining held at the Quality Inn/Woodlake Hotel August 25-26, 1976.

In addition the Executive Council helped publicize the national COPE Area Conference held at the Hyatt Union Square Hotel in San Francisco on April 6, 1976.

At its September 17-18, 1975 meeting in San Francisco, the Executive Council took action to urge Governor Brown to reinstitute the annual Governor's Safety Conference which had been discontinued during the Reagan Administration.

At the Council's September 17-18, 1975 meeting in San Francisco, a report was received from the United Professors of California on the various ways in which public higher education can better serve labor and the working people of California.

At that meeting, the Council referred the report to the Executive Secretary-Treasurer and empowered him to appoint an appropriate committee to implement it.

Further details on the Federation's education efforts may be found in the Secretary-Treasurer's report.

## SCHOLARSHIP PROGRAM

In the two years since the 1974 convention, thanks to the cooperation of Federation affiliates, the California AFL-CIO has awarded a total of 62 \$500 scholarships to graduating seniors in public and private high schools throughout the state.

In 1975, 29 such scholarships were awarded and this year the number rose to 33, the largest number for a single year in the 26-year history of this program.

During each of the past two years more than 2,000 high school seniors have submitted applications to participate in this contest which is designed to help broaden public understanding of the American labor movement, its structure, function and goals, and at the same time assist worthy students in achieving their higher educational goals.

Other details of the Federation's efforts in the educational field are covered elsewhere in the Officers' Reports.

## SUPPORT FOR ARTS

In recognition of the pervasive influence and impact on all workers of the arts of American society, the Executive Council adopted a wide ranging statement on the status of art in American life and actions needed to nurture it at its meeting in Los Angeles March 4-5, 1976.

Here's the text of that statement:

"The arts both underlie and canopy every aspect of American life. Through the extraordinary communication they provide, they meld the urban and agrarian population into a total whole. Civil Rights are as much a part of the arts as the arts are a part of America. Talent knows no race, beauty cannot be frustrated by fiat . . . only by a lack of imagination. To confine energy to a discussion of gasoline or atomic power, is to dismiss the greatest energy of all — the dynamics of the human mind; perhaps the greatest art of all, the ability to create. The arts alone flourish without a residue of smog or solid waste. They deplete no natural resources — indeed, they are a natural resource. They create profit — actual as well as intellectual. The artist generates vitality and economy in a community. Artists provide food for the soul. If the image of America is a factor in foreign policy, then the arts do more to create a positive posture than any other single factor in society.

"For too long we have accepted, without question, the Greek concept of the Seven

Lively Arts, disregarding the fact that new technologies have given us over 700 arts livelier than ever! For too long arts and artists have been victims of tunnel vision and have been forced to accept second-class citizenship as a pre-condition of their profession.

"The workers of America are the audiences of America, and the artists of America are equally workers in America. These artists, (creators, expert technicians, craftspeople), contribute constantly and unstintingly to the fabric of our national life.

"To deny access to the arts in all their varied and multiple facets, is to deprive and depress our citizens. In 1788 George Washington noted that the arts were essential to the prosperity of the state and the happiness of human life. But it was not until 1965 that the federal government committed itself to a comprehensive program to aid the development of the arts and humanities—something which President Johnson considered one of the major achievements of his administration.

"With the advent of increasingly leisure time and the urbanization of our nation, it becomes increasingly important for individual involvement in, and appreciation of, the arts. Since the arts are the highest peak of knowledge, our children require a fresh definition of the meaning of the ABC's, for now those three letters must represent all basic knowledge: A for the Arts, B for Book Learning and C for Culture in the human sense.

"The arts require encouragement to the economic and social status of the artist and a realization that a free society cannot exist and prosper without a healthy regard for the arts. As John F. Kennedy said,

"The life of the arts, far from being an interruption, a distraction in the life of the nation, is very close to the center of the nation's purpose, and is a test of the quality of a nation's civilization."

"We support the allocation of funds to expand the arts on an equitable basis with other learning disciplines throughout the public school curriculum, from pre-school through adult education;

"The long range funding of the Corporation for Public Broadcasting;

"Increased cooperation between schools, communities and artists; to find, develop and encourage talent; and,

"Increased development of the National Council of the Arts into a representative group able to deal with regional needs,

issues and diverse cultural heritages.

"We support the inclusion of labor representatives from the artistic community on the National Endowment for the Arts and the National Endowment for the Humanities;

"The need for qualified community arts organizations to be considered "prime sponsors" and thus be eligible for Title 6 and Title 8 CETA funding; and,

"A program which requires that those who are entrusted with the public air waves provide that public with an adequate degree of fresh and creative programming that is more nearly responsive to the total needs of the public than to the unique needs of profit.

"We support the extension of environmental protection laws to the physical appearance of our environment and for the allocation of a percentage of the total costs of all government financed or subsidized construction for art areas and the purchase or commission of work of art; and,

"The inclusion of cultural centers for all creative arts in new and redeveloped urban centers.

"We support opposition to all regressive admission taxes which inhibit arts activities;

"A federal commitment of \$1 per person per annum to arts development;

"The cessation by the federal government of imposition of burdensome taxes and regulations which deter American artistic competition nationally and internationally;

"Maintenance of tax provisions which introduce private sector money into the ailing American film industry;

"Opposition to the use of taxpayer money for the underwriting of foreign artists and companies;

"Realistic appraisal on unsold artist's works and fair taxing of heirs; and,

"Copyright reforms to create protection for artists and performer's rights.

"We support the establishment of a Department of Cultural Affairs with Cabinet level status; and,

"The establishment of a National Theatre with professional standards for the performing arts, i.e., dance, theatre, music and opera.

"We support cultural exchange as a non-State Department function;

"Efforts to develop the arts in America to a level of international prominence; and,

"The Helsinki Agreement clause which calls for dissemination of cultural information and the seeking of new fields of exchange and communication between artists and their representatives worldwide.

"We support the rights of minorities and women to pursue any arts career, education or training with non-discriminatory application of benefits and compensation; and,

"Immediate action by the federal government, in partnership with the States, to recognize artists and the arts as a productive part of American society, to hold that the arts are not the prerogatives of the rich but an essential human right and a right which all Americans must have the right to claim.

"The value of the arts in today's society can best be summed up this way,

"Two men wrote a story and removed a President!"

## AID TO AFFILIATES

As in the past, the Executive Council has continued to bend every effort to assist affiliates both in strike situations and in other matters of concern to California workers.

Within the past two years, such efforts have included:

✓ Contributions of \$5,000 to the organizing campaign of the United Farm Workers in accord with action taken by the delegates to the Federation's 10th Convention.

✓ Continued strong support to Machinists Lodge No. 1327 which has been on strike against the Dalmo Victor Corp., a division of the multinational Textron Corp. in Belmont since June 3, 1974. Two Federation vice presidents are serving on the United Labor Action Committee established to assist in this strike and the Federation has pressed for federal legislation and administrative action to deprive firms involved in labor disputes, such as Dalmo Victor and the Textron Corp., of government contracts until the workers' rights are secured.

✓ Rendering aid to National Association of Broadcast Engineers and Technicians in their strike against Educational TV station KQED in San Francisco.

✓ Approval of a resolution submitted by Meat Cutters Local 421 seeking legislation to allow unions to bargain for retired members. The Council directed the executive secretary-treasurer to request that the

national AFL-CIO have such legislation introduced in Congress.

✓ Cooperation in a rally held in Humboldt County early in 1975 to protest restrictive regulations issued by the State Resources Agency that severely jeopardized jobs in the area's distressed lumber industry. One upshot of this protest and a subsequent conference with Governor Brown was the appointment of a Federation vice president as the first labor representative ever named to the State Forestry Board.

✓ Approval of a contribution of \$700 to the "Jack Goldberger Legal Fund" to assist in costs incurred by Brother Goldberger's support of the strike against the San Rafael Independent-Journal which involved the International Typographical Union.

✓ Assistance in the successful struggle to defeat the so-called "freedom of conscience" amendment to the collective bargaining law for farm workers enacted in 1975. This amendment was advanced by conservative forces in the name of religious freedom but was correctly recognized both by labor and most legislators as more akin to an anti-union "right to work" clause.

✓ Calling on the national AFL-CIO and its affiliated organizations to put more emphasis on the union label and on programs to encourage patronage of unionized industries to assist federation affiliates whose members have been hurt by unfair foreign imports from multinational corporations that exploit workers in other nations through low wages, poor working conditions and lack of labor standards. In this connection the Council also approved action to call on the national AFL-CIO to work for legislation to make employers responsible for determining the citizenship of their employees and to subject employers knowingly and willingly hiring "illegal" aliens to fines or imprisonment.

✓ Assistance rendered to Santa Barbara County Fire Fighters Local 2046 which included wiring Governor Brown to urge him to oppose the use of state employees as strikebreakers in a situation involving Local 2046.

✓ Calling on California's two U.S. Senators to vote for an 8.6 percent pay hike for federal employees, instead of the five percent hike proposed by President Ford to assist affiliates encompassing federal employees.

✓ Going on record in sympathy for members of Fire Fighters Local 1227 and

Berkeley Teachers Local 1078 in their quest for "economic justice and meaningful collective bargaining."

✓ Rendering aid to the Riverside Labor Council in connection with the Casa Blanca dispute, an action which primarily involved the activation of the U.S. Justice Department agencies in the case.

✓ Authorization of a contribution of \$5,000 to the California Federation of Teachers, AFT, to assist in the organizing campaign for elections under the Rodda Act (SB 160) authorizing collective bargaining procedures for teachers and other school employees. The Council also authorized the calling of a meeting of California local central bodies to develop assistance to the AFT in these organizing campaigns.

✓ Going on record in sympathy for the members of San Diego Fire Fighters Local 145 in their quest "for economic justice and a meaningful collective bargaining law" in that city.

✓ Approval of a resolution received from the Joint Executive Council of the Northern California Electrical Workers relating to an adverse ruling issued by the Public Utilities Commission regarding employee rate discounts by Public Utility employers. The resolution approved read as follows:

"Whereas the California Public Utilities Commission, in Decision No. 84902, enunciated its intent to disallow employee discounts in Pacific Gas and Electric Company's rate schedule, and

"Whereas such employee discounts are part of the total compensation package negotiated by Local Union 1245 with P.G. & E., and

"Whereas other I.B.E.W. Local Unions represent employees of other C.P.U.C. regulated utilities, i.e., Local Unions 47, 465, 659, 1011 and 18, and

"Whereas employee discounts in effect for members of these Local Unions would be in jeopardy if the C.P.U.C. goes through with its enunciated intent with respect to P.G.&E. employee discounts, and

"Whereas we believe such action by the C.P.U.C. would be an unwarranted infringement into the collective bargaining process and could lead to even further infringements into the collective bargaining process.

"Now therefore be it resolved that the Joint Executive Conference of Northern California Electrical Workers in session on November 8, 1975, go on record in opposition to the California Public Utilities

Commission's intent to disallow employee discounts in the rate schedules of Commission regulated utilities, and

"Be it further resolved that the Joint Executive Conference of Northern California Electrical Workers urge the California Public Utilities Commission to refrain from infringing in any manner into the collective bargaining process, and

"Be it further resolved that copies of the Resolution be sent to Governor Edmund G. Brown, Jr., James Mills, President pro tem of the California State Senate, and Leo McCarthy, Speaker of the California State Assembly as well as the C.P.U.C., and

"Be it further resolved that copies of this Resolution be sent to the Joint Executive Conference of Southern California Electrical Workers, the California State Association of Electrical Workers and the California Labor Federation, AFL - CIO urging their adoption and support of this Resolution."

## "WE DON'T PATRONIZE" LIST

Since the Federation's 1974 convention, a number of firms have been added to the California AFL-CIO's "We Don't Patronize" list.

At its December 9-10, 1974 meeting at the Barrett Motor Hotel in San Francisco, the Federation's executive secretary-treasurer reported that the required clearance to place the **Pemko Manufacturing Co.** of Emeryville on the Federation's unfair list had been obtained and that the firm was now so listed. The placement of the Pemko Manufacturing Co. on the list had been authorized by the Federation's Executive Council meeting in San Diego on August 14, immediately prior to the 10th Convention, subject to the receipt of the required clearances.

Also placed on the list at the December 1974 meeting was the **Broadway Theater of Anaheim.**

Placed on the "We Don't Patronize" list at the Council's September 17-18, 1975 meeting in San Francisco were a series of **Park Pantry Restaurants** in Los Angeles and Orange Counties. Specifically, these restaurants were at the following locations:

**2104 East Broadway, Long Beach;**  
**3900 Atlantic Ave., Long Beach;**  
**70 Atlantic Ave., Long Beach;**

**16602 So. Paramount Blvd., Paramount;**  
**11061 Los Alamitos Blvd., Los Alamitos;**  
**1245 Knott Road, Anaheim;**  
**17511 So. Susana Road, Compton; and**  
**11200 Beach Blvd., Stanton, in Orange County.**

Also placed on the "We Don't Patronize" list at the September 1975 Council meeting were:

**The Red Lion Motor Inn and the El Rancho Hotel in Sacramento.**

With the settlement of the dispute, the **El Rancho** of Sacramento has been subsequently removed from the list.

At its December 10-11, 1975 meeting in Palm Springs, the Council removed the **Park Pantry** restaurants from the Federation's "We Don't Patronize" list at the request of union representatives of the **Restaurant Employees of Los Angeles and Orange Counties.**

At its June 10-11, 1976 meeting in Santa Rosa, the council authorized the placement of the **Russell Stover Candy Co.** on the Federation's "We Don't Patronize" list.

Other unfair firms remaining on the Federation's "We Don't Patronize" list are:

### Gaffers & Sattler products

**Hertzka and Knowles, San Francisco architects;**

**Kindair Theater Corporation, operators of the following anti-union theaters in Santa Cruz and Monterey Counties;**

**Cinema 70 in Monterey;**

**Steinbeck Theater in Monterey;**

**Valley Cinema in Carmel Valley;**

**Globe Theater in Salinas;**

**Cinema Theater in Soquel; and, Twin I & II in Aptos.**

\* \* \*

**Montgomery Ward in Redding.**

\*\* \* \*

**Newporter Inn, Newport Beach.**

\* \* \*

**Norm's Restaurant at the following locations in the Los Angeles area:**

**1270 South Crenshaw, Los Angeles;**  
**2500 East Slauson Ave., Huntington Park;**  
**2890 South La Cienega Blvd., Culver City;**

8500 South Figueroa St., Los Angeles;  
4700 Sunset Blvd., Los Angeles;  
270 North La Cienega Blvd., Los Angeles;  
6353 Sunset Blvd., Los Angeles;  
13636 Sherman Way, Van Nuys.

Other Norm's Restaurants in Los Angeles County excluding the eight listed above, are in good standing with organized labor.

R & G Sloane Mfg. Co., 7606 Clybourne Ave., Sun Valley, Calif.

\* \* \*

San Rafael Independent-Journal.

\* \* \*

Sea World, San Diego

\* \* \*

The following San Diego area motels:

Bahia Motel and Motor Lodge, Categorical Motor Hotel and Restaurant.

\* \* \*

The following: Queen Mary—Specialty Restaurants in Long Beach:

The Lord Nelson Room

The Lady Hamilton

Sir Winston Churchill's

The Verandah Grill

All banquets and fast food stands.

The following restaurants on Union Street in San Francisco:

Thomas Lords

Mother Lode

Cooperage

Coffee Cantata

Vintners

Hudson Bay West

Perry's

Victoria Station

The Dell

The Godfather

Mingei-Ya

Jim's Grill

Restaurants in Ghirardelli Square, San Francisco.

Magic Pan

The Mandarin

Ghirardelli Wine & Cellar Cafe

Other eating places in San Francisco:

McDonald's Hamburger (all);

Colonel Sanders Kentucky Fried Chicken (all);

H. Salt Esquire Fish & Chips (all);

Jack In The Box (all);

Benihana of Tokyo;

Head Hunter Amusement Park of San Francisco;

Kau Kau Gardens;

Carol Doda's;

Mabuhay Restaurant; and

The Casbah.

\* \* \*

Tennessee Plastics of Johnson City, Tennessee.

\* \* \*

The Nut Tree and the Coffee Tree Restaurants on Highway 80 between San Francisco and Sacramento.

\* \* \*

In addition the Federation is supporting such national AFL-CIO sponsored boycotts as those in progress against the Los Angeles Herald-Examiner and the Kingsport Press of Kingsport, Tenn., publishers of the "World Book" and "Childcraft" series.

At its September 15-17, 1976, meeting, the Council placed the Marriott Great America Theme Park at Santa Clara on the "We Don't Patronize" list.

All trade unionists and friends of organized labor are urged not to patronize any of the firms listed here.

Affiliates involved are urged to inform the Federation of any future contract settlements or other developments that would warrant the removal of any of these anti-union firms from the Federation's list.

## UNION LABELS, SHOP CARDS & BUTTONS

The accelerating impact of the practice of multi-national corporations in shifting production from the United States to low wage nations abroad, which has resulted in the loss of job opportunities for federation affiliates, coupled with the current depression, has underscored the need to increase the awareness of AFL-CIO union members and the general public of the importance of buying union-made products and purchasing union services in the interest of maintaining the living standards of workers in this country at the highest level possible.

Toward this end, the Executive Council has discussed plans to institute a state union label council and encourage the

establishment of corresponding bodies within central labor councils throughout the state. Further action on this plan is pending.

In addition, at its March 4-5, 1976 meeting in Los Angeles, the Executive Council concurred in a resolution submitted by Cabinetmakers and Millmen Local 721 which pointed out that "the principles of unionism to purchase only union made goods, demand the union label and hire union labor when the same can be had" could result in the creation of many jobs and help reverse the present massive unemployment.

The resolution also noted that application of those union principles could be used to combat foreign imports and to assist in saving U.S. jobs and in organizing the unorganized.

The Executive Council has also sought through the labor press of California to publicize through local union and central body publications such fundamental information as where to look for the union label.

Because this is one of the first questions asked by many trade unionists and supporters of organized labor, the following list is supplied in the hope that it will be publicized by all Federation affiliates:

In women's and children's apparel, the union label can generally be found near the size tag. In coats and suits, it may be found on an inside side seam.

Here's where to look for the union label on specific items of apparel for men, women and children:

- **Shoes**—in insole, in front of heel, on outer sole or inside upper lining.

- **Neckties**—small end.

- **Gloves**—inside upper edge.

- **Suits**—inside right breast pocket.

- **Overcoats and topcoats**—lining of side pocket.

- **Trousers**—inside right back pocket.

- **Shirts**—bottom of front tail.

- **Pajamas**—front hem of coat.

- **Work Pants**—inside right front pocket.

- **Overalls**—right hip picket.

- **Heavy outdoorwear, rainwear, sportswear**—lower pocket.

- **Slacks, knickers, kneepants, riding britches**—inside right hip pocket.

In addition, the Executive Council gave broad publicity to both the 1975 and 1976

AFL-CIO Union-Industries shows, the largest free exhibitions in the nation that are designed to demonstrate that the purchase of the products and services offered by firms having contracts with AFL-CIO unions results in benefits not only to the company and to the workers involved but to the general prosperity of the nation at large.

It is also pertinent to note that just last month the executive board of the AFL-CIO Union Label and Service Trades Department selected Los Angeles as the site for the 1978 union-industry show.

The 1977 show will be held in the convention center in Kansas City, Mo. from May 6 through May 11.

Federation affiliates desiring further information on either of these exhibitions should contact Earl D. McDavid, Director, Union-Industry Show, Union Label and Service Trades Dept., AFL-CIO, 815 Sixteenth St., N.W., Washington D.C., 20006.

## EXONERATIONS

In the two years since the Federation's last convention, the Executive Council has continued the policy authorized by Section 2 of Article XIV of granting exonerations in the payment of per capita taxes to locals involved in labor disputes or for other good causes.

Assistance of this nature was granted in response to requests received to the following Federation affiliates:

- ✓ **Operative Plasterers' Local 218** of Torrance for the months of January, February, March and April 1975 in view of its strike against American Standard. This exoneration was authorized at the Executive Council's June 4, 1975 meeting at the Quality Inn-Woodlake in Sacramento.

- ✓ **Rubber, Cork, Linoleum and Plastic Workers Local 639** of Costa Mesa was granted exoneration from per capita tax payments for six months, because of financial problems stemming from a strike situation, at the Council's September 17-18, 1975 meeting at the TowneHouse Hotel in San Francisco.

- ✓ **Department Store Employees' Local 1100** of San Francisco was granted exoneration of per capita payments for the months of September, October, November and December 1975 as a result of its strike against the Sears store at Army and Mission Streets in San Francisco at the Council's meeting on March 4-5, 1976 at the Hyatt Regency Hotel in Los Angeles.

- ✓ **Transport Workers Union Local 250-**

A of San Francisco was granted exoneration of per capita tax payments for the months of April and May as a result of the Local's support of a strike by building trades workers against the City and County of San Francisco at the Council's meeting at the Flamingo Hotel in Santa Rosa June 10-11, 1976.

✓ United Rubber Workers Local 100 of Southgate was granted exoneration from per capita tax payments beginning with the month of April 1976 and continuing until settlement of the Local's strike against its employer, also at the Council's meeting June 10-11, 1976 in Santa Rosa.

✓ Glass Bottle Blowers Local 262 of Milpitas was granted exoneration from per capita tax payments for April, May, June, July and August 1976 because of severe financial problems at the same meeting.

✓ Rubber Workers Local 131 of Los Angeles was granted exoneration from per capita tax payments, with the time period referred to the Executive Secretary-Treasurer with power to act, at the September, 1976 meeting.

✓ Rubber Workers Local 726 of Salinas was granted exoneration from per capita tax payments, with the time period referred to the Executive Secretary-Treasurer with power to act, at the September, 1976 meeting.

## ELECTION OF NEW MEMBERS

At its September 17-18, 1975 meeting at the TowneHouse in San Francisco, the Executive Council elected Cornelius Wall, state director of the International Ladies Garment Workers Union, to fill the vacancy created in District 3E by the death of Vice President Sigmund Arywitz.

Vice President Wall was sworn in at the next Executive Council meeting held at the Riviera Hotel in Palm Springs December 10-11, 1975.

At the Council's June 10-11, 1976 meeting at the Flamingo Hotel at Santa Rosa, Vice President James Booe resigned from the Council because he had been called to the Communication Workers of America's headquarters in Washington, D.C. to serve as assistant to the president of the International Union.

Elected to succeed him as Vice President at large (B) was Dina Beaumont, also an international vice president of the CWA and executive officer of the CWA's District

11 which encompasses Southern California.

At the Council's September 15-17, 1976, meeting, Vice President John Cinquemani (District 3-C) resigned from the Council. Elected to succeed him was Jerry P. Cremins, Executive Secretary, Los Angeles County Building and Construction Trades Council. During the same meeting the Council received the resignation of Vice President Edward T. Shedlock at large (C). Elected to succeed him was William Robertson, Executive Secretary, Los Angeles County Federation of Labor. The resignation of Vice President William T. Greaff (District 6) was submitted at the same meeting, and Willis Simons of the Painters Union and Secretary-Treasurer, Kern-Inyo-Mono Counties Central Labor Council, was elected to replace him.

## COMMITTEE CHANGES

Since the Federation's last convention, the Executive Council has been assisted in its work by its seven regular standing committees.

Due to the death of Vice President Sigmund Arywitz and the resignation of Vice President James B. Booe, the composition of these committees has changed during this period.

These committees served prior to the meeting on September 15, 1976.

## LEGISLATION

Max J. Osslo, chairman; Richard K. Groulx; M. R. Callahan; William G. Dowd; Leo Mitchell; Morris Weisberger; and Ray Wilson.

## EDUCATION

T. A. Small, chairman; Steve Edney; Fred Fletcher; John F. Crowley; Edward Shedlock; and Bennie Arellano.

## SAFETY AND OCCUPATIONAL HEALTH

Leo Mitchell, chairman; Hal Shean; Joseph R. Garcia; John F. Crowley; J. J. Twombly; Alfred K. Whitehead; and Joseph Pinto.

## HOUSING

John A. Cinquemani, chairman; Lamar Childers; C. A. Green; Richard K. Groulx; Paul Miller; and Ray Nelson.

## COMMUNITY SERVICES

Loretta Riley, acting chairperson; Ches-

ter Migden; William Greaff; Lloyd J. Lea; Frank S. McKee.

### CIVIL RIGHTS

Ray S. Mendoza, chairman; Manuel Dias; Harry Finks; Stan Jensen; James P. McLoughlin; and Cornelius Wall.

### UNION LABELS, SHOP CARDS AND BUTTONS

Harry Finks, chairman; Joseph R. Garcia; Bennie Arellano; James P. McLoughlin; Loretta Riley; and Cornelius Wall.

## 1976 CONVENTION

The selection of Sacramento as the convention city for 1976 was determined by action taken at the 1974 convention.

At the Council's March 6-7, 1975 meeting in Sacramento, the executive secretary-treasurer pointed out that although the Federation's constitution provides that the biennial convention be held in the week of the third Monday of August in even numbered years, it contains a proviso that the Executive Council may change that date if it deems necessary.

The Executive Secretary-Treasurer noted that the extension of the state legislative sessions into August would make it difficult to concentrate on the convention at that time and the Council subsequently approved a motion for the convention to be held September 20-24, 1976 in Sacramento.

Preliminary plans for the Federation 1976 convention were reviewed during the Council's June 10-11, 1976 meeting in Santa Rosa.

At the same meeting the Council scheduled its pre-convention meeting to be held Wednesday, Thursday and Friday, September 15, 16 and 17 at the Hotel Senator in Sacramento, headquarters hotel for the Federation's 11th Convention.

The convention itself is scheduled to open at 10:00 a.m., Monday, September 20, 1976, at the Sacramento Community Convention Center.

The Executive Council will develop and approve proposed policy statements to be submitted to convention delegates for their consideration and attend to other pre-convention details, including consideration of recommendations to be made to convention delegates on the endorsement of candidates in the November 2 general election at its September 15-17, 1976 meeting.

Fraternally submitted,  
The Executive Council  
California Labor Federation, AFL-CIO,  
John F. Henning, *Executive Secy-Treas.*

Albin J. Gruhn, *President*  
Manuel Dias, *General Vice President*

Bennie Arellano  
Dina G. Beaumont  
M. R. Callahan

Jerry P. Cremins

John F. Crowley

William G. Dowd

Steve Edney

Harry Finks

Fred D. Fletcher

Joseph R. Garcia

C. Al Green

Richard K. Groulx

Stanley Jensen

Lloyd Lea

Frank McKee

James P. McLoughlin

Ray S. Mendoza

Chester L. Migden

Paul Miller

Leo Mitchell

Raymond K. Nelson

Max J. Osslo

Joseph Pinto

Loretta Riley

William Robertson

Willis Simons

Hal Shean

T. A. Small

J. J. Twombly

Cornelius C. Wall

William Ward

Morris Weisberger

Alfred K. Whitehead

Ray Wilson

—Vice Presidents

# REPORT OF THE SECRETARY-TREASURER

**Sacramento, California**

**September 1, 1976**

To the Eleventh Convention of the California Labor Federation, AFL-CIO . . .

Greetings:

This report reviews the activities of the Federation for the two years following the 1974 Convention held in San Diego. Federation activities since 1974 have been wide ranging, extending from major successes in the legislative field to consumer affairs, programs to strengthen the California economy, and assistance to affiliates.

## Economic Overview

The recession which began in 1973, accompanied by inflationary pressures, continues. This condition was initially brought about by the disastrous policies of President Richard Nixon and the Federal Reserve chairman, Arthur Burns. Since President Gerald Ford has taken office, the policies have remained essentially the same.

The restrictive monetary and fiscal policies which were designed to curb inflation could not do so, but only added to pressures on prices causing the recession to be prolonged. Clearly the consumer has been through two more battering years. We have just experienced the highest rates of inflation since the outbreak of the Korean War, with price increases particularly large for food and energy. Interest rates reached unheard-of levels. Real disposable incomes had the longest and largest decline in many years, resulting from the combined efforts of rising unemployment, declining hours of work, fewer new hires, low utilization of industrial capacity, and rising inflation. All of these events were compounded by the Arab-dominated oil cartel's six-month embargo and a more than fourfold boost in crude oil prices.

Unemployment reached the highest levels since the Depression, peaking at 8.9% in May of 1975. These rates, which were high for all groups of workers, heads of households, women, minorities, skilled and unskilled, were kept high by the Administration to fight inflation. Yet inflation and recession persist as the rate of increase in the CPI for 1975 was 7%, and is near that level for 1976.

Furthermore, unemployment is currently on the rise again. In August, 1976, the

national rate was up to 7.9%, representing 7.5 million persons unable to find work. If workers who have left the labor force because they could not find work and part-time workers who want to work full time are included in the unemployment count, the real rate would be 10.5%. In California, the rate is up to 9.9%, representing nearly a million unemployed. California's unemployment rate has remained consistently 2 percentage points above the national average, underscoring the greater impact the recession has had on this state.

To reverse these trends and provide stimulus for growth which will create jobs, it is necessary to seek leadership in our executive branches of state and federal governments which will institute those economic policies designed to benefit the working majority of our citizenry.

## STATE AND NATION

### The Economy

During the past two years, Administration spokesmen have argued against taking significant steps to markedly alleviate the unemployment problem, claiming such actions would activate inflation and cause higher budget deficits. They ignore the fact that when this Republican Administration began tinkering with the economy in February 1969, unemployment was 3.4% and the inflation rate was only 4.2%. All the Administration did was drive up the rate of unemployment while achieving the highest rate of inflation in over 25 years.

Today unemployment is somewhat lower than a year ago, but is at a higher level than at any time between 1950 and 1975, while inflation doggedly persists.

Organized labor has consistently opposed the concept that there is a direct trade-off between unemployment and inflation. We have repeatedly argued that both unemployment and inflation are serious problems and that both should be attacked simultaneously. Recent economic developments prove the validity of that position.

The inflation we have been experiencing is not due to the classical "too many dollars chasing too few goods" (in other words not by overheating of demand), but rather by several shocks to the economy in the form of quadrupled oil prices and commodity shortages.

It is continuing now, however, because of shortages that have developed due to idle industrial capacity. Restrictive monetary policy and high interest rates have precipitated the housing depression and the ensuing shortages, as well as increased financing and land costs, have driven the prices of housing up out of the reach of most Americans. Restrictive monetary policy has also contributed to the slump in industrial production and high interest rates. Since purchasing power has gone down for most workers during these past three years, goods and services have not been purchased fast enough, so producers increase prices in an effort to keep profit margins high, which just reinforces the whole "recession with inflation" process.

On the budget, social insurance and welfare programs can be financed easily, without inflation, if there was true tax justice. But more importantly, a fully employed economy would turn tax users into tax payers. For every 1% drop in the unemployment rate, \$16 billion dollars is added to the Treasury in the form of increased tax revenue and decreased welfare outlays and Unemployment Insurance costs. In our present situation, increased industrial production, which means lower unit costs and increased sales, will reduce inflation. Inflation cannot be conquered by purposefully incurring a recession and holding down purchasing power. The real key to ultimate control of inflation is a healthy, fully employed economy. Using a recession to fight inflation is simply a horrendous waste of human and other resources.

America is in dire need of comprehensive economic management which is directed toward restoring health to our free enterprise system through full employment. Congress must enact the Humphrey-Hawkins Full Employment and Balanced Growth Act.

Humphrey-Hawkins establishes the right to employment. To support that right this act commits the U.S. Government to fundamental reform in the management of the economy so that full employment and balanced growth are achieved and sustained. This includes the creation of a permanent institutional framework within which the President, Federal Reserve Board, and the Congress are systematically encouraged to develop and establish economic goals and policies necessary to provide productive employment for all adult Americans, as well as mandating specific employment programs to achieve the goal of 3% unemployment as soon as possible, but within not more than four years.

The President and Federal Reserve must make specific proposals to achieve these goals. Fiscal and monetary policies must be used in an optimum manner also. Strong anti-inflation provisions are included which mandate that certain actions be taken in sectors that are experiencing inflationary pressures, and policies directed at increased productivity and anti-trust enforcement are encouraged and strengthened to check these pressures.

In addition, there are supplementary employment policies which vary according to economic conditions. The President must submit a comprehensive program which will include public service employment, standby public works, anti-recession grants for State and local governments, skill training in both public and private sectors, etc. All this will be automatically implemented during periods of high unemployment and allocate employment assistance to areas of highest unemployment to provide for a well-balanced combination of job creation and related activities in both the private and public sectors, as well as incorporate transitional mechanisms to aid individuals in returning to regular employment as the economy recovers.

All full employment policies are designed to provide quality jobs that strengthen income and eliminate substandard earnings, integrate existing income maintenance policies with the full employment policies established by this act, and substitute work for income maintenance to the maximum extent feasible.

## Unemployment

The annual average unemployment rate in 1975 was 8.5%, and in August of 1976 stood at 7.9%. Yet for certain segments of the work force, the rates were much higher: 13.0% for blacks and other minorities, 19.9% for teenagers and up to 30% in various construction trades. Since President Ford took office, weeks before our last convention, unemployment has increased from 5.5% of the labor force or 5 million people, to 7.9%, or 7.5 million.

Unemployment affects one out of every ten workers. Adding to the "officially" unemployed those discouraged workers who have given up looking for non-existent jobs and part-time workers who want and can not find full-time jobs, the unemployment rate is actually 10.5%.

Four-fifths of the nation's labor market areas are still suffering from substantial unemployment—over 6%. In June, 124 out of 150 major labor market areas had sub-

stantial unemployment, not much better than the peak of 135 in September of 1975.

Employment in manufacturing and construction is still way below pre-recession levels. In June, 1976, there were 1,400,000 fewer jobs in manufacturing and 687,000 fewer jobs in construction than there were in December 1973. There was also a loss of nearly 200,000 jobs in transportation and public utilities.

During 1976, some 20 million workers, about one out of every five, will have one or more spells of joblessness.

In California, the recession also hit the construction and manufacturing industries the hardest. Over 35,000 construction jobs and 100,000 manufacturing jobs have been lost since 1974. Overall, the annual average unemployment rate for California in 1975 was 9.9%, the highest level for a year since publication of the series was initiated in 1950.

### Prices

Prices increased at a double-digit rate through the first quarter of 1975 in both California and the nation. Currently inflationary pressures have moderated somewhat, but prices continue to grow above a 6% annual rate. Predictions for the next 18 months put the inflation rate between 6 and 7%.

Restrictive monetary and fiscal policies of Arthur Burns of the Federal Reserve, Alan Greenspan of the Council of Economic Advisors, and William Simon, Secretary of the Treasury, have not eliminated inflation, but have aggravated it and kept it going. Full use of our productive resource, and particularly full employment is the only way we can permanently eliminate inflation by relieving many of the shortages which continue to exert pressure on prices.

### Wages

The American worker has lost ground to the relentless treadmill of living costs expanding faster than the paycheck. Since the last Convention, the squeeze on the worker has been tightened by an unprecedented inflation and the worst unemployment in 30 years. Even workers employed full-time and year around saw the buying power of the average weekly take-home pay remain around the level it had been back in 1965.

In California, the average take-home weekly pay, adjusted for inflation, of the

production workers in manufacturing is below the level it was in 1968.

This squeeze on the buying power of earning constitutes a severe problem for workers and their families and has a depressing effect on the whole economy. The average worker, even when employed, often cannot maintain a modest standard of living from his or her earnings.

### Profits

Big business profits have shot up again in spite of the below-capacity production. In the first quarter of 1976, corporate profits were up 47% over the profit level in the first quarter of 1976, the highest first quarter earnings surge in 17 years. The after-tax profit rates for the second quarter, according to a Wall Street Journal survey of 541 corporations, averaged up to 33% above the second quarter of last year.

This and other surveys indicate that in the midst of economic turmoil, large corporations have been successful in securing their profits.

## LEGISLATIVE ACTIVITIES

### 1975 SESSION

More legislation of lasting significance to California workers was enacted during the 1975 session than at any time in the history of this state. The twenty-four bills enacted into law by the 1975 session of the State Legislature reached into many, long-neglected areas. They finally opened the way to collective bargaining rights for farm workers (and to unemployment insurance coverage, as well) and for teachers and other school employees. They contributed important improvements and extensions of the state's social insurance programs, including an increase in the lagging maximum unemployment insurance benefits. They prohibited employers from converting employees' tips to reduce even further the meager wages of service workers. They imposed overdue restraints on the abuse of restraining orders and temporary injunctions in labor disputes. They ordered the University of California to pay prevailing wages to construction workers. They provided for voter registration by postcard. The nation's economic plight is acknowledged in measures intended to prime the state's lagging housing industry and to increase and strengthen the financial underpinning of unemployment insurance. The list is long and impressive.

### Labor Relations

- a bill which extended collective bargaining rights and secret ballot union representation elections to farm workers, and established the Agricultural Labor Relations Board;
- a bill which extended collective bargaining rights to employees of California's public schools and established the Education Employment Relations Board;
- prohibition of the use of professional strike breakers in labor disputes;
- restriction of the unfair use by employers of temporary restraining orders and preliminary injunctions in labor disputes.

### Social Insurance

- increase in the maximum unemployment insurance benefits from \$90 to \$104 a week;
- extension of unemployment insurance protection to farm workers;
- facilitation of the claimant's right to be represented by counsel or agent;
- provision of free choice of physician in workers' compensation cases;
- extension of full workers' compensation coverage to household domestics and gardeners;
- allowance for claimant to obtain disability insurance benefits during a trade dispute if disability did not arise from the dispute.

### Working Conditions

- prohibition of any employer taking any part of a tip left for an employee or crediting any part of tips against wages due;
- outlaw of industrial homework in garment production in California;
- requirement of the University of California state universities to set up grievance procedures, culminating in arbitration;
- requirement that an employer allow an employee to inspect personnel files that have been used to determine his or her qualifications for employment, promotion, additional compensation, termination, or other disciplinary action;
- exemption of theater employees from prosecution for obscenity where obscene films are shown;

- increase of the bar pilots' rates in San Francisco, San Pablo, and Suisun bays.

### General

- authorization of a \$950 million program to provide low-interest loans to aid the state's depressed housing industry;
- requirements of supermarkets using computerized checkout systems to mark packaged food items with their prices;
- permission of voter registration by postcard;
- requirement of an adjustment in the formulation program to change the assessed valuation per unit of average daily attendance for grades K-12 and community colleges;
- requirement that trucks and other carriers regulated by the Public Utilities Commission or the Interstate Commerce Commission to display their permit numbers or other identifying symbols on their doors;
- provision that opening cargo containers shall not necessarily result in loss of immunity from taxation for such imports;
- exemption from personal property taxation in full personal property manufactured or produced outside California and brought into the state for transshipment in foreign commerce.

## 1976 SESSION

There were twelve California Labor Federation backed bills to win approval of the legislature during the 1976 session which have far reaching implications for workers in the areas of workers' compensation, minimum wages, farm labor, and public employment. The bills achieve the following:

### Social Insurance

- the biggest boost in history in maximum temporary disability benefits, from \$119 to \$154 a week, increases in the death benefits to \$50,000 and \$55,000, and increases in the maximum permanent total disability from \$119 to \$154 per week;
- extension of disability insurance benefits to women workers with normal pregnancies up to three weeks prior to and three weeks after delivery.

### Industrial Welfare Commission

- assurance that the California minimum

wage is kept at least as high as the federal minimum wage;

- stipulation that the Industrial Welfare Commission be composed of two labor, two management and one public representatives, and that members of both sexes shall serve on the commission;

### **Labor Relations**

- protection of the tenure and seniority rights of teachers and other employees of the California State University and Colleges;

- establishment of the right for state employees to see material in their personnel files and to request amendment of errors in such files;

- provision that collective bargaining agreements between an employer and a labor organization be binding on any successor employer for the duration of that agreement;

- requirement of owner-operators to withhold state income taxes from wages due just as other employers are required;

- establishment of the right for union bargaining representatives to handle union member's wage claims before the State Labor Commission;

- requirement that farm workers be paid once every two weeks and prohibition of employers from forcing farm workers to forfeit their vested vacation time if they quit or are terminated;

- requirement that farm labor contractors supply growers with a pay roll list containing data on all employers working for the grower.

### **Consumers**

- prohibition of the State Public Utilities Commission from granting telephone companies the right to charge customers for directory assistance service.

## **INITIATIVE ACTION**

### **PROPOSITION 17**

This Federation was instrumental in defeating the initiative to block completion of the New Melones Dam. Completion of this dam will mean added water supplies, flood control, irrigation, and vastly expanded recreational areas as well as help clean up the pollution of the Stanislaus River. The defeat of this measure was a

major victory for all Californians particularly in light of the state's need to spur job opportunities during the recession and to maximize the development of clean hydroelectric power to help meet the nation's energy shortage.

### **PROPOSITION 15**

In 1976, all eyes were on California for the first voting on a series of "nuclear initiatives" which were appearing in several states. The California Labor Federation was a leading factor in the overwhelming two-to-one defeat of the measure which would have paralyzed the nuclear industry at a time when the economy was racked with shortages in basic energy resources. Not only was clean, plentiful energy necessary to get the economy on the road to recovery, but it was and still is crucial that energy independence be achieved as soon as possible to reduce our vulnerability to economic sabotage.

Proposition 15 was aimed at forcing a moratorium on nuclear power development in the state. It would have required the state's three existing nuclear power plants to cut back on their output unless federal liability limits were removed and unless both houses of the state legislature determined by two-thirds vote that nuclear safety systems were effective and that radioactive wastes could be stored safely.

The California Labor Federation received high praise from AFL-CIO President George Meany for presenting a complex and emotional issue to the voters of this state. Because of our efforts a major roadblock to progress was not allowed to be erected.

## **ADMINISTRATIVE ACTIVITIES**

### **Industrial Welfare Commission**

Your Secretary-Treasurer appeared before many state and federal bodies, legislative committees, commissions, and boards to testify in behalf of the working men and women of this state seeking improvements in working conditions for California unionists.

In the early months of 1976, the Industrial Welfare Commission held industry-wide wage board hearings and this Federation was integrally involved in disseminating information to the representatives of labor in preparation. In addition, your Secretary-Treasurer appeared before the Commission to protest the meager proposed increase in the minimum wage from

\$2.00 to \$2.50 per hour, the current "poverty" wage is \$2.81 per hour, and this Federation had demanded that \$3.00 per hour was the minimum that could be considered adequate to sustain a decent and proper living.

Other appearances included testimony before the Congressional Joint Economic Committee, and Senate Committee hearings on the Westland Water District. In addition, other members of the Federation's staff have been appointed to serve on various state advisory boards, commissions, and study groups over the past two years.

## ASSISTANCE TO AFFILIATES

### "Jobs Now" Rally Sacramento

In March of 1975, the Federation organized a march on the Capitol in Sacramento to urge that action be taken immediately to turn rising joblessness around. Governor Edmund G. Brown, Jr. and Senator John V. Tunney spoke to thousands of workers in drizzling rain. The rally impressed upon legislators the urgency of action to be taken at the time when California's unemployment figures were approaching record levels. Furthermore, the rally urged that enduring economic changes be made in the fabric of this nation and that there should be constitutional guarantees of employment for all those willing and able to work. Specifically, the rally urged that legislation be enacted to stimulate the housing industry and creation of public works projects, collective bargaining be extended to farmworkers and public employees, and that unemployment benefits be increased and coverage broadened.

### Los Angeles

Thousands of trade unionists also marched on City Hall in Los Angeles, protesting that area's 10 per cent unemployment level and demanding immediate action by both the state and federal governments. Mayor Tom Bradley spoke to the rally and pledged his support to the principles of the demonstrators.

### Short-handed Hoe

The Federation was instrumental in securing a ban on the use of the short-handed hoe which caused wide-spread and

irreparable damage to the backs of farm laborers. Based on a State Supreme Court ruling which cited the short-handed hoe as "an unsafe hand tool," the State Division of Industrial Accidents prohibited its continued use. The order gave substantial relief to nearly 50 per cent of field laborers.

## Agricultural Labor Relations Act

In 1975, historic legislation was enacted extending collective bargaining rights to farm workers in California. This Federation played a key role in bringing all parties together and working out a viable and far reaching law. The result of a special session of the legislature, it created an Agricultural Labor Relations Board to oversee elections and labor negotiations between workers and growers, and is empowered to hear charges of unfair labor practices. This mechanism, similar to the National Labor Relations Act, provided the mechanism whereby the workers chose overwhelmingly to designate the United Farm Workers, of America, AFL-CIO as their bargaining representative.

### San Francisco Police and Fire Fighters

This Federation provided firm support for the San Francisco police and fire fighters who were on strike over a pay dispute. The strike came about only when affected public employees were left no alternative by hysterical and vindictive politicians. Your Secretary-Treasurer emphasized the lack of effective bargaining procedures for public workers in California and again called on the legislature to act on this priority issue.

### Farm Workers

Your Secretary-Treasurer strongly urged the U.S. Attorney General to launch an immediate investigation of the violations of civil rights of farm workers by Posse Comitatus, a heavily armed group of vigilantes that barred farm worker organizers access to field workers in the Stockton area. The investigation was urged to probe the financing of the organization as well as its action program in labor relations and vigilante law enforcement.

### Teachers

The California Labor Federation has extended full support to the California Federation of Teachers in their bargaining drive. Statewide support is being coordi-

nated to assist CFT locals in gaining badly needed economic benefits for teachers. Membership in the CFT has tripled since 1968 and has been on the forefront of legislation, legal defense, and militancy for educators.

### **S.F. City Workers**

Your Secretary-Treasurer organized a rally of hundreds of AFL-CIO delegates to march on City Hall in protest of the vicious anti-labor actions taken by the Board of Supervisors in their refusal to negotiate with the city's craft workers. In denouncing the tactics of the supervisors, it was highlighted that political capital was not to be made by denying city workers their rights.

Also, this Federation gave financial assistance to the Muni Drivers Strike Fund to aid muni drivers who had been honoring the municipal craft workers' strike. The S.F. muni carmen had steadfastly demonstrated the unity essential to the protection of workers' rights, and had done so at great personal sacrifice.

### **A. Philip Randolph Institute**

Nearly four years ago Bayard Rustin, Executive Director of the A. Philip Randolph Institute, told a national conference of black trade unionists that the major challenge facing the black political movement in the United States is "getting Richard Nixon out of the White House."

A. Philip Randolph Institute chapters in California are currently seeking the active participation of minority group members outside of the labor movement as well as trade unionists in their voter registration, education, and get out the vote efforts. Harry Jordan of the Federation staff is assigned the task of coordinating these activities.

The AFL-CIO has been in the vanguard of every fight for every piece of civil rights legislation enacted in the past 17 years.

It has also fought for national health care, for full employment policies, for social security improvements, child care facilities, and equality in education.

The fact is indisputable that unionism is the best hope for all minorities.

### **Labor Council for Latin American Advancement (LCLAA)**

The Labor Council for Latin American Advancement, a dream long nurtured by

U.S.-Latin American trade unionists, is an organization with strong support from the AFL-CIO and the California Labor Federation.

California Labor Federation Vice President Ray Mendoza, an international representative of Laborer's International Union, is president of the organization.

The Council is working to advance social, economic, and cultural opportunities of all Latin Americans in the nation's work force. It is concentrating particularly on voter education and voter registration work. Staff man Bill Gallardo is coordinating the efforts. Delegates at the Council's founding convention agreed to work within the political structure of the labor movement and will not engage in endorsement of political candidates.

### **Pilipino Bayanihan, Inc.**

The Filipino Americans in California have been almost an invisible minority group. Your Secretary-Treasurer is Chairman of the committee established to help in the creation of the non-profit organization known as Pilipino Bayanihan, Inc. It will set up a community Service Center for Filipino-Americans in Stockton.

The Center serves the needs of hundreds of Filipino men who were lured to the United States in the 1920s and 30s as a source of cheap farm labor and who now, due to language and other problems, face great difficulties in getting the services they need on their minimum social security benefits.

Long-range plans of the organization include expansion of the community center services to other groups of the Filipino community and the construction of retirement villages built on a studio apartment model with a cafeteria for meals.

The villages would include a health clinic and a community center for recreational and educational programs.

The retirement villages would also provide work opportunities such as vegetable gardening to enable residents to keep physically active and earn credits against the cost of their room and board.

### **International Affairs**

During the last two years many foreign visitors representing their countries or organizations within their countries have paid visits to the California Labor Federation, AFL-CIO, offices as a part of their study of the American labor movement. Between July of 1974 and July of 1976 we

have entertained visitors from the following countries:

Belgium, Israel, Japan, Germany, Norway, Venezuela, France, New Zealand, Denmark, England, Surinam, Italy, and Guatemala.

Arrangements for most of the foreign visitors were made by members of our foreign service in the Department of State or by representatives in the Department of Labor.

In addition your Secretary-Treasurer represented a program of continuing AFL-CIO contact with the trade union movement of Norway. Meeting with various trade union and government officials, it was noted that their economy sustains an unemployment rate of less than one per cent and provides free, medical, dental, and university education for the general public, relieving the burdens borne now by low and middle income workers in the United States.

### **National AFL-CIO Convention**

The California Labor Federation was host to the 11th Constitutional Convention of the National AFL-CIO in San Francisco in October of 1975. The convention produced sound proposals for the resolution of the economic and social ills of America as well as highlighting the precarious position the country was in due to the ruinous policies of two Republican Administrations. Labor leaders and representatives from all over the country participated in the convention and your Secretary-Treasurer was proud to welcome them.

## **CONFERENCES**

### **Joint Legislative Conference 1975**

Hundreds of AFL-CIO representatives throughout the state converged on Sacramento to press for action on a wide range of legislation to benefit California workers and consumers. Officials heard from Governor Brown that job opportunities must be made available for all Americans. Senator Deukmejian stressed that workers were being asked to bear an inordinate share of the burden of efforts to preserve the environment and called for a modern partnership of labor, government, and business to secure more jobs.

The three-day joint legislative session was sponsored by the Federation, the State Building and Construction Trades Council and the State Council of Carpenters.

Focusing on a variety of measures aimed at creating jobs and protecting and improving the rights of workers and consumers, your Secretary-Treasurer reviewed the progress of Federation-backed legislation, emphasizing the last minute fight to kill the disastrous "right to work" or compulsory open shop amendment to the farm worker collective bargaining bill.

Additional speakers at the conference included Lieutenant Governor Mervyn Dymally and Senate Speaker Pro Tem James R. Mills.

### **Joint Legislative Conference 1976**

The California Labor Federation, AFL-CIO, in conjunction with the State Building and Construction Trades Council, AFL-CIO, conducted a 1976 Joint Legislative Conference in Sacramento on May 10. The 500 delegates present heard from guest speakers Lt. Governor Mervyn Dymally, Assembly Speaker Leo McCarthy, Senate Majority Leader David Roberti, Senate Minority Leader George Deukmejian, and Assembly Minority Leader Paul Priolo.

The delegates reviewed pending legislation ranging from workers' compensation and job creation, to price marking of consumer items and financial support of education.

Your Secretary-Treasurer gave notice to the legislature that the Federation demands the continuation of progressive legislation in the name of the people we represent, and that we will continue to press for action on measures to strengthen workers' rights and benefits.

### **1974 UI-DI Conference**

The California Labor Federation, AFL-CIO, conducted a two day Unemployment Insurance - Disability Insurance Educational Conference in December at the Hilton Hotel in Fresno. The officers and members of local unions heard Assemblyman Alister McAlister, the chairman of the Assembly Committee on Finance and Insurance discuss the prospects for legislation in the area of social insurance for the upcoming session. The conference also covered representation of a union member before a referee and the appeals board process, and recent legislation and court decisions involving disability insurance claims.

### **1975 UI-DI Conference**

An educational conference on Unemployment Insurance and Disability Insurance

was also held in Oakland in December. Your Secretary-Treasurer stressed that the unemployment insurance system was not set up just to provide a cushion for jobless workers, but to save the free enterprise system itself, and that we trail the western industrialized nations in providing health and welfare benefits for our work force. The conference adopted a number of resolutions to help improve the UI-DI programs in California.

### **Alcoholism**

This Federation conducted a two day educational conference on alcoholism in September, 1974, in Los Angeles. The featured speaker was Leo Perlis, director of the AFL-CIO Department of Community Services. Union members learned the effects alcoholism can have not only on the family, but on the job site. The AFL-CIO has joined with the National Institute on Alcohol Abuse and Alcoholism to focus more attention on the alcoholic and the incipient alcoholic and to develop full-time labor staff to cope with the problems on a statewide and local basis.

The conferees also heard from State Senator Arlen Gregorio that alcoholism in the U.S. is a health threat that is out-ranked only by cancer and heart disease and that it affects one out of every ten drinkers.

Other speakers brought out the facts that programs to combat alcoholism have been successful in bringing about an 80% recovery rate; an 85% reduction in lost man hours; a 70% reduction in sickness and accident benefits paid; and a 47% reduction in sick leaves.

### **Occupational Safety and Health Conference**

A two-day educational conference on Occupational Safety and Health, sponsored by this Federation, was held in November, 1974, in San Francisco. Some 200 trade unionists from throughout California studied ways to develop better safety programs. The conference featured federal and state experts on implementation of the 1970 Occupational Safety and Health Act as well as films and workshops on specific safety problems such as medical screening, cancer-causing agents and physical hazards such as noise, heat, vibration, radiation, and stress factors.

Richard Wilkins, chief of the California Division of Industrial Safety, disclosed that since his department shifted from its policy of seeking voluntary compliance to one of strict enforcement of procedures,

over 11,000 inspections were made and over 8,000 notices of violations issued.

Other speakers included Don Vial, then chairman of the Center for Labor Research and Education of the University of California at Berkeley, and Dr. Joseph K. Wagoner, director of the Division of Field Studies and Clinical Investigations of the National Institute of Occupational Safety and Health.

One of the many points brought out at the conference was that health and safety problems can also serve as effective tools in organizing drives.

### **Women in the Work Force**

The need for greater participation by women workers both in their local unions and in politics was stressed at the California Labor Federation's all-day conference on "Women in the Work Force" on February 21, 1976. This was the third year in which a conference was held on the subject of women workers.

Margaret Thornburgh, Western Director of the AFL-CIO's Women's Activities Department pointed out that women constitute 40 percent of the workforce and that the time has come for women to demand their rights while accepting the responsibility that goes with achieving this.

Workshops were conducted on legislation, political action, participation in unions, and the State Industrial Welfare Commission's Wage Orders. Your Secretary-Treasurer noted that the women's struggle is part of the struggle of all workers and that we cannot have a prosperous women's work force as long as we are in the midst of a recession, and urged that we all work together for a fully employed economy.

Other speakers included Kathleen Nolan, president of the Screen Actors Guild, Loretta Riley, president of the California State Council of Culinary Workers, Jackie Walsh, member of the Industrial Welfare Commission and president of the San Francisco Joint Council of Culinary Workers, and Dina Beaumont, International Vice President of the Communication Workers of America's District 11.

### **Let's Get Involved**

"Let's Get Involved" was the theme of the second California Labor Federation Women's Conference held in San Francisco in March, 1976. Over 200 participants, largely trade unionists from northern California, heard Rose Elizabeth Bird,

secretary of California's Agriculture and Services Agency, deliver the keynote address. She emphasized that the goal of the movement of working women is not to see a few individuals achieve highly visible "token" positions, but to secure gains for the vast majority of women. The conference was conducted in a similar fashion to the one in Los Angeles the previous month.

### Public Employees

Over 250 trade unionists went to Sacramento to attend the California Labor Federation's educational conference on public employees. The two day conference was highlighted by the evening address of W. H. (Howie) McClennan, president of the National AFL-CIO Public Employees Department. He pointed out that public employees face serious problems in their efforts to win better conditions until the current recession and high unemployment are a thing of the past. He also pointed to the need for substantial change in the minds of legislators which hopefully, with labor's help, will come about in November.

The two days of sessions were opened by Lieutenant Governor Mervyn Dymally, a former teacher, who told the conferees that the public must be made aware of the universal benefits of a collective bargaining law for public workers.

Senator Ralph Dills pointed out that the California AFL-CIO backed measure to provide comprehensive collective bargaining for all public employees was defeated this year because of all the amendments put in by so-called "friends" of labor.

Your Secretary - Treasurer emphasized that all candidates seeking endorsement for the November 2 general election will be asked and judged by how they stand on this issue.

Other speakers and panelists included Assemblyman Wadie Deddeh, Dan Mundy, legislative representative of the AFL-CIO Building and Construction Trades Department, Jonathan Lewis, president of the California Tax Reform Association, John Crowley, secretary-treasurer of the San Francisco Labor Council, Richard Groulx, executive secretary of the Alameda County Central Labor Council; and Art Bierman, president of the United Professors of California, an affiliate of the American Federation of Teachers, AFL-CIO.

## SCHOLARSHIP PROGRAM

The Federation conducted its annual scholarship award program in both 1975

and 1976. In 1976 a record 33 winners for the \$500 scholarships, the highest number to date in the 24 year history of the contest were awarded. Twenty-seven of the 33 scholarships awarded were offered by Federation affiliates with the balance being offered directly by the Federation. The scholarships sponsored by the Federation itself are known as the Haggerty-Pitts Memorial Scholarships in honor of two late executive officers of the State AFL-CIO—C. J. (Neil) Haggerty and Thomas L. Pitts. The following is the list of the 29 winners in 1975.

### 1975 Winners

**Alameda County**—John R. Hemphill, 17, of 4508 Eull Court, Pleasanton of Amador Valley Joint Union High; and Josef Leitmann, 17, of 285 Fairlawn Drive, Berkeley of Berkeley High.

**Los Angeles County**—John Breckenridge, 17, of 3212 Menlo Drive, Glendale, of Crescenta Valley High; Carol Bremner, 17, of 1680 Walworth Avenue, Pasadena, of John Muir High; Michael Davis, 17, of 5907 North Premiere, Lakewood, Mayfair High; Jack Elhai, 16, of 11448 Victoria Avenue, Los Angeles, of Venice High; Michael L. Fisk, 18, of 1256 Third Street, Manhattan Beach, of Mira Costa High; Cliff Fonstein, 17, of 252 El Camino Drive, Beverly Hills, of Beverly Hills High; Solomon Friedberg, 16, of 12612 Martha Street, North Hollywood, of Ulysses S. Grant High; Penni Frisch, 17, of 920 John, Manhattan Beach, also of Mira Costa High; Harry Glicker, 17, of 12024 Hammack Street, Culver City, also of Venice High; Karen Hirayama, 17, of 1955 Arthur Avenue, Pomona, of Ganesha High; Enrico Lombardino, 17, of 1141 Marcellus Street, Long Beach, of David Starr Jordan High; Betty L. Meshack, 16, of 8214½ Hooper Avenue, Los Angeles, of Westchester High; Gary Ostroff, 17, of 22716 Cass Avenue, Woodland Hills, of Taft High; Aaron Paley, 17, of 5516 Ethel Avenue, Van Nuys, also of Ulysses S. Grant High; and Thomas J. Votava, 17, of 1228 Euclid Street, Santa Monica, of Santa Monica High.

**Monterey County**—Cheryl E. Russell, 18, of 23042 Muleta Place, Salinas, of Salinas Union High.

**Orange County**—Robin B. Gordon, 17, of 1845 El Paso Lane, Fullerton, of Sunny Hills High; Marcus N. Gunkel, 18, of 5396 Kenosha Lane, Irvine, of University High; Marilyn Mitchell, 17, of 820 South Dennis, Santa Ana, of Los Amigos High; and Joseph A. Schneider, 18, of 2113 West Roberta, Fullerton, of Servite High in Anaheim.

**San Joaquin County**—Maureen A. Bagley, 17, of 435 North Tuxedo Avenue, Stockton, of St. Mary's High.

**San Mateo County**—Rebeca del Pilar Anderson, of 1553 Eastmoor Road, Burlingame, of Mills High in Millbrae; and Carol Lansdell, 17, of 1719 Lexington Avenue, San Mateo, of Aragon High.

**Santa Clara County**—Mary T. Koehmstedt, 17, of 6034 Ostenberg Drive, San Jose, of Leland High.

**Shasta County**—Edward Lysek, 18, of 3965 Roesner Avenue, Redding, of Enterprise High.

**Solano County**—David G. Meyer, 17, of 507 Azalea Way, Vacaville, of Vacaville High.

**Ventura County**—William L. Miles, 17, of 4004 South G Street, Oxnard, of Hueneme High.

#### Co-Sponsors Named

Of the 29 scholarships awarded in 1975, 25 were made available through the direct co-sponsorship of the following Federation affiliates:

Building and Construction Trades Council, Orange County; Butchers Union Local 120, Oakland; Butchers Union Local 498, Sacramento; Carpenters Ladies' Auxiliary, California State Council; California State Council of Carpenters;

California State Council of Culinary Workers, Bartenders and Hotel Service Employees; California State Council of Lathers; Communications Workers of America, Southern California Council; Culinary Alliance, Local 681, Long Beach; Culinary Workers and Bartenders Union Local 814, Santa Monica; Joint Board, Culinary Workers and Bartenders and Hotel, Motel and Club Service Workers, San Francisco; Los Angeles Building and Construction Trades Council;

Los Angeles District Council of Carpenters; Northern California District of Laborers; Provision House Workers Union Local 274, Los Angeles; San Diego-Imperial Counties Labor Council; Southern California District Council of Laborers; Southwestern States Council of Retail Clerks;

State Building and Construction Trades Council of California; Transport Workers Union of America, Local 250 A; United Cannery and Industrial Workers of the Pacific, Wilmington; United Transportation Union, California State Legislative Board; Western Federation of Butchers; and two scholarships sponsored by the California Federation of Teachers.

#### Thirty-Three Winners in 1976

The 33 winners of the \$500 scholarship awards offered were selected from over 1,200 students representing more than 500 public and private high schools throughout the state who competed in a two-hour examination. The 1976 winners are listed below:

**Alameda County**—Deborah A. Gilpatrick, 18, of 5865 Hansen Drive, Pleasanton, of Amador Valley High.

**Contra Costa County**—Seth Benezra, 17, of 1040 East Meadow Avenue, Pinole, of Pinole Valley High; and Kathleen M. Gaines, 18, of 82 Hillcrest Drive, Orinda, of Campolindo High.

**Fresno County**—Richard G. Dodds, 17, of 5768 N. Fifth Street, Fresno, of Hoover High; and Cynthia K. Lopez, 18, of 4912 E. Butler, Fresno, of Theodore Roosevelt High.

**Mendocino County**—James Calvin Preisig, 17, of P.O. Box 193, Fort Bragg, of Fort Bragg High.

**Napa County**—Anna Corotto, 17, of 1056 Vassar Drive, Napa, of Napa High.

**Orange County**—Carolyn Spahr, 17, of 17971 Santa Clara, Santa Ana, of Foothill High; and Jean E. Tanaka, 17, of 10321 Shadyridge Drive, Santa Ana, also of Foothill High.

**Los Angeles County**—Andrew Black, 17, of 7108 Mezzanine Way, Long Beach, of R. A. Millikan High; Cesar Bertaud, 17, of 13744 Carl St., Pacoima, of San Fernando High; John W. Bogy, 17, of 4649 Placidia, North Hollywood, of North Hollywood High; Milton D. Chan, 17, of 16115 Calahan St., Sepulveda, of James Monroe High; Barry Drees, 17, of 1645 Pegfair Estates Drive, Pasadena, of St. Francis High; Steven Durlauf, 17, of 1006 Bethany Road, Burbank, of Burbank High; Joseph Robert Falcone, 17, of 1133 East Raleigh St., Glendale, of Pater Noster High; Philip Andrew Golden, 17, of 220 S. Gale Drive, Beverly Hills, of Beverly Hills High; Kevin R. Johnson, 17, of 21030 Donora St., Torrance, of West High; Ronald Derek Lee, 16, of 13161 Courbet Lane, Granada Hills, of John F. Kennedy High; Cathy Malone, 17, of 375 San Leandro Drive, Diamond Bar, of Ganesha High; Mark Mills, 18, of 1219 South Magnolia Ave., Monrovia, of Monrovia High; Ronald Y. Pong, 17, of 13313 Gain St., Pacoima, of San Fernando High; and Michael W. Rogers, 17, of 1829 South Ninth St., Alhambra, of Alhambra High.

**Sacramento County**—Brigitte Theresa Burns, 18, of 7012 Burnham Drive, Citrus Heights, of Mercy High.

**San Francisco County**—John D. Trastvina, 17, of 285 Beverly Street San Francisco, of Lowell High.

**Santa Clara County**—Michael J. McLaughlin, 17, of 1530 Richelieu Place, Sunnyvale, of Fremont High; Gregory A. Ott, 16, of 14096 Seven Acres Lane, Los Altos Hills, of Los Altos High; Robert K. Packard, 17, of 557 Fort Laramie, Sunnyvale, of Homestead High; Jo Ann H. Roizen, 18, of 5526 Blossom Dale Drive, San Jose, of Leigh High; and Kathy Lynn Sharp, 17, of 1576 Bedford Ave., Sunnyvale, also of Homestead High.

**Solano County**—Kathleen A. Clanon, 18, of 1300 California Drive, Vacaville, of Vacaville High.

**Stanislaus County**—William S. Ernoehazy, Jr., 17, of 214 Magnolia Avenue, Modesto, of Central Catholic High.

**Tuolumne County**—Jeffrey Allan Hicks, 18, of Route 6, Box 865, Sonora, of Sonora Union High.

#### Co-sponsors Listed

Of the 33 scholarships awarded this year, 27 were sponsored by the following federation affiliates:

Building and Construction Trades Council of Orange County, AFL-CIO; Butchers Union Local 120, Oakland; Butchers Union Local 498, Sacramento; California Federation of Teachers, AFT. AFL-CIO (two scholarships); California-Nevada Conference of Operating Engineers; Carpenters Ladies Auxiliary, California State Council.

California State Council of Carpenters; California State Council of Culinary Workers, Bartenders and Hotel and Motel Service Employees; California State Council of Lathers — Lloyd A. Mashburn Memorial Scholarship; Communications Workers of America, Southern California Council — George W. Gorman Memorial Scholarship; Culinary Workers and Bartenders Union Local 814, Santa Monica;

Hotel and Restaurant Employees and Bartenders, Local 681, Long Beach; Joint Board of Culinary Workers, Bartenders and Hotel, Motel and Club Service Workers, San Francisco; Los Angeles Building and Construction Trades Council; Los Angeles District Council of Carpenters; Los Angeles District Council of Painters No. 36; Northern California District Council of Laborers; Provision House Workers Union Local 274, Los Angeles; San Diego-Imperial Counties Labor Council;

Southern California District Council of Laborers; Southwestern States Council of Retail Clerks—Warren G. "Pop" De Septe

Award; State Building and Construction Trades Council of California; Transport Workers Union of America, Local 250 A, San Francisco; United Cannery and Industrial Workers of the Pacific, Wilmington — James Waugh Memorial Scholarship; United Transportation Union, California State Legislative Board; the California State Branch, Amalgamated Meat Cutters and Butcher Workmen of N.A., AFL-CIO, and the San Mateo Labor Council and Local Unions.

## 1974 CONVENTION RESOLUTIONS

Of the 136 resolutions adopted at the Federation's 1974 Convention, many called for further action by the Secretary-Treasurer. These resolutions, together with covering letters and other appropriate material, have been forwarded to various national and state organizations and representative individuals.

#### Resolutions Sent to the National AFL-CIO, Members of Congress, and Federal Agencies

**No. 3.** Adequate Medical Care Aboard American Flag Vessels.

**No. 4.** Need for Maritime Leadership of the U.S. Negotiating Teams on Maritime Matters.

**No. 5.** Runaway Flag Vessels.

**No. 6.** The Need for Deepwater Ports.

**No. 7.** United States Merchant Marine: Needs for the 70s.

**No. 131.** Immediate Support for Enactment of H.R. 8193.

**N. 8.** Oil Imports.

**No. 14.** Imports.

**No. 28.** Unregulated Influx of Illegal Aliens.

**No. 39.** Oppose Export of U.S. Funds and Technology.

**No. 135.** Enact H.R. 982 to Curb Immigration of Illegal Aliens.

**No. 10.** National Health Security and the PHS Hospital System.

**No. 11.** National Health Security.

**No. 18.** National Profiteering Act.

**No. 19.** Usury.

**No. 120.** No-fault Car Insurance.

**No. 9.** Repeal of Taft-Hartley 14 (b).

**No. 12.** National Disability Insurance.  
**No. 13.** Uniform Unemployment Insurance.

**No. 17.** National Garment Industry Homework Act.

**No. 21.** Social Security Changes.

**No. 23.** Public Utility.

**No. 100.** Continue 160-Acre Limitation.

**No. 111.** Public Protective Requirements for Rate Increase Petitions.

**No. 16.** Impeach Nixon.

**No. 26.** The A. Philip Randolph Institute.

**No. 93.** Presidential Endorsements Made by Convention.

**No. 27.** Histadrut.

**No. 38.** Support Implementation of Community Facilities.

**No. 42.** Child Care.

**No. 56.** Affirmative Action.

**No. 74.** Establish Child Care Centers.

**No. 103.** Oppose Ban on No-Return Containers.

**No. 109.** Support United Farm Workers Union, AFL-CIO.

**No. 110.** Promote Organizing the Unorganized.

**No. 127.** Support "Full-Time Work."

**No. 130.** Bicentennial.

#### **Resolutions Sent to the Governor, States Agencies, and Members of the Legislature**

**No. 24.** Mexican-Americans in California.

**No. 37.** Support Consumer Protection.

**No. 38.** Support Implementation of Community Facilities.

**No. 41.** Support California Maritime Academy.

**No. 42.** Child Care.

**No. 52.** Support Public Education.

**No. 54.** Against the Voucher Plan.

**No. 56.** Affirmative Action.

**No. 57.** Revise Partial System in California Administrative Code.

**No. 88.** State and Local Regulatory Agencies and Consumers.

**No. 92.** Bilingual-Bicultural Education.

**No. 102.** Analyze Effect of AB 4200.

**No. 103.** Oppose Ban on No-Return Containers.

#### **Resolutions Sent to Affiliated Local Unions and Councils**

**No. 14.** Imports.

**No. 24.** Mexican-Americans in California.

**No. 25.** N.A.A.C.P.

**No. 26.** The A. Philip Randolph Institute.

**No. 27.** Histadrut.

**No. 52.** Support Public Education.

**No. 55.** Mexican-Americans and Mass Media.

**No. 56.** Affirmative Action.

**No. 70.** Support AID-United Givers.

**No. 71.** Support United Crusade, United Fund, Community Chest, and Other Federated Fund-Raising Drives.

**No. 72.** Comprehensive Employment and Training Act, 1973.

**No. 77.** Women Workers.

**No. 78.** Equal Pay.

**No. 88.** State and Local Regulatory Agencies and Consumers.

**No. 109.** Support United Farm Workers Union, AFL-CIO.

**No. 118.** Health, Welfare, and Legal Services.

**No. 122.** Support Labor Council for Latin American Advancement.

**No. 133.** American Trade Union Council for Histadrut.

## **ACTIVITIES OF LEGAL COUNSEL**

**Report of General Counsel  
 Charles P. Scully  
 For the Period June 16, 1974  
 Through June 30, 1976**

### **I. COURT CASES**

**A. People's Lobby v. Legislature of the State of California and John Henning, et al. — Sacramento Superior Court No. 246263**

My prior report on this matter indicated that People's Lobby had filed a Petition for Writ of Mandate in essence contending that Mr. Henning was a lobbyist subject to registration under the California Lobbyist Act and had failed to file. That Act was the predecessor to the Fair Political Prac-

tices Act subsequently passed as "Proposition 9".

A Motion for Summary Judgment was filed on behalf of Mr. Henning and ultimately a judgment entirely favorable to Mr. Henning was rendered by the Court on August 14, 1974, and not appealed by People's Lobby.

**B. Crow v. California Department of Human Resources Development, Ninth Circuit Court of Appeals Nos. 71-1015 and 26,749, United States Supreme Court No. 73-1015**

The original decision in this matter held an unemployment insurance claimant who had been found to be eligible for benefits by a claims agent could not have those benefits cut off without a due process hearing. My prior report advised that the Court of Appeals, by a two to one decision, had reversed, holding unemployment benefits to be different from welfare benefits and the State to be a mere stakeholder, thus justifying a conclusion that due process did not require a hearing before the cut off of benefits. I further reported that the U. S. Supreme Court had granted a petition for certiorari.

Thereafter the Supreme Court summarily decided to remand the case to the Ninth Circuit for that Court to see if the case had become moot. The Ninth Circuit, on June 24, 1975, remanded the case to the District Court with instructions to dismiss it as moot.

**C. Firefighters Union Local 1186, et al. v. City of Vallejo, District Court of Appeal, First Appellate Division 3, 1 Civil No. 32325; California Supreme Court No. SF 23098**

My earlier report indicated that the Federation had filed a Brief Amicus Curiae which supported the fire fighters in their effort to compel arbitration against the City. The dispute involved the scope of "wages, hours and conditions of employment" under the charter of the City of Vallejo. The matter was awaiting decision before the California Supreme Court.

The Supreme Court on October 2, 1974 issued a favorable opinion modifying the narrower opinion of the Court of Appeal and generally adopting a liberal and realistic view of the scope of bargaining. The Court also recognized that the importance of arbitration in the policy of the State extended to public employment as well.

**D. Homemakers, Inc. v. Division of Industrial Welfare of the State of Cali-**

**fornia and Industrial Welfare Commission, United States Court of Appeals, Ninth Circuit, No. 73-1786**

In this case the Federal District Court had declared Labor Code §§1350 and 1350.5 and I.W.C. Order 5-68 invalid as in conflict with Title VII of the Civil Rights Act of 1964. These provisions dealt with overtime pay for women. The District Court refused to construe the provisions as applicable to men in order to satisfy the federal law.

The Federation supported the appeal of the Attorney General by the filing of a Brief Amicus Curiae in the Ninth Circuit.

Since my last report, the Ninth Circuit on December 31, 1974 issued an opinion affirming the District Court. Thereafter, because of the existence of a conflicting decision in another Circuit Court of Appeals, a petition for a writ of certiorari was filed in the U. S. Supreme Court in April of 1975. That Court, however, on January 13, 1976, refused to take the case, allowing the decision of the Ninth Circuit to stand. Related curative steps have since taken place both before the Legislature and the Industrial Welfare Commission.

**E. Henning v. Industrial Welfare Commission, et al. San Francisco Superior Court No. 674671**

My last report reviewed at length the attempt of the prior Industrial Welfare Commission by proposed new Orders to restrict severely existing protections for women and minors including an elimination of overtime after eight hours. The Federation, as of the last report, had secured an Order staying implementation of the new Orders until after a trial on the merits. An attempt to upset the stay in the Court of Appeal was defeated by the Federation.

A trial was had on the merits before Superior Court Judge Charles Peery. After extensive briefing, including amicus curiae briefs by employer groups seeking to uphold the I.W.C.'s actions, Judge Peery agreed with the Federation that the I.W.C. had not proceeded in the manner contemplated by law and that it therefore could not proceed to put into effect the disputed changes. A permanent writ issued and was served by the Federation upon the defendants. A Notice of Appeal was filed by the defendants, but the appeal was abandoned.

**F. San Mateo County Fair and Exposition Center, Inc. v. San Mateo City Fire Fighters, Local 2250, California Labor Federation, et al. — San Mateo Superior Court No. 186033**

A complaint was filed August 9, 1974 alleging that Local 2250 was engaged in an illegal strike and sought injunctive relief and damages.

On August 19, 1974 when our office appeared in Court, the parties stipulated to dismiss as to all parties except Local 2250. It was further stipulated that the plaintiff and the Local had settled on the matter. An order of court then issued granting the permanent injunction but provided that no damages would be awarded against the Local.

**G. Henning, Meany, et al. v. Fair Political Practices Commission et al., California Supreme Court No. SF 23388, California Court of Appeal No. 3 Civ. 15569**

Promptly upon the passage of Proposition 9, the Federation moved to clarify the roles, if any, that would be permitted within COPE, for its registered lobbyists, including the President and the Executive Secretary-Treasurer. After months of delay, the F.P.P.C. issued an opinion which said among other things that the registered lobbyists must get out of COPE altogether.

In an attempt to meet some of the objections of the F.P.P.C. and in collaboration with the National AFL-CIO, the Federation submitted another opinion request together with proposed constitutional amendments, approved by President Meany, which would in essence surrender the vote of the registered lobbyists in those State matters covered by Proposition 9 but safeguard and preserve the right of those individuals to have "voice" in the affairs of COPE. The F.P.P.C. saw nothing to make it change its original position, holding, e.g., that it was inconsistent with the law for the Executive Secretary-Treasurer to comment upon anything other than the public voting record of the legislators and certain other ill-defined matters deemed to be within public knowledge. In effect, the Federation would be deprived of informed voice of its responsible, elected officers.

Thereafter, in collaboration with the National AFL-CIO and President Meany, who joined as a plaintiff, an original petition for Extraordinary Relief and Alternative Writ of Mandate was filed in the California Supreme Court by the Federation. That Court referred the Petition for Hearing to the Court of Appeal in Sacramento. The F.P.P.C. in the meantime had suffered a defeat in its interpretation of the law in the Los Angeles Superior Court case of **Institute of Governmental Advocates v.**

**Younger.** Preferring to litigate with this group of traditional lobbyists, rather than with the Federation, the F.P.P.C. advised the Federation and the Court of Appeal that it would refrain from disapproving the Meany amendments at least until it concluded its litigation in the Los Angeles case; it suggested to the Court of Appeal that the Federation suit had thereby become "moot." The Court of Appeal agreed. A hearing from that determination was sought by the Federation in the California Supreme Court but denied.

**H. Hill v. L.A. County District Council of Carpenters, et al.—California Court of Appeal, 2 Civil 43751**

The original complaint alleged three causes of action:

1. With respect to unfair labor charges filed with the NLRB which he won, plaintiff asked for loss of wages, attorneys fee for representation before the NLRB, for transportation costs and punitive damages.

2. General damages, medical expenses and punitive damages for threats concerning work dispatches and expulsion from the union which caused him emotional, mental and physical damages.

3. Damages for loss of contributions to the Pension and Health and Welfare Trusts and damages for loss of wages, mental suffering, anguish and bodily injury.

The jury found in favor of the plaintiff and awarded \$7,500.00 for compensatory damages and \$175,000.00 for punitive damages.

November 13, 1974, the Federation filed an amicus curiae brief with the Court of Appeal seeking reversal on the ground the State Court was preempted from acting under the **Garmon** doctrine.

The Court of Appeal on June 30, 1975 reversed and dismissed the action under the **Garmon** doctrine.

A Petition for Hearing filed with the Supreme Court of the State of California was denied. However, a Petition for Certiorari to the U. S. Supreme Court was granted and the matter is pending decision there.

**I. Retail Store Employees Union Local 428, AFL-CIO v. Superior Court of Santa Clara and Food Employers Council, Inc.**

The Local instituted action in the small claims court to collect fines imposed against some member who went through picket lines of striking butchers in December, 1973.

Judgments in the amount of the fines

were obtained but the defendant, Food Employers Council, Inc. prosecuted the appeals of the individual members through its counsel.

Santa Clara Superior Court Judge John M. Brenner granted a Motion for Summary Judgment filed by the defendants, dismissed the case and granted judgment against the Local.

The Federation joined in a Petition for Writ of Review filed with the California Court of Appeal August 22, 1975, but which was denied September 11, 1975.

The Federation also joined in a Petition for Hearing filed with the California Supreme Court, September 18, 1975, but that also was denied.

**J. Hotel Employers Association of San Francisco, et al. v. Donald Vial, et al.—United States District Court No. C-76-153 ACW**

On January 22, 1976 a group of management associations representing owners and operators of hotels and motels in the State brought suit against the Director of the Department of Industrial Relations and the Labor Commissioner seeking to have the Federal Court declare Labor Code § 351, as amended effective January 1, 1976, in violation of the F.L.S.A. and the Supremacy Clause of the U. S. Constitution. Labor Code § 351 provided that employers could no longer credit tips against the minimum wage. Federal law allows such crediting by employers subject to the F.L.S.A. The Federation filed a Brief Amicus Curiae in the Federal Court in support of the defendants and Labor Code § 351. On February 18, 1976, Judge Wollenberg ruled that § 351 was valid for the purposes of the State minimum wage law but that it could not operate to eliminate the benefit of the credit allowed by federal law for those under the F.L.S.A. In anticipation of a possible increase in the State minimum wage, the defendants elected not to appeal the decision.

## II. LEGISLATION

### A. Farm Labor Legislation

April 25, 1975, a conference was held in my offices with representatives of the UFW, Jerry Cohen, Peter Cohen, Tony Gaenslen and Don Carroll of my office and myself.

We reviewed in detail AB 1 and AB 1533 and agreed upon a substantial number of proposed amendments.

Between then and April 30, 1975, there

was constant contact both by mail and telephone.

April 30, 1975, there was a meeting commencing at 7 P.M. at the Del Webb, San Francisco, of the Standing Committee on Legislation of the Federation which established the policy of the Federation.

On May 2, 1975, at the request of Governor Brown, a meeting was held in Sacramento in the Department of Agriculture with Rose Bird and agency representatives Vial, Houston, Davies and Behl with Executive Secretary-Treasurer Henning and myself. The position of the Federation was stated in detail, but the amendments subsequently received did not incorporate all the changes desired.

May 13, 1975, a meeting of the Federation Executive Council was held in Sacramento. Representatives of all interests were heard and the position of the Federation adopted as to desired amendments.

Subsequently, a bill was agreed upon by all interested parties and enacted into law.

### B. Drafting Legislation

#### (1) 1975 Session

Pursuant to instructions, all bills recommended for introduction were drafted by me and introduced at the session and were 67 in number. It is my understanding that a separate report on legislative activities is being presented by the Secretary-Treasurer and accordingly, I will not submit any details in this report as to the 1975 bills.

#### (2) 1976 Session

Pursuant to instructions, all bills recommended for introduction were drafted by me and introduced at the session and were 11 in number. It is my understanding that a separate report on legislative activities is being presented by the Secretary-Treasurer and accordingly, I will not submit any details in this report as to the 1976 bills.

### C. Reading Bills, Files and Journals

During each session, I read and analyzed all bills and amendments introduced and submitted memoranda in regard to them to the Secretary-Treasurer, to arrange for their printing and dissemination to the affiliates. I also reviewed all Files and Journals.

## III. EXECUTIVE COUNCIL MEETINGS

I attended the following meetings of the Executive Council and rendered advice as requested:

August 14-16, 1974—San Diego

December 9-10, 1974—San Francisco  
 March 5-6, 1975—Sacramento  
 May 13, 1975—Sacramento  
 June 4, 1975—Sacramento  
 September 17-18, 1975—San Francisco  
 March 4-5, 1976—Los Angeles  
 April 13, 1976—San Francisco  
 June 10-11, 1976—Santa Rosa

In addition, Mr. Donald C. Carroll of our office attended the meetings of:

December 10-11, 1975—Palm Springs  
 May 12, 1976—Sacramento

I also attended various meetings of the Executive Council's Standing Committee on Legislation and the Advisory Committee:

November 14, 1974—San Francisco  
 December 9, 1974—San Francisco  
 April 30, 1975—San Francisco  
 September 17, 1975—San Francisco  
 January 12, 1976—San Francisco

#### IV. CONVENTIONS

I attended the conventions of the Federation in San Diego during the month of August, 1974 and assisted the committees.

Prior to the Convention, I reviewed the proposed Statements of Policy, the Report of the Executive Council and all of the Resolutions presented.

I did likewise at the convention in San Francisco April 14, 1976.

Prior to the Convention, I reviewed the Ballot Propositions.

#### V. MISCELLANEOUS

##### A. AFL-CIO Attorneys' Conference — Convention

At the request of President Meany, the Secretary-Treasurer requested I attend the National Conference of Lawyers during the AFL-CIO convention in San Francisco November 6, 1975.

I attended the conference as requested and submitted a report to the Executive Council. I will not repeat it here, since I assume it will be covered either under the report of the Executive Council or the Secretary-Treasurer.

##### B. AFL-CIO Lawyers Advisory Panel

January 9, 1976 President Meany advised Executive Secretary-Treasurer Henning that the Executive Council had established a Legal Affairs Committee and authorized the creation of a Lawyers' Advisory Panel to serve as a body of technical consultants to the Committee and to act as a clearing-

house for the exchange of information on major current legal developments.

He requested Executive Secretary-Treasurer Henning to designate me to represent the Federation on the Committee until the next Convention of the AFL-CIO.

I attended the first meeting of the Panel in Washington, D.C. at AFL-CIO Headquarters January 27, 1976. The Panel consists of 15 lawyers representing the AFL-CIO, various Departments, certain Internationals and myself representing the Federation. I reported fully on the meeting to the Executive Council and will not repeat the details here.

The second meeting was scheduled June 10, 1976 in Washington, D.C. but since I was required to attend the meeting of the Executive Council of the Federation in Santa Rosa on the same date, I could not be present.

##### C. COPE Reorganization

The AFL-CIO directed the Federation to terminate its separate COPE operations and transfer those activities to a standing committee of the Federation.

To comply with the direction, both the Federation and the California Labor Council on Political Education created joint committees which started meeting in June of 1974.

I attended the meetings and drafted the reports of the Committees including recommended changes in the Federation Constitution and the termination of CLCOPE.

The reports were presented to the respective Conventions in San Diego in August, 1974 and approved.

Subsequently, we met with the certified public accountants for the Federation to assist in obtaining the desired favorable tax rulings with respect to the change.

##### D. Proposition 9

With the enactment of the Initiative, I immediately became involved in the detailed analysis of the legal implications of its application to the Federation.

I prepared a detailed "White Paper" for discussion with the Executive Council and recommended legal action be instituted to challenge the claimed application to the Federation and its officials.

On September 4, 1974, we met with representatives of the California Attorney General's office to attempt to persuade them to a more favorable interpretation than was being suggested. The representatives were Mr. Stevens, Shumomura and Thorpe.

Because of the importance of the prob-

lem, the Federation consulted with President Meany of the AFL-CIO and the representatives of the National Office decided that a review should be made by a lawyer expert in constitutional law before any suit was filed. Professor Feller of the Boalt Law School at U.C. Berkeley was selected.

November 4, 1974, a meeting was held at the Federation at which Executive Secretary-Treasurer Henning, Professor Feller and another professor at Boalt, Professor Scott, and myself were present.

Professor Feller submitted his report to the Federation and to the AFL-CIO and, in December, 1974, it was the recommendation of the representatives of the AFL-CIO that before suit was filed, a request for ruling should be filed with the Fair Political Practices Commission. The recommendation was adopted by the Federation.

I prepared and filed the application for ruling with the Commission January 3, 1975 and requested a prompt reply but no formal opinion was received until August 28, 1975.

January 27, 1975, a conference was held at the Hyatt Regency hotel in San Francisco to discuss with AFL-CIO representatives the problems caused by the absence of any answer. Present were Executive Secretary-Treasurer Henning, Vice President Callahan, AFL-CIO representatives Barkan, Harris and Gilbert and myself.

February 14, 1975, at the request of Executive Secretary-Treasurer Henning, I prepared and forwarded a memorandum on the problems involved of officials registering as lobbyists.

Late in February, 1975 because of the necessity of protecting the interests of the Federation and its affiliates, Executive Secretary-Treasurer Henning and others registered as lobbyists.

Before the formal opinion of the Commission issued several drafts were made available, all of which were unfavorable.

August 11, 1975, a conference was held in my office to review the current draft with General Counsel Stern of the Commission. Present at the meeting were President Gruhn, Executive Secretary-Treasurer Henning, Mr. Stern and myself. Although the position of the Federation was stated in detail there was no change in attitude of any kind expressed by Mr. Stern. That same afternoon in the Federation office, a full report of the meeting was given to AFL-CIO representatives Barkan and Gold.

The formal decision (No. 75-004) received August 28, 1975 in effect stated that any

official of the Federation who registered as a lobbyist had to be completely disassociated from any COPE activities of any kind.

On the same day, I received a formal request in writing from General Counsel Stern inquiring of "what action the Federation has taken concerning its opinion."

It was the feeling of the National AFL-CIO that rather than litigating at once Messrs. Gruhn, Henning and Finks should transfer their so-called COPE authority to Vice President Callahan on an interim basis and to so advise General Counsel Stern. This was done and General Counsel Stern was so advised by letter dated August 29, 1975.

President Meany approved the actions and also proposed amendments to the Federation Constitution in the hopes of ameliorating the situation.

This was reported to the Commission by letter dated September 16, 1975 from Executive Secretary-Treasurer Henning and asking for an opinion that the Federation was in compliance.

By letter dated September 26, 1975 Chairman Lowenstein advised that the Commission would not issue a formal opinion and the changes "do not satisfy the requirements of the Political Reform Act." Executive Secretary-Treasurer Henning replied by letter October 1, 1975. By letter dated October 27, 1975, Chairman Lowenstein again advised that no formal opinion would be issued. He did state the Commission had considered the matter in public session October 23, 1975, and authorized a response which ended with the same conclusion as the September 26, 1975 letter. Under date of November 26, 1975 Chairman Lowenstein advised Executive Secretary-Treasurer Henning by letter that, because of the injunction issued in *Institute of Governmental Advocates v. Younger* against the Commission, that pending that litigation "the Commission will take no action of an enforcement nature regarding the matters discussed in the October 27, 1975 letter." (See Item G under I, Court Cases for further details) (That litigation was instituted as a result of a conference at the Hyatt Regency Hotel, San Francisco, at which Messrs. Woll, Mayer, Gold, Barkan, Gruhn, Henning and myself were present on October 1, 1975.)

#### E. COPE Convention, 1976

As has been noted elsewhere in this report, the adoption of Proposition 9 has created substantial problems for the Federation.

The question arose as to how the Federation would operate at the 1976 Executive Council Meeting and Convention.

Since President Meany had proposed and the Federation Executive Council had approved certain amendments to the Federation Constitution for recommendation to the September, 1976 Convention of the Federation for adoption, it was felt desirable to operate under the Meany amendments.

Approval to do so was obtained from President Meany. The Fair Political Practices Commission was advised in advance of the meeting and the meetings were conducted pursuant to those amendments.

#### **F. Staff Pension Program**

September 27, 1974, a conference was held in the offices of the Federation to review in detail the provisions of the plan and the desirability of updating it to comply with ERISA and economic changes. Present were President Gruhn, Vice President Callahan, Messrs. Barrett and Olsen from the Federation staff, Mr. Anderson from Coopers and Lybrand, Messrs. Lynch and Prien from the Martin E. Segal Company and myself.

April 22, 1976, a further meeting was held in the Federation office at which President Gruhn, Executive Secretary-Treasurer Henning, Mr. Prien from the Martin E. Segal Company and myself were present. The amendments were finalized and presented to and approved by the Federation Executive Council at its meeting in Santa Rosa, June 10-11, 1976.

#### **G. 1976 Proposed Minimum Wage Orders**

I have had several conferences with Pat Mason, of the Federation staff, involving the statement of position of the Federation and the content of the proposed orders. Under date of May 24, 1976, I submitted a memorandum on the proposed orders set for public hearing.

#### **H. Lobbyist Audits**

Under the requirements of Proposition 9, each registered lobbyist is audited annually by the State Franchise Tax Board under a Political Reform Audit Program.

President Gruhn was audited but then was asked in a letter dated June 3, 1976, about his membership in the Committee on Political Activities and voting participation.

He conferred with me on June 8, 1976 and I advised him these questions should not be answered by him since they are still in litigation with the Fair Political

Practices Commission as noted elsewhere in this report.

I responded on his behalf by letter dated June 9, 1976 pointing out the existing circumstances but have received no reply as of the date of this report.

### **VI. OPINIONS AND MISCELLANEOUS ADVICE**

Throughout the period from our last report, I have, on numerous occasions, been requested to respond orally and in writing with regard to various matters coming before the Federation for consideration. Since this will undoubtedly be covered in the report of the Secretary-Treasurer and of the Executive Council, further discussion is not set forth at this time in this report.

Dated: July 7, 1976

Respectfully submitted,  
CHARLES P. SCULLY,  
General Counsel

### **CONCLUSION**

There have been a number of changes in the State Federation activities since the 1974 convention. We have stayed abreast with most of the development affecting the labor movement in California, and have responded in a timely and proper manner, providing the state leadership necessary to keep the labor movement an effective partner in our challenging society.

In the last two years, there have also been a few changes in staff. Kathleen Kinnick, from the Office and Professional Employees Local No. 3, was appointed Director of Women's Activities. In this capacity, she will coordinate and encourage the involvement of women in the labor movement in the state. James G. Patton, the present emeritus of the National Farmers Union, was appointed director of the newly created Retired Members Department. He will be involved in organizing and channeling the energies of retired union members toward improving the lot of older Americans. Patrick Mason of the Service Employees Local No. 280 replaces John Kidder as Director of Research. An office in Sacramento is still being maintained full-time, but the headquarters office remains in San Francisco where it has been since the Federation was created 75 years ago.

Over the past two years as your Secretary-Treasurer, I have continued to serve the interests of California labor by representing California in international, na-

tional, and state AFL-CIO affairs.

I wish to express my appreciation for the supportive activities of the Federation's many affiliates who have supplied much of the substance of the Federation's accomplishments.

Further, I wish to acknowledge the assistance of the Federation's President, General Vice President and staff which

has been invaluable in meeting the increasing demands on the Federation as we develop new programs. This assistance remains essential to meeting the responsibilities of this office in forthcoming years.

Fraternally submitted,

JOHN F. HENNING  
Executive Secretary-Treasurer

# CALIFORNIA LABOR FEDERATION, AFL-CIO

## REPORT ON PER CAPITA PAID MEMBERSHIP

As of June 30, 1976

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
<b>Actors &amp; Artistes of America, Associated</b>		<b>Brick &amp; Clay Workers of America, The United</b>	
Actors Equity Association .....	296	Brick & Clay Workers No. 774 .....	453
American Federation of Television & Radio Artists (Hollywood) .....	1500	Amal. Brick Makers No. 820 .....	147
American Federation of Television & Radio Artists (San Francisco) .....	335	Brick & Clay Workers No. 824 .....	177
Screen Actors Guild .....	5000	Brick & Clay Workers No. 843 .....	100
Screen Extras Guild .....	3070	Metalronics Employees No. 955 .....	656
<b>Asbestos Wkrs. Int'l. Assn. of Heat &amp; Frost Insulators and</b>		Brick & Clay Workers No. 998 .....	104
Asbestos Workers No. 5 .....	223	<b>Bricklayers, Masons &amp; Plasterers</b>	
Asbestos Workers No. 16 .....	341	<b>Int'l. Union of America</b>	
Asbestos Workers No. 20 .....	42	Bricklayers No. 1 .....	95
<b>Bakery &amp; Confectionery Wkrs. Int'l. Union of America</b>		Bricklayers No. 8 .....	208
Bakers No. 24 .....	1509	Bricklayers No. 9 .....	191
Bakers No. 85 .....	333	Bricklayers No. 10 .....	205
Bakery & Confectionery Workers No. 119 .....	516	Bricklayers No. 13 .....	261
Bakers No. 453 .....	200	<b>Broadcast Employees &amp; Technicians, Nat'l. Assn. of</b>	
<b>Barbers, Beauticians &amp; Allied Industries Int'l. Assn.</b>		Nat'l. Assn. of Broadcast Employees & Technicians No. 51 .....	284
Barbers No. 112 .....	144	Nat'l. Assn. of Broadcast Employees & Technicians No. 53 .....	1000
Barbers & Beauticians No. 148 .....	527	Nat'l. Assn. of Broadcast Employees & Technicians No. 54 .....	58
Barbers No. 171 .....	54	<b>Carpenters &amp; Joiners of America, United Brotherhood of</b>	
Bay Area Barbers No. 252 .....	191	Carpenters No. 22 .....	2294
Barbers No. 253 .....	44	Pile Drivers No. 34 .....	477
Barbers No. 256 .....	155	Carpenters No. 35 .....	764
Beauty Cults. No. 295 .....	195	Carpenters & Joiners No. 36 .....	1274
Barbers & Beauticians No. 311 .....	9	Carpenters & Joiners No. 162 .....	839
Barbers & Beauticians No. 333 .....	76	Carpenters No. 180 .....	969
Barbers & Beauticians No. 335 .....	49	Carpenters & Joiners No. 194 .....	110
Barbers No. 431 .....	24	Millmen No. 262 .....	738
Barbers No. 549 .....	111	Carpenters No. 316 .....	2415
Barbers No. 613 .....	7	Carpenters No. 483 .....	900
Barbers No. 767 .....	14	Shinglers No. 553 .....	50
Beauticians No. 881 .....	45	Carpenters No. 586 .....	1199
Barbers No. 941 .....	7	Carpenters & Joiners No. 642 .....	998
<b>Boilermakers, Iron Ship Builders, Blacksmiths, Forgers &amp; Helpers, Int'l. Brotherhood of</b>		Carpenters & Joiners No. 668 .....	731
Boilermakers No. 6 .....	679	Carpenters No. 701 .....	853
Boilermakers No. 10 .....	435	Cabinet Makers & Millmen No. 721 .....	2518
Boilermakers No. 92 .....	801	Carpenters & Joiners No. 751 .....	1019
Boilermakers No. 94 .....	163	Carpenters No. 769 .....	492
Boilermakers No. 513 .....	417	Carpenters & Joiners No. 771 .....	286
Boilermakers No. 749 .....	484	Carpenters No. 844 .....	1367
<b>Boot &amp; Shoe Workers' Union</b>		Carpenters No. 848 .....	428
Boot & Shoe Workers No. 446 .....	193	Carpenters No. 925 .....	239
		Carpenters & Joiners No. 1062 .....	559
		Carpenters & Joiners No. 944 .....	683
		Carpenters No. 1109 .....	249
		Carpenters No. 1140 .....	526
		Carpenters No. 1147 .....	748

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Berkeley Carpenters No. 1158 .....	291	Lumber & Sawmill Workers No. 3074 .....	888
Carpenters & Joiners No. 1240 .....	185	Lumber Prod. Workers No. 3088 .....	720
Carpenters & Joiners No. 1280 .....	1304	<b>Cement, Lime and Gypsum Workers Int'l. Union, United</b>	
Carpenters No. 1296 .....	1072	Cement, Lime & Gypsum No. 46 .....	140
Shipwrights & Boatbuilders No. 1300 .....	1189	Cement, Lime & Gypsum No. 48 .....	153
Carpenters & Joiners No. 1323 .....	440	Cement, Lime & Gypsum No. 49 .....	221
Carpenters No. 1358 .....	241	Cement, Lime & Gypsum No. 52 .....	138
Carpenters No. 1400 .....	748	Cement, Lime & Gypsum No. 57 .....	185
Carpenters No. 1478 .....	818	Cement, Lime & Gypsum No. 89 .....	246
Carpenters & Joiners No. 1490 .....	470	Cement, Lime & Gypsum No. 100 .....	120
Millmen No. 1495 .....	657	Cement, Lime & Gypsum No. 158 .....	19
Millmen No. 1496 .....	160	Cement, Lime & Gypsum No. 192 .....	228
Carpenters No. 1507 .....	1067	Cement, Lime & Gypsum No. 334 .....	79
Carpenters No. 1522 .....	43	Cement, Lime Workers No. 349 .....	149
Carpenters No. 1571 .....	637	United Cement & Lime Workers No. 365 .....	138
Carpenters No. 1599 .....	465	United Cement & Lime Workers No. 417 .....	60
Carpenters No. 1622 .....	1596	United Cement & Lime Workers No. 427 .....	61
Carpenters & Joiners No. 1632 .....	429	Cement & Lime Workers No. 464 .....	76
Carpenters No. 1648 .....	573	<b>Chemical Workers Union, Int'l.</b>	
Carpenters No. 1815 .....	1815	Chemical Workers No. 25 .....	100
Hardwood Floor Layers No. 1861 .....	272	Chemical Workers No. 190 .....	96
Carpenters No. 1869 .....	192	Chemical Workers No. 398 .....	96
Carpenters No. 1913 .....	1145	Chemical Workers No. 422 .....	35
Carpenters No. 1976 .....	367	Chemical Workers No. 466 .....	80
Carpenters No. 1992 .....	128	Chemical Workers No. 802 .....	126
Carpenters & Joiners No. 2006 .....	972	<b>Communications Workers of America</b>	
Carpenters No. 2020 .....	1127	Communications Workers No. 9400 .....	160
Carpenters No. 2042 .....	459	Communications Workers No. 9401 .....	61
Carpenters No. 2043 .....	267	Communications Workers No. 9402 .....	766
Carpenters No. 2046 .....	2434	Communications Workers No. 9404 .....	415
Carpenters & Joiners No. 2078 .....	1097	Communications Workers No. 9405 .....	177
Carpenters No. 2114 .....	276	Communications Workers No. 9406 .....	449
Carpenters & Joiners No. 2308 .....	506	Communications Workers No. 9407 .....	249
Carpenters & Joiners No. 2398 .....	1222	Communications Workers No. 9408 .....	764
Lumber & Sawmill Workers No. 2505 .....	148	Communications Workers No. 9409 .....	991
Lumber & Sawmill Workers No. 2561 .....	51	Communications Workers No. 9411 .....	404
Industrial Carpenters No. 2565 .....	305	Communications Workers No. 9412 .....	692
Lumber & Sawmill Workers No. 2592 .....	1028	Communications Workers No. 9414 .....	383
Lumber & Sawmill Workers No. 2688 .....	92	Communications Workers No. 9415 .....	750
Lumber & Sawmill Workers No. 2749 .....	153	Communications Workers No. 9416 .....	519
Lumber & Sawmill Workers No. 2762 .....	130	Communications Workers No. 9417 .....	743
Plywood Veneer Workers No. 2789 .....	237	Communications Workers No. 9418 .....	470
Lumber & Sawmill Workers No. 2801 .....	126	Communications Workers No. 9419 .....	345
Lumber & Sawmill Workers No. 2808 .....	208	Communications Workers No. 9420 .....	152
Lumber Prod. Ind Workers No. 2907 .....	483	Communications Workers No. 9421 .....	1248
Plywood & Veneer Workers No. 2931 .....	160	Communications Workers No. 9422 .....	200
Lumber & Sawmill Workers No. 3019 .....	223	Communications Workers No. 9423 .....	1278
		Communications Workers No. 9424 .....	200
		Communications Workers No. 9426 .....	304
		Communications Workers No. 9429 .....	272
		Communications Workers No. 9430 .....	218
		Communications Workers No. 9431 .....	241
		Communications Workers No. 9435 .....	90
		Communications Workers No. 9490 .....	376

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Communications Workers No. 9584	89	Electrical Workers No. 591	90
Communications Workers No. 11500	4646	Electrical Workers No. 595	1240
Communications Workers No. 11501	70	Electrical Workers No. 617	660
Communications Workers No. 11502	650	Electrical Workers No. 639	103
Communications Workers No. 11503	1474	Electrical Workers No. 659	100
Communications Workers No. 11504	200	Electrical Workers No. 684	254
Communications Workers No. 11505	1620	Electrical Workers No. 689	66
Communications Workers No. 11508	503	Electrical Workers No. 729	34
Communications Workers No. 11509	1670	Electrical Workers No. 848	202
Communications Workers No. 11511	531	Electrical Workers No. 952	425
Communications Workers No. 11513	2641	Electrical Workers No. 1023	173
Communications Workers No. 11571	1288	Electrical Workers No. 1245	14079
Communications Workers No. 11573	600	Electrical Workers No. 1682	153
Communications Workers No. 11575	500	Electrical Workers No. 1710	580
Communications Workers No. 11576	530	Electrical Workers No. 1969	671
Communications Workers No. 11577	155	Electrical Workers No. 2125	511
Communications Workers No. 11581	240	Electrical Workers No. 2131	286
Communications Workers No. 11586	500	Electrical Workers No. 2295	500
Communications Workers No. 11587	329		
Communications Workers No. 11588	979		
<b>Coopers Int'l. Union of North America</b>		<b>Electrical, Radio &amp; Machine Workers, Int'l. Union of</b>	
Coopers Union No. 66	9	Int'l. Union Electrical Workers No. 850	167
<b>Distillery, Rectifying Wine &amp; Allied Workers Int'l. Union of America</b>		Int'l. Union Electrical Workers No. 854	148
Winery, Distillery, Rectifying No. 45	100	Int'l. Union Electrical Workers No. 1501	462
Wholesale Wine & Liquor Salesmen No. 151	105	Int'l. Union Electrical Workers No. 1502	65
Sugar Workers No. 174	219	Int'l. Union Electrical Workers No. 1507	220
Sugar Workers No. 175	161	Int'l. Union Electrical Workers No. 1511	90
Sugar Workers No. 178	243	Int'l. Union Electrical Workers No. 1514	41
Sugar Workers No. 179	232		
Sugar Workers No. 180	458	<b>Elevator Constructors, Int'l. Union of</b>	
Sugar Workers No. 182	141	Elevator Constructors No. 8	156
Wholesale Wine & Liquor Salesmen No. 187	100	Elevator Constructors No. 18	168
<b>Electrical Workers, Int'l.</b>		<b>Engineers Int'l. Union of Operating</b>	
Brotherhood of		Operating Engineers No. 3	11771
Electrical Workers No. 6	693	Operating Engineers No. 12	10884
Electrical Workers No. 11	1941	Operating Engineers No. 39	1477
Electrical Workers No. 18	367	Operating Engineers No. 501	1500
Studio Electricians No. 40	208		
Broadcast TV Engineers No. 45	382	<b>Farm Workers of America, United</b>	
Electrical Utility Workers No. 47	500	United Farm Workers	9610
Electrical Workers No. 180	173		
Electrical Workers No. 234	219	<b>Fire Fighters, Int'l. Assn. of</b>	
Electrical Workers No. 302	750	Oakland Fire Fighters No. 55	736
Electrical Workers No. 332	1078	Fire Fighters No. 112	2501
Electrical Workers No. 340	238	San Diego Fire Fighters No. 145	622
Electrical Workers No. 413	509	San Francisco Fire Fighters No. 798	1676
Electrical Workers No. 428	428	Santa Clara Fire Fighters No. 1171	103
Electrical Workers No. 440	265	Fremont Fire Fighters No. 1689	135
Electrical Workers No. 441	1552	Milpitas Fire Fighters No. 1699	28
Electrical Workers No. 442	210	Santa Cruz Fire Fighters No. 1716	34
Electrical Workers No. 465	574	Mountain View Fire Fighters No. 1965	65
Electrical Workers No. 477	604		
Electrical Workers No. 543	533		
Electrical Workers No. 551	350		
Electrical Workers No. 569	1048		

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Fire Fighters, Sacramento No. 9 .....	54	Spring Valley Fire Fighters No. 1434 .....	40
Stanford Fire Fighters No. 12 .....	29	Madera City Fire Fighters No. 1466 .....	9
China Lake Fire Fighters No. 32 .....	69	Coronado Fire Fighters No. 1475 .....	23
San Diego Fire Fighters No. 33 .....	164	Merced Fire Fighters No. 1479 .....	40
San Francisco Fire Fighters (H. P.) No. 52 .....	11	Newark Fire Fighters No. 1483 .....	28
Federal Fire Fighters, Edwards No. 53 .....	81	Alhambra Fire Fighters No. 1578 ....	75
Greater Sacramento Fire Fighters No. 57 .....	65	Oxnard Fire Fighters No. 1684 .....	76
Oceanside-Fallbrook Fire Fighters No. 85 .....	84	Clovis Fire Fighters No. 1695 .....	10
Vandenberg Fire Fighters No. 116 ....	56	Humboldt Fire District No. 1770 .....	14
S.F. Presidio Fire Fighters No. 145 .....	33	Marin County Fire Fighters No. 1775 .....	25
Treasurer Island Fed. Fire Fighters No. 159 .....	38	Sanger Fire Fighters No. 1809 .....	11
Monterey Fire Fighters No. 166 .....	4	Half Moon Bay Fire Fighters No. 1824 .....	15
Richmond Fire Fighters No. 188 .....	124	Bonita Fire Fighters No. 1827 .....	14
Skaggs Island Fire Fighters No. 193 .....	3	Morro Bay Fire Fighters No. 1855 ....	8
Moffett Field Fire Fighters No. 205 .....	36	Burlingame Fire Fighters No. 1872 ..	51
Long Beach Fire Fighters No. 372 ..	418	Manteca Fire Fighters No. 1874 .....	8
Sacramento Fire Fighters No. 522 ....	765	Daly City Fire Fighters No. 1879 ....	65
Eureka Fire Fighters No. 652 .....	45	Montgomery Fire Fighters No. 1884 .....	19
Alameda Fire Fighters No. 689 .....	92	Dublin Fire Fighters No. 1885 .....	15
Fresno Fire Fighters No. 753 .....	252	Lompoc Fire Fighters No. 1906 .....	14
Burbank Fire Fighters No. 778 .....	108	Culver City Fire Fighters No. 1927 ..	56
Pasadena Fire Fighters No. 809 .....	126	Campbell Fire Fighters No. 1939 .....	25
San Jose Fire Fighters No. 873 .....	527	Union City Fire Fighters No. 1946 ....	21
San Bernardino Fire Fighters No. 891 .....	143	Hollister Fire Fighters No. 1956 .....	4
Los Angeles County Fire Fighters No. 1014 .....	1841	Mountain View Fire Fighters No. 1965 .....	8
Santa Monica Fire Fighters No. 1109 .....	89	Calexico Fire Fighters No. 1966 .....	6
Torrance Fire Fighters No. 1138 .....	147	Brawley Fire Fighters No. 1967 .....	14
Santa Clara County Fire Fighters No. 1165 .....	185	La Habra Fire Fighters No. 1968 ....	33
Vallejo Fire Fighters No. 1186 .....	70	Pleasanton Fire Fighters No. 1974 ....	22
Seaside Fire Fighters No. 1218 .....	21	Garden Grove Fire Fighters No. 2005 .....	74
Berkeley Fire Fighters No. 1227 .....	149	Santa Maria Fire Fighters No. 2020 ..	13
Stockton Fire Fighters No. 1229 .....	191	Santa Barbara County Fire Fighters No. 2016 .....	140
Contra Costa County Fire Fighters No. 1230 .....	420	San Fernando Fire Fighters No. 2074 ..	19
San Joaquin Fire Fighters No. 1243 ..	41	Chula Vista Fire Fighters No. 2180 ..	51
Salinas Fire Fighters No. 1270 .....	76	Tahoe City Fire Fighters No. 2232 ....	10
Watsonville Fire Fighters No. 1272 ..	18	Cucamonga Fire Fighters No. 2274 ..	12
Fontana Fire Fighters No. 1274 .....	96	Avalon Fire Fighters No. 2295 .....	4
Modesto Fire Fighters No. 1289 .....	80	Coalinga Fire Fighters No. 2305 .....	5
Kern County Fire Fighters No. 1301 ..	437	Yuba Sutter Fire Fighters No. 2321 ..	31
Palo Alto Fire Fighters No. 1319 .....	80	Hemet Fire Fighters No. 2342 .....	18
Redlands Fire Fighters No. 1354 .....	31	Palo Verdes Fire Fighters No. 2382 ..	11
California Forestry Fire Fighters No. 1388 .....	86	Orange City Fire Fighters No. 2384 ..	18
Merced County Fire Fighters No. 1396 .....	76	San Mateo Fire Fighters No. 2400 ....	360
Santa Rosa Fire Fighters No. 1401 ..	51	Oroville Fire Fighters No. 2404 .....	9
Petaluma Fire Fighters No. 1415 ....	31	Norco Fire Fighters No. 2422 .....	3
Ashland Fire Fighters No. 1428 .....	81	Westminster Fire Fighters No. 2425 ..	3
Ontario Fire Fighters No. 1430 .....	68	Turlock Fire Fighters No. 2434 .....	8
		<b>Furniture Workers of America, United</b>	
		Furniture Workers No. 262 .....	701
		Furniture Workers No. 577 .....	15
		Furniture Workers No. 1010 .....	592
		<b>Garment Workers of America, United</b>	
		Garment Cutters No. 45 .....	37
		United Garment Workers No. 125 ....	190

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
United Garment Workers No. 131 ....	633	<b>Government Employees, American Federation of</b>	
United Garment Workers No. 197 ....	379	Government Employees No. 1466 .....	50
<b>Garment Workers Union, Int'l. Ladies</b>		<b>Grain Millers, American Federation of</b>	
Cloakmakers Union No. 8 .....	243	Federated Grain Millers No. 59 .....	436
Dressmakers Union No. 101 .....	1887	Federated Grain Millers No. 71 .....	100
Ladies Garment Cutters No. 213 .....	138	<b>Graphic Arts Int'l. Union</b>	
Office and Distribution Workers No. 214 .....	28	Graphic Arts Int'l. Union No. 3.....	983
Ladies Garment Workers No. 55 .....	904	Graphic Arts Int'l. Union No. 35 ....	164
Ladies Garment Workers No. 84 .....	185	Graphic Arts Int'l. Union No. 63 .....	600
Ladies Garment Workers No. 96 .....	806	Graphic Arts Int'l. Union No. 280 ....	377
Ladies Garment Workers No. 97 .....	106	<b>Hatters, Cap and Millinery Workers Int'l. Union, United</b>	
Ladies Garment Accessory Workers No. 482 .....	948	Cap Makers Union No. 22 .....	21
Ladies Garment Workers No. 512 ....	409	<b>Horse Shoers of United States and Canada, Int'l. Union of Journeymen</b>	
Ladies Garment Workers No. 270 ....	127	Horse Shoers No. 11 .....	21
Ladies Garment Workers No. 271 ....	68	Horse Shoers No. 12 .....	25
Ladies Garment Workers No. 293 ....	64	Horse Shoers No. 17 .....	18
Ladies Garment Workers No. 451 ....	70	<b>Hotel and Restaurant Employees, and Bartenders' Int'l. Union</b>	
Ladies Garment Workers No. 497 ....	35	Hotel, Restaurant Employees No. 2 .....	15,225
<b>Glass &amp; Ceramic Workers of North America, United</b>		Hotel, Restaurant Employees No. 11 .....	13,680
United Glass and Ceramic Workers No. 187 .....	50	Hotel, Restaurant Employees No. 18 .....	1466
United Glass and Ceramic Workers No. 418 .....	322	Hotel & Motel Employees No. 19 ....	5846
United Glass and Ceramic Workers No. 474 .....	249	Hotel, Restaurant Employees No. 28 .....	5066
<b>Glass Bottle Blowers' Assn. of the United States &amp; Canada</b>		Hotel, Restaurant Employees No. 30 .....	3648
Glass Bottle Blowers No. 2 .....	99	Bartenders No. 49 .....	3244
Glass Bottle Blowers No. 16 .....	46	Hotel & Motel Employees No. 50 .....	3402
Glass Bottle Blowers No. 17 .....	520	Culinary Workers & Bartenders No. 62 .....	1066
Glass Bottle Blowers No. 19 .....	318	Bartenders & Culinary Workers No. 126 .....	1054
Glass Bottle Blowers No. 29 .....	303	Hotel, Restaurant, Bartenders No. 220 .....	392
Glass Bottle Blowers No. 34 .....	276	Hotel Bartenders No. 268 .....	1538
Glass Bottle Blowers No. 39 .....	300	Culinary Workers No. 309 .....	868
Glass Bottle Blowers No. 53 .....	199	Bartenders & Culinary No. 340 .....	5263
Glass Bottle Blowers No. 69 .....	300	Dining Car Waiters No. 456 .....	293
Glass Bottle Blowers No. 80 .....	112	Hotel & Bartenders No. 483 .....	2606
Glass Bottle Blowers No. 81 .....	386	Culinary Alliance & Bartenders No. 498 .....	587
Glass Bottle Blowers No. 82 .....	114	Hotel, Restaurant, Bartenders No. 531 .....	308
Glass Bottle Blowers No. 85 .....	191	Culinary Workers & Bartenders No. 535 .....	807
Glass Bottle Blowers No. 114 .....	492	Bartenders & Culinary No. 654 .....	335
Glass Bottle Blowers No. 137 .....	1096	Culinary Alliance No. 681 .....	5389
Glass Bottle Blowers No. 141 .....	600	Culinary Workers & Bartenders No. 703 .....	1242
Glass Bottle Blowers No. 155 .....	412	Culinary Workers & Bartenders No. 814 .....	5696
Glass Bottle Blowers No. 160 .....	252		
Glass Bottle Blowers No. 177 .....	325		
Glass Bottle Blowers No. 192 .....	222		
Glass Bottle Blowers No. 224 .....	101		
Glass Bottle Blowers No. 262 .....	350		
Glass Bottle Blowers No. 267 .....	146		
<b>Glass Workers Union, American Flint</b>			
American Flint Glass Workers No. 139 .....	226		

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
<b>Industrial Workers of America, Int'l. Union, Allied</b>			
Industrial Union No. 1662 .....	42	Laborers Union No. 806 .....	594
<b>Insurance Workers Int'l. Union, AFL-CIO</b>		Shipyards Laborers No. 886 .....	477
Insurance Workers No. 30 .....	120	Hod Carriers No. 1082 .....	972
Insurance Workers No. 73 .....	125	Iron and Metal Workers No. 1088 ....	220
Insurance Workers No. 83 .....	502	Laborers Union No. 1130 .....	587
Insurance Workers No. 194 .....	112	Laborers Union No. 1184 .....	692
<b>Iron Workers, Int'l. Assn. of Bridge and Structural</b>		Laborers Union No. 1222 .....	155
Iron Workers No. 155 .....	100	Laborers Union No. 1464 .....	163
Bridgemen No. 229 .....	184	<b>Lathers, Int'l. Union of Wood, Wire and Metal</b>	
Iron Workers No. 377 .....	191	Lathers Union No. 65 .....	165
Structural Iron Workers No. 378 .....	195	Lathers Union No. 83 .....	33
Iron Workers No. 416 .....	582	Lathers Union No. 88 .....	138
Iron Workers No. 433 .....	191	Lathers Union No. 109 .....	73
Iron Workers No. 509 .....	454	Lathers Union No. 122 .....	25
Iron Workers No. 624 .....	53	Lathers Union No. 268 .....	39
Shopmen's Union No. 627 .....	2531	Lathers Union No. 300 .....	46
Iron Workers No. 790 .....	1794	Lathers Union No. 302 .....	14
<b>Jewelry Workers Union, Int'l.</b>		Lathers Union No. 440 .....	210
Jewelry Workers No. 36 .....	113	Lathers Union No. 454 .....	31
Dental Technicians No. 99 .....	167	Lathers Union No. 460 .....	41
Dental Technicians No. 100 .....	150	<b>Laundry and Dry Cleaning Int'l. Union, AFL-CIO</b>	
Watchmakers Union No. 101 .....	200	Laundry Workers No. 3 .....	2478
Jewelry Workers No. 112 .....	24	Laundry Workers No. 52 .....	975
<b>Laborers' Int'l. Union of North America</b>		Laundry Workers No. 156 .....	30
Laborers Union No. 36 .....	110	<b>Leather Goods, Plastics and Novelty Workers Union, Int'l.</b>	
Laborers Union No. 73 .....	783	Leather, Plastic, Novelty No. 31 .....	100
Laborers Union No. 89 .....	1825	<b>Longshoremen's Assn., AFL-CIO, Int'l.</b>	
Hod Carriers & Laborers No. 121 .....	235	Masters, Mates & Pilots No. 18 .....	74
Hod Carriers & Laborers No. 139 .....	773	San Francisco Bar Pilots No. 89 .....	37
Hod Carriers No. 166 .....	382	Masters, Mates & Pilots .....	939
Laborers Union No. 181 .....	205	<b>Machinists and Aerospace Workers Int'l. Assn. of</b>	
Laborers Union No. 185 .....	1882	Machinists No. 5 .....	29
Laborers Union No. 220 .....	320	Machinists No. 68 .....	1750
Hod Carriers No. 234 .....	243	Machinists No. 139 .....	477
Laborers Union No. 261 .....	1592	Machinists No. 238 .....	573
Laborers Union No. 270 .....	2453	Machinists No. 252 .....	484
Laborers Union No. 283 .....	186	Machinists No. 284 .....	2000
Laborers Union No. 291 .....	561	Machinists No. 311 .....	2608
Laborers Union No. 294 .....	1177	<b>Technical and Office Workers</b>	
Laborers Union No. 297 .....	366	No. 322 .....	346
Laborers Union No. 300 .....	5648	Machinists No. 364 .....	421
Laborers Union No. 304 .....	1888	Auto Machinists No. 428 .....	414
Laborers Union No. 324 .....	2024	Machinists No. 504 .....	2067
Laborers Union No. 326 .....	403	Machinists No. 540 .....	107
Gunite Workers No. 345 .....	275	Electronics No. 547 .....	263
Laborers Union No. 371 .....	403	Machinists No. 562 .....	2322
Laborers Union No. 439 .....	137	Machinists No. 565 .....	799
Laborers Union No. 507 .....	1842	Machinists No. 620 .....	20
Laborers Union No. 585 .....	1095	Machinists No. 653 .....	838
Laborers Union No. 591 .....	307	I. A. M. Aero Workers No. 706 .....	303
Laborers Union No. 652 .....	1500	Machinists No. 727 .....	290
Laborers Union No. 783 .....	712	Naval Aircraft Lodge No. 739 .....	344
Shipyards Laborers No. 802 .....	1465	Machinists No. 749 .....	95

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Machinists No. 821 .....	481	Butchers Union. No. 352 .....	389
Machinists No. 824 .....	1238	Meat Cutters No. 421 .....	2304
Machinists No. 1047 .....	148	Meat Cutters No. 439 .....	2500
Auto Mechanics No. 1101 .....	1887	Butchers Union No. 498 .....	1827
Machinists No. 1104 .....	108	Butchers Union No. 506 .....	2899
Machinists No. 1173 .....	900	Butchers Union No. 508 .....	729
Machinists & Aero Workers		Butchers Union No. 516 (#1) .....	750
No. 1178 .....	393	Butchers Union No. 516 (#2) .....	75
Machinists No. 1185 .....	927	Butchers Union No. 532 .....	850
Machinists No. 1186 .....	2212	Butchers Union No. 551 .....	3885
Machinists No. 1213 .....	208	Butchers Union No. 556 .....	832
Machinists No. 1235 .....	321	Butchers Union No. 563 .....	3444
Auto Machinists No. 1305 .....	1952	Meat Cutters No. 587 .....	704
Machinists No. 1309 .....	888		
Machinists No. 1327 .....	1627	<b>Metal Polishers, Buffers, Platers and Allied Workers</b>	
Auto and Machinists No. 1397 .....	211	Metal Polishers No. 67 .....	97
Machinists No. 1414 .....	1278		
Auto Machinists No. 1484 .....	511	<b>Molders and Allied Workers Union, AFL-CIO, Int'l.</b>	
Machinists No. 1492 .....	499	Molders & Foundry Workers	
Machinists Lodge No. 1518 .....	955	No. 164 .....	316
Auto Machinists No. 1546 .....	5175	Molders & Foundry Workers	
Machinists No. 1571 .....	592	No. 374 .....	102
Machinists No. 1596 .....	258		
Precision Lodge No. 1600 .....	109		
Air Transport Employees		<b>Musicians, American Federation of</b>	
No. 1781 .....	2500	Musicians Union No. 6 .....	1477
Machinists No. 1785 .....	318	Musicians Association No. 7 .....	133
Machinists No. 1824 .....	374	Musicians Union No. 12 .....	250
Machinists No. 1903 .....	511	Musicians Union No. 47 .....	2000
Machinists No. 1932 .....	1666	Musicians Protective Union	
Machinists No. 1939 .....	63	No. 113 .....	199
Machinists No. 1983 .....	54	San Jose Musicians No. 153 .....	50
Auto Lodge No. 2182 .....	1893	Musicians Association No. 167 .....	493
Machinists & Aero Workers		Musicians Union No. 189 .....	100
No. 2217 .....	113	Musicians Union No. 210 .....	250
Missiles & Electronics Workers		Musicians Protective Union	
No. 2230 .....	219	No. 263 .....	44
Machinists No. 2242 .....	82	Musicians Protective Union	
<b>Marine Engineers' Beneficial Assn., National</b>		No. 305 .....	102
Marine Engineers Association,		Musicians Association No. 424 .....	161
Dist. 1 (S.F.) .....	1000	Musicians Association No. 325 .....	200
Marine Engineers Association,		Musicians Union No. 353 .....	100
Dist. 2 (Brooklyn) .....	315	Musicians Union No. 367 .....	78
Real Property Agents .....	288	Musicians Protective Union	
<b>Meat Cutters and Butcher Workmen of North America, Amalgamated</b>		No. 454 .....	55
Meat Cutters No. P-78-A .....	1128	Musicians Union No. 510 .....	238
Meat Cutters No. P-78-C .....	114	Musicians Protective Union	
Butchers Union No. 115 .....	4114	No. 541 .....	49
Butchers Union No. 120 .....	2303	Musicians Association No. 616 .....	50
Leather Workers No. L-122 .....	255	Musicians Association No. 652 .....	51
Butchers Union No. 126 .....	2463		
Butchers Union No. 127 .....	1526	<b>Newspaper Guild, The</b>	
Meat Cutters No. 193 .....	485	Newspaper Guild No. 52 .....	1300
Sausage Makers No. 203 .....	573	Newspaper Guild No. 69 .....	1430
Leather & Luggage No. 213-L .....	500	Newspaper Guild No. 92 .....	521
Butchers Union No. 229 .....	1827	Newspaper Guild No. 95 .....	671
Provision House Workers No. 274 .....	4542	Newspaper Guild No. 98 .....	571
		Newspaper Guild No. 202 .....	100

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
<b>Office and Professional Employees</b>		Painters No. 1595 .....	389
<b>Int'l. Union</b>		Painters No. 1627 .....	128
<b>Office and Professional Employees</b>		Painters No. 1817 .....	648
<b>No. 3 .....</b>		Painters No. 1906 .....	279
<b>Office Employees No. 29 .....</b>		Paint Makers No. 1975 .....	772
<b>Office Employees No. 30 .....</b>		Painters No. 9254 .....	437
<b>Office Employees No. 139 .....</b>		<b>Paperworkers Int'l. Union, United</b>	
<b>Office Employees No. 174 .....</b>		Paperworkers No. 208 .....	84
<b>Hypnotists No. 472 .....</b>		Paperworkers No. 329 .....	171
<b>Oil, Chemical and Atomic Workers</b>		<b>Pattern Makers League of</b>	
<b>Int'l. Union</b>		<b>North America</b>	
<b>Oil and Chemical Workers</b>		Pattern Maker Association .....	94
<b>No. 1-2 .....</b>		<b>Plasterers' and Cement Masons'</b>	
<b>Oil and Chemical Workers</b>		<b>Int'l. Assn. of the United States</b>	
<b>No. 1-6 .....</b>		<b>and Canada, Operative</b>	
<b>Oil and Chemical Workers</b>		Cement Masons No. 25 .....	454
<b>No. 19 .....</b>		Plasterers No. 66 .....	142
<b>Oil and Chemical Workers</b>		Plasterers & Cement Finishers	
<b>No. 128 .....</b>		No. 73 .....	228
<b>Oil and Chemical Workers</b>		Plasterers & Cement Masons	
<b>No. 534 .....</b>		No. 188 .....	122
<b>Oil and Chemical Workers</b>		Plasterers No. 295 .....	100
<b>No. 547 .....</b>		Plasterers & Cement Masons	
		No. 346 .....	227
		Plasterers & Cement Masons	
		No. 355 .....	130
		Plasterers & Cement Masons	
		No. 429 .....	114
		Plasterers & Cement Masons	
		No. 481 .....	21
		Cement Masons No. 580 .....	214
		Cement Masons No. 582 .....	416
		Cement Masons No. 594 .....	251
		Cement Masons No. 627 .....	736
		Plasterers & Cement Finishers	
		No. 741 .....	242
		Plasterers & Cement Masons	
		No. 805 .....	41
		Cement Finishers No. 814 .....	91
		Plasterers & Cement Masons	
		No. 825 .....	153
		<b>Plumbing and Pipe Fitting Industry</b>	
		<b>of the United States and Canada,</b>	
		<b>United Assn. of Journeymen and</b>	
		<b>Apprentices of the</b>	
		Plumbers and Fitters No. 38 .....	2834
		Plumbers and Fitters No. 62 .....	115
		Plumbers No. 78 .....	1653
		Plumbers and Fitters No. 114 .....	419
		Plumbers and Fitters No. 246 .....	290
		Steamfitters No. 342 .....	1335
		Plumbers No. 343 .....	283
		Plumbers and Fitters No. 364 .....	600
		Plumbers and Fitters No. 393 .....	250
		Plumbers and Fitters No. 398 .....	636
		Plumbers and Fitters No. 403 .....	148
		Plumbers and Pipe Trades	
		No. 437 .....	250

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
<b>Plumbers and Gas Fitters</b>		<b>Railway Carmen of the United States and Canada, Brotherhood</b>	
No. 444 .....	900	Railway Carmen No. 735 .....	33
Plumbers and Fitters No. 447 .....	300	Railway Carmen No. 1344 .....	49
Plumbers and Fitters No. 460 .....	350	<b>Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Brotherhood of</b>	
Plumbers and Fitters No. 467 .....	511	Railway Clerks No. 1376 .....	151
Plumbers and Fitters No. 471 .....	40	<b>Retail Clerks Int'l. Assn.</b>	
Sprinkler Fitters No. 483 .....	300	Retail Clerks No. 17 .....	1232
Plumbers No. 484 .....	341	Retail Clerks No. 373 .....	1707
Plumbers and Fitters No. 492 .....	165	Retail Store Employees No. 410 .....	1063
Plumbers and Fitters No. 545 .....	452	Retail Store Employees No. 428 .....	7211
Plumbers and Fitters No. 582 .....	300	Retail Clerks No. 541 .....	407
Plumbers and Fitters No. 607 .....	141	Retail Clerks No. 588 .....	826
<b>Porters, Brotherhood of Sleeping Car</b>		Retail Clerks No. 648 .....	4146
Sleeping Car Porters .....	98	Retail Clerks No. 775 .....	2517
<b>Pottery and Allied Workers, Int'l. Brotherhood of</b>		Retail Clerks No. 839 .....	1551
Pottery Workers No. 89 .....	117	Retail Clerks No. 870 .....	4017
Operative Potters No. 214 .....	77	Retail Clerks No. 905 .....	2378
Operative Potters No. 218 .....	128	Auto Salesmen No. 1095 .....	368
Operative Potters No. 222 .....	157	Retail Department Store Employees No. 1100 .....	4965
Operative Potters No. 223 .....	172	Retail Clerks No. 1119 .....	1300
Operative Potters No. 226 .....	120	Retail Clerks No. 1179 .....	2946
Operative Potters No. 307 .....	62	Retail Clerks No. 1288 .....	1483
Operative Potters No. 319 .....	170	Retail Clerks No. 1442 .....	5140
<b>Printing and Graphic Communications Union, Int'l.</b>		Retail Clerks No. 1532 .....	1589
Paper Handlers No. 3 .....	72	<b>Roofers, Damp and Waterproof Workers Assn., United Slate, Tile and Composition</b>	
San Francisco Pressmen & Plate Makers No. 4 .....	876	Roofers No. 36 .....	823
Western Graphic Arts No. 14 .....	1200	Roofers No. 40 .....	278
Newspaper Pressmen No. 48 .....	104	Roofers No. 47 .....	131
Paper Handlers No. 24 .....	27	Roofers No. 50 .....	64
Newspaper Pressmen No. 48 .....	408	Roofers No. 81 .....	238
Printing Pressmen No. 60 .....	150	Roofers No. 95 .....	204
Printing Pressmen No. 78 .....	553	<b>Rubber, Cork, Linoleum and Plastic Workers of America, United</b>	
Printing Pressmen No. 138 .....	80	Rubber Workers No. 64 .....	98
Printing Communications Union No. 140 .....	83	Rubber Workers No. 78 .....	112
Printing Pressmen No. 285 .....	59	Rubber Workers No. 100 .....	623
Printing Graphic No. 328 .....	49	Rubber Workers No. 131 .....	899
Printing Specialties No. 388 .....	653	Rubber Workers No. 141 .....	132
Printing Specialties No. 495 .....	143	Rubber Workers No. 146 .....	62
Printing Specialties No. 522 .....	283	Rubber Workers No. 158 .....	73
Printing Specialties No. 659 .....	101	Rubber Workers No. 171 .....	248
Ink and Roller Makers No. 5 .....	189	Rubber Workers No. 300 .....	47
Printing Specialties No. 362 .....	798	Rubber Workers No. 335 .....	134
Printing Specialties No. 382 .....	753	Rubber Workers No. 428 .....	92
Printing Specialties No. 460 .....	54	Rubber Workers No. 451 .....	158
Printing Specialties No. 609 .....	144	Rubber Workers No. 560 .....	262
Printing Specialties No. 618 .....	13	Rubber Workers No. 585 .....	204
Printing Specialties No. 653 .....	106	Rubber Workers No. 656 .....	56
Printing Specialties No. 656 .....	16	Rubber Workers No. 657 .....	198
Printing Specialties No. 677 .....	186	Rubber Workers No. 678 .....	8
Printing Specialties No. 678 .....	639	Rubber Workers No. 703 .....	627
Printing Specialties No. 706 .....	73		
Printing Specialties No. 777 .....	748		
<b>Radio Association, American</b>			
American Radio Association .....	203		

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Rubber Workers No. 721 .....	65	<b>Stage Employees and Moving Picture Machine Operators of the United States and Canada, Int'l. Alliance of Theatrical</b>	
Rubber Workers No. 726 .....	968	<b>Theatrical Stage Employees</b>	
Rubber Workers No. 782 .....	57	No. 16 .....	106
Rubber Workers No. 829 .....	19	Film Exchange Employees No. 17 ....	43
<b>Seafarers Int'l. Union of North America</b>		Theatrical Employees No. 18 .....	141
Advertising & Public Relations Employees Union .....	34	Stage Employees No. 33 .....	453
United Cannery Workers & Indus- trial Workers of the Pacific .....	147	Property Craftsmen No. 44 .....	2000
United Cannery Workers (Wilmington) .....	3734	Stage Employees No. 50 .....	55
Fishermen's Union of America		Film Exchange Employees No. 61 ....	94
(San Pedro) .....	884	<b>Theatrical Wardrobe Employees</b>	
Inlandboatmen of the Pacific (San Francisco) .....	283	No. 66 .....	49
Inlandboatment of the Pacific (Long Beach) .....	239	Studio Grips No. 80 .....	587
Marine Cooks and Stewards .....	1637	Theatrical Stage No. 107 .....	65
Marine Firemen .....	1200	Stage Employees No. 122 .....	48
Marine Staff Officers .....	204	Theatrical Stage No. 134 .....	27
Military Sea Transport .....	638	<b>Moving Picture Machine Operators</b>	
Mortuary Employees No. 9049 .....	36	No. 162 .....	150
Petroleum Workers No. 11 .....	32	<b>Moving Picture Studio Projectionists</b>	
Sailors Union of Pacific .....	3165	No. 165 .....	222
Seafarers, Atlantic & Gulf (San Francisco) .....	652	Moving Picture Operators No. 169 ....	92
Seafarers, Atlantic & Gulf (Wilmington) .....	224	Amusement Employees No. 192 ....	179
Sugar Workers No. 1 .....	960	Theatrical Employees No. 215 .....	19
Transportation Workers of California .....	464	Theatre Stage Operators No. 241 ....	33
<b>Service Employees Int'l. Union, AFL-CIO</b>		<b>Motion Picture Machine Operators</b>	
Theatrical Janitors No. 9 .....	149	No. 252 .....	74
Window Cleaners No. 44 .....	166	<b>Motion Picture Projectionists</b>	
Building Service Employees No. 81 .....	920	No. 297 .....	109
Building Service Employees No. 87 .....	2872	<b>Theatre Stage &amp; Motion Picture Operators No. 409 .....</b>	<b>83</b>
Theatrical Janitors No. 121 .....	184	<b>Motion Picture Machine Operators</b>	
Cemetery Workers No. 265 .....	212	No. 420 .....	17
Hospital Workers No. 327 .....	123	<b>Motion Picture Projectionists</b>	
Physicians Union No. 669 .....	19	No. 428 .....	20
<b>Sheet Metal Workers Int'l. Assn.</b>		<b>Motion Picture Projectionists</b>	
Sheet Metal Workers No. 75 .....	217	No. 431 .....	54
Sheet Metal Workers No. 104 .....	469	<b>Stage Employees &amp; Moving Picture Operators No. 442 .....</b>	<b>26</b>
Sheet Metal Workers No. 162 .....	518	<b>Moving Picture Projectionists</b>	
Sheet Metal Workers No. 206 .....	500	No. 501 .....	10
Sheet Metal Workers No. 216 .....	389	<b>Theatrical Stage Employees</b>	
Sheet Metal Workers No. 252 .....	222	No. 504 .....	130
Sheet Metal Workers No. 272 .....	49	<b>Moving Picture Projectionists</b>	
Sheet Metal Workers No. 273 .....	246	No. 521 .....	56
Sheet Metal Workers No. 283 .....	181	<b>Moving Picture Projectionists</b>	
Sheet Metal Workers No. 309 .....	376	No. 560 .....	26
Sheet Metal Workers No. 420 .....	544	<b>Theatrical Stage &amp; Moving Picture Operators No. 564 .....</b>	<b>24</b>
		<b>Theatrical Stage Employees</b>	
		No. 577 .....	38
		<b>Stage Employees &amp; Moving Picture Operators No. 599 .....</b>	<b>51</b>
		<b>Stage Employees &amp; Moving Picture Operators No. 605 .....</b>	<b>13</b>
		<b>Theatrical Stage Employees</b>	
		No. 611 .....	21
		<b>Stage Hands Local No. 614 .....</b>	<b>29</b>

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
<b>Theatrical Stage Employees</b>		<b>San Mateo County Classified</b>	
No. 656 .....	8	School Employees No. 377 .....	457
<b>Moving Picture Photographers</b>		<b>Foremen Public Works No. 413 .....</b>	<b>219</b>
No. 659 .....	292	<b>East Bay Municipal Employees</b>	
<b>Film Technicians No. 683 .....</b>	<b>2200</b>	No. 444 .....	467
<b>Motion Picture Sound Technicians</b>		<b>Los Angeles Superior Court Clerks</b>	
No. 695 .....	307	No. 575 .....	169
<b>Motion Picture Costumers No. 705 ....</b>	<b>590</b>	<b>Pasadena Unified School Employees</b>	
<b>Make Up Artists No. 706 .....</b>	<b>327</b>	No. 606 .....	109
<b>Motion Picture Crafts No. 727 .....</b>	<b>150</b>	<b>Los Angeles County Probation</b>	
<b>Studio Electronic Technicians</b>		Officers No. 685 .....	1204
No. 728 .....	409	<b>South San Mateo Peninsula Cities</b>	
<b>Motion Picture Set Painters</b>		No. 756 .....	70
No. 729 .....	276	<b>State, County, Municipal Employees</b>	
<b>Theatre Stage Operators No. 730 .....</b>	<b>27</b>	No. 800 .....	355
<b>Moving Picture Projectionists</b>		<b>State and County Employees</b>	
No. 739 .....	9	No. 809 .....	73
<b>Moving Picture Machine Operators</b>		<b>County Employees of San Mateo</b>	
No. 762 .....	11	No. 829 .....	1057
<b>Motion Picture Studio First Aid</b>		<b>Daly City Municipal Employees</b>	
Employees No. 767 .....	93	No. 919 .....	96
<b>Theatre Wardrobe No. 768 .....</b>	<b>56</b>	<b>Torrance Municipal Employees</b>	
<b>Moving Picture Film Editors</b>		No. 1117 .....	299
No. 776 .....	840	<b>Nonacademic Employees Union</b>	
<b>Theatre Wardrobe Attendants</b>		No. 1423 .....	38
No. 784 .....	40	<b>American Federation of</b>	
<b>Moving Picture Cinetechnicians</b>		State, County & Municipal	
No. 789 .....	441	Employees No. 1476 .....	38
<b>Studio Art Craftsmen No. 790 .....</b>	<b>35</b>	<b>American Federation of</b>	
<b>Theatre Stage Operators No. 796 .....</b>	<b>30</b>	State, County & Municipal	
<b>Theatre Stage Operators No. 811 .....</b>	<b>21</b>	Employees No. 1569 .....	66
<b>Scenic Artists No. 816 .....</b>	<b>215</b>	<b>American Federation of</b>	
<b>Publicists Guild No. 818 .....</b>	<b>251</b>	State, County & Municipal	
<b>Motion Picture Screen Cartoonists</b>		Employees No. 1577 .....	73
No. 839 .....	710	<b>Santa Clara County Probation</b>	
<b>Set Designers No. 847 .....</b>	<b>76</b>	Department No. 1587 .....	294
<b>Story Analysts No. 854 .....</b>	<b>56</b>	<b>Clerical &amp; Technical Employees,</b>	
<b>Ticket Sellers No. 857 .....</b>	<b>100</b>	University of California No. 1695 ....	543
<b>Script Supervisors No. 871 .....</b>	<b>107</b>	A F S.C.M.E. No. 2019 .....	226
<b>Theatrical Wardrobe No. 874 .....</b>	<b>13</b>	<b>San Bruno City Employees</b>	
<b>Motion Picture Art Directors</b>		No. 2190 .....	30
No. 876 .....	154	<b>A.F.S.C.M.E. No. 2702 .....</b>	<b>37</b>
<b>Studio Teachers No. 884 .....</b>	<b>37</b>	<b>Association of Psychiatric Social</b>	
		Workers No. 2712 .....	134
<b>State, County and Municipal</b>		<b>State &amp; County Employees</b>	
<b>Employees, American Federation of</b>		No. 2840 .....	154
<b>Los Angeles County Employees</b>		<b>Sonoma State Hospital No. 14 .....</b>	<b>50</b>
No. 119 .....	364	<b>Patton State Hospital No. 128 .....</b>	<b>158</b>
<b>State County Employees No. 135 .....</b>	<b>39</b>	<b>Napa State Hospital No. 174 .....</b>	<b>30</b>
<b>A.F.S.C.M.E. No. 143 .....</b>	<b>115</b>	<b>Department of Corrections</b>	
<b>County Employees No. 146 .....</b>	<b>576</b>	No. 179 .....	12
<b>Police Department Employees</b>		<b>Agnews State Hospital No. 247 .....</b>	<b>5</b>
No. 170 .....	76	<b>Department of Youth Authority</b>	
<b>Ventura Municipal Employees</b>		No. 479 .....	20
No. 181 .....	88	<b>Stockton State Hospital No. 513 .....</b>	<b>12</b>
<b>Oakland Unified School Employees</b>		<b>Mendocino State Hospital No. 519 ....</b>	<b>10</b>
No. 257 .....	269	<b>Fairview State Hospital No. 887 .....</b>	<b>44</b>
<b>Los Angeles Municipal Employees</b>		<b>California Labor Commissioners</b>	
No. 319 .....	11	No. 975 .....	41
<b>University of California Employees</b>			
No. 371 .....	185		

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
State Employees, Los Angeles Area No. 1406 .....	199	Stockton Teachers No. 1287 .....	135
Metropolitan State Hospital No. 1492 .....	48	Centinela Federation Teachers No. 1301 .....	13
Pacific State Hospital Employees No. 1515 .....	181	Shasta County Teachers No. 1320 .....	46
California State Employees No. 1676 .....	20	Napa Teachers No. 1336 .....	94
California State Employees No. 1829 .....	10	Culver City Teachers No. 1343 .....	134
State College Employees No. 2556 ....	47	Oceanside Teachers No. 1344 .....	12
<b>Steelworkers of America, United</b>		El Camino College Teachers No. 1388 .....	75
Steelworkers Union No. 1069 .....	451	Compton Teachers No. 1413 .....	118
Steelworkers Union No. 1304 .....	853	Riverside Teachers No. 1414 .....	160
Steelworkers Union No. 1440 .....	683	Hayward Federation of Teachers No. 1423 .....	289
Steelworkers Union No. 1502 .....	376	Foothills Teachers, West Covina No. 1424 .....	361
Steelworkers Union No. 5084 .....	150	Los Angeles County Federation of Private School Teachers No. 1426 .....	14
Steelworkers Union No. 5261 .....	21	Huntington Beach Teachers No. 1427 .....	91
Steelworkers Union No. 5450 .....	39	Covina Valley Teachers No. 1432 .....	54
Steelworkers Union No. 5504 .....	309	Chabot Federation of Teachers No. 1440 .....	53
Steelworkers Union No. 5632 .....	351	Clovis Federation of Teachers No. 1463 .....	26
Steelworkers Union No. 5649 .....	53	American Federation of Teachers, Daly City No. 1481 .....	109
Steelworkers Union No. 6729 .....	28	Delta College Teachers No. 1486 .....	27
Steelworkers Union No. 6849 .....	205	San Mateo Community College Teachers No. 1493 .....	173
United Steelworkers No. 7100 .....	557	Fremont Federation of Teachers No. 1494 .....	178
<b>Stove, Furnace and Allied Appliance Workers' of North America</b>		Los Angeles College Teachers Guild No. 1521 .....	102
Stove & Furnace Workers No. 125 ....	28	Alameda Teachers No. 1528 .....	161
<b>Teachers, American Federation of</b>		State Center Jr. College Teachers No. 1533 .....	71
United Professors of California .....	3337	Peralta Teachers No. 1603 .....	209
Sacramento Teachers No. 31 .....	204	Burbank Teachers No. 1608 .....	83
San Francisco Teachers No. 61 .....	1786	College of Marin Teachers No. 1610 .....	93
San Diego Teachers No. 370 .....	608	American Federation of Teachers No. 1617 .....	33
Monterey Teachers No. 457 .....	65	Stanislaus Teachers No. 1626 .....	53
Glendale Teachers No. 610 .....	17	Long Beach City Teachers No. 1629 .....	10
Bassett Teachers No. 727 .....	90	New Haven Teachers No. 1657 .....	73
Teachers, Alameda County No. 771 .....	781	Foothill College Teachers, Los Altos No. 1676 .....	59
Vallejo Teachers No. 827 .....	105	Madera Teachers No. 1694 .....	25
San Bernardino Teachers No. 832 ....	109	Solano Community College Teachers No. 1696 .....	25
Richmond Teachers No. 866 .....	342	San Lorenzo Teachers No. 1713 .....	10
Fresno Teachers No. 869 .....	115	San Jose Junior College Teachers No. 1730 .....	24
San Jose Teachers No. 957 .....	252	San Juan Teachers No. 1743 .....	127
Salinas Valley Teachers No. 1020 .....	95	Garden Grove Teachers No. 1752 .....	192
Los Angeles Teachers No. 1021 .....	4192	Lucia Mar Teachers, Pismo Beach No. 1753 .....	54
Pasadena Teachers No. 1050 .....	219		
San Rafael Federation Teachers No. 1077 .....	56		
Berkeley Teachers No. 1078 .....	429		
Santa Barbara Teachers No. 1081 ....	234		
So. San Francisco Teachers No. 1119 .....	51		
Sequoia Teachers No. 1163 .....	99		
Palo Alto Teachers No. 1256 .....	53		
Long Beach Teachers No. 1263 .....	169		
Oxnard Teachers No. 1273 .....	106		
Escondido Teachers No. 1278 .....	84		
San Leandro Teachers No. 1285 .....	83		

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Contra Costa College Teachers No. 1754 .....	111	San Ramon Teachers No. 2052 .....	109
Simi Federation of Teachers No. 1773 .....	76	Santa Paula Teachers No. 2071 .....	65
Temple City Teachers No. 1791 .....	34	Red Bluff Teachers No. 2078 .....	13
La Puente Valley Teachers No. 1792 .....	123	Chino Federation of Teachers No. 2086 .....	148
Antelope Valley Teachers No. 1793 .....	123	Intermountain Teachers No. 2116 ...	15
Newport Mesa Teachers No. 1794 ....	274	Ojai Federation of Teachers No. 2119 .....	52
Newark Teachers No. 1804 .....	81	Community College Federation of Teachers No. 2121 .....	287
Riverside City College Teachers No. 1814 .....	65	Milpitas Teachers No. 2140 .....	90
Ventura County College Teachers No. 1828 .....	111	Enterprise Federation of Teachers No. 2166 .....	55
Elk Grove Teachers No. 1851 .....	38	Travis Federation of Teachers No. 2182 .....	39
Hebrew Federation of Teachers No. 1854 .....	10	Orange Teachers No. 2188 .....	35
Beverly Hills Teachers No. 1863 .....	33	Association of Classified Teachers No. 2189 .....	423
Petaluma Teachers No. 1881 .....	187	Torrance Teachers No. 2206 .....	207
Folsom Cordova Teachers No. 1891 .....	61	Carpinteria Teachers No. 2216 .....	49
Diablo Valley Teachers No. 1902 .....	245	Kern Federation of Teachers No. 2217 .....	29
San Mateo High School Teachers No. 1914 .....	34	Kings Canyon Federation of Teachers No. 2218 .....	14
Gilroy Teachers No. 1921 .....	127	Galt Federation of Teachers No. 2219 .....	14
Hart Federation of Teachers No. 1922 .....	23	Corcoran Teachers No. 2220 .....	35
San Diego Community College Guild No. 1931 .....	99	Tulare Federation of Teachers No. 2227 .....	9
Sweetwater Teachers No. 1932 .....	83	San Francisco Archdiocese Teachers No. 2240 .....	38
San Diequito Teachers No. 1933 .....	48	School Employees No. 2247 .....	78
Grossmont College Teachers No. 1934 .....	115	South Bay Federation of Teachers No. 2261 .....	77
Pajaro Valley Teachers No. 1936 .....	158	Placer Teachers Union No. 2267 .....	21
Mt. View Teachers No. 1937 .....	37	Cutler Orosi Teachers No. 2269 .....	47
Santa Rosa Junior College No. 1946 .....	8	Glendale College Guild No. 2276 .....	2
W. San Bernardino Teachers No. 1952 .....	76	Los Rios Teachers No. 2279 .....	113
West Valley Teachers No. 1953 .....	58	Fullerton Teachers No. 2291 .....	191
Anaheim Federation of Teachers No. 1967 .....	134	Huntington Beach Teachers No. 2292 .....	57
Chaffey College Teachers No. 1971 .....	31	Placentia Teachers No. 2293 .....	9
Los Alamitos Teachers No. 1972 .....	34	Teachers Union of Fontana No. 2294 .....	84
Ventura Teachers No. 1981 .....	42	Southeast Tulare County Teachers No. 2301 .....	27
Tamalpais Teachers No. 1985 .....	132	Capistrano Teachers No. 2312 .....	88
Novato Teachers No. 1986 .....	199	Norwalk Teachers No. 2314 .....	93
East County Teachers No. 2001 .....	127	ABC Federation of Teachers No. 2317 .....	234
Morgan Hill Teachers No. 2022 .....	53	Fallbrook Teachers No. 2331 .....	8
Inglewood Teachers No. 2024 .....	30	Tehachapi Teachers No. 2332 .....	31
Ukiah Federation of Teachers No. 2025 .....	33	St. Mary's College Teachers No. 2336 .....	10
Santa Rosa Teachers No. 2029 .....	24	Orange County Federation of Teachers No. 2337 .....	8
Greater Santa Cruz Teachers No. 2030 .....	79	Poway Federation of Teachers No. 2357 .....	107
Acalanes District Teachers No. 2037 .....	16	Lakeside Teachers No. 2358 .....	4

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Sanger Teachers No. 2366 .....	20	United Catholic Teachers	
Walnut Federation of Teachers		No. 3448 .....	83
No. 2369 .....	8	El Rancho Teachers No. 3467 .....	27
Palm Springs Teachers No. 2374 .....	17	Weaver Federation of Teachers	
Sunnyvale Teachers No. 2387 .....	23	No. 3484 .....	6
Fremont Teachers No. 2390 .....	58	Rescue Union Teachers No. 3581 .....	2
Santa Clara Teachers No. 2393 .....	148	Berkeley Faculty, University of	
Rowland Teachers No. 2406 .....	119	California No. 1474 .....	80
Las Virgenes Teachers No. 2410 .....	46	University Federation of Librarians	
Desert Sands Teachers No. 2411 .....	58	No. 1795 .....	31
Washington Teachers No. 2412 .....	18	University of California No. 1966 .....	19
Turlock Teachers No. 2424 .....	29	Los Angeles Faculty, University of	
Irvine Federation of Teachers		California, Los Angeles No. 1990 .....	29
No. 2428 .....	31	University of California No. 2023 .....	75
KCCFT Bakersfield No. 2429 .....	44	San Diego Faculty Union No. 2034 .....	28
Ontario Montclair Teachers		University of California No. 2141 .....	56
No. 2442 .....	25	Faculty Union No. 2199 .....	18
Tranquility Teachers No. 2443 .....	6	University of California No. 2226 .....	77
Goleta Federation of Teachers		<b>Technical Engineers, American</b>	
No. 3146 .....	96	<b>Federation of</b>	
W. Hills Community College		Technical Engineers (I.F.P.T.E.)	
Teachers No. 3148 .....	12	No. 21 .....	188
Lompoc Federation of Teachers		Technical Engineers (C.L.E.A.T.E.)	
No. 3151 .....	139	No. 22 .....	58
Tustin Federation of Teachers		<b>Telegraph Workers, United</b>	
No. 3152 .....	34	United Telegraph Workers	
Chula Vista Teachers No. 3157 .....	102	No. 34 .....	313
Berryessa Teachers No. 3164 .....	7	United Telegraph Workers	
Pacific Grove Teachers No. 3166 .....	14	No. 208 .....	87
Ocean View Teachers No. 3174 .....	17	<b>Textile Workers Union of America</b>	
W. Valley College Teachers		Textile Workers No. 99 .....	233
No. 3189 .....	22	Textile Workers No. 915 .....	227
Southwestern Teachers No. 3194 .....	33	Textile Workers No. 1291 .....	172
Ohlone College Teachers No. 3200 .....	17	<b>Theatrical Press Agents, Managers,</b>	
Palos Verdes Teachers No. 3208 .....	97	<b>New York and Los Angeles</b>	
Palmdale Teachers No. 3210 .....	49	Theatrical Press Agents No. 18032 .....	66
San Ysidro Federation of Teachers		<b>Transit Union, Amalgamated</b>	
No. 3211 .....	42	Amalgamated Transit Union	
Avenal Lemoore Teachers		No. 192 .....	979
No. 3219 .....	13	Amalgamated Transit Union	
Carmel Teachers No. 3243 .....	26	No. 256 .....	330
Barstow Federation of Teachers		Street Carmen No. 265 .....	576
No. 3258 .....	19	Amalgamated Transit Union	
Whisman Federation of Teachers		No. 276 .....	60
No. 3266 .....	14	Motor Coach Operators No. 1027 .....	79
Jefferson Federation of Teachers		Bus Drivers No. 1222 .....	200
No. 3267 .....	47	Amalgamated Transit Union	
Mother Lode Teachers No. 3268 .....	16	No. 1225 .....	1500
Laguna Salada Teachers No. 3276 .....	63	Amalgamated Transit Union	
Azusa Federation of Teachers		No. 1277 .....	1033
No. 3298 .....	38	Bus Drivers Union No. 1309 .....	618
Conejo Federation of Teachers		Amalgamated Transit Union	
No. 3299 .....	46	No. 1471 .....	433
San Bruno Federation of Teachers		Amalgamated Transit Union	
No. 3330 .....	34	No. 1555 .....	421
Fresno County Teachers No. 3331 .....	34	<b>Transport Workers Union of America</b>	
National City Teachers No. 3384 .....	26	Transport Workers No. 250 .....	1369
Glendora Federation of Teachers			
No. 3420 .....	53		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Transport Workers No. 292 .....	641	United Transportation Union	
Air Transport Workers No. 502 .....	409	No. 1544 .....	75
Transport Workers No. 505 .....	200	United Transportation Union	
<b>Transportation Union, United</b>		No. 1556 .....	44
United Transportation Union		United Transportation Union	
No. 19 .....	92	No. 1561 .....	50
United Transportation Union		United Transportation Union	
No. 31 .....	33	No. 1563 .....	380
United Transportation Union		United Transportation Union	
No. 32 .....	86	No. 1564 .....	388
United Transportation Union		United Transportation Union	
No. 42 .....	31	No. 1565 .....	414
United Transportation Union		United Transportation Union	
No. 47 .....	42	No. 1570 .....	80
United Transportation Union		United Transportation Union	
No. 99 .....	19	No. 1581 .....	80
United Transportation Union		United Transportation Union	
No. 100 .....	28	No. 1604 .....	27
United Transportation Union		United Transportation Union	
No. 239 .....	103	No. 1607 .....	333
United Transportation Union		United Transportation Union	
No. 240 .....	168	No. 1674 .....	14
United Transportation Union		United Transportation Union	
No. 492 .....	92	No. 1694 .....	30
United Transportation Union		United Transportation Union	
No. 694 .....	93	No. 1730 .....	38
United Transportation Union		United Transportation Union	
No. 771 .....	164	No. 1732 .....	57
United Transportation Union		United Transportation Union	
No. 811 .....	138	No. 1741 .....	144
United Transportation Union		United Transportation Union	
No. 835 .....	46	No. 1770 .....	127
United Transportation Union		United Transportation Union	
No. 936 .....	21	No. 1785 .....	49
United Transportation Union		United Transportation Union	
No. 1080 .....	44	No. 1795 .....	48
United Transportation Union		United Transportation Union	
No. 1200 .....	71	No. 1798 .....	35
United Transportation Union		United Transportation Union	
No. 1201 .....	154	No. 1801 .....	22
United Transportation Union		United Transportation Union	
No. 1207 .....	25	No. 1804 .....	30
United Transportation Union		United Transportation Union	
No. 1241 .....	32	No. 1806 .....	16
United Transportation Union		United Transportation Union	
No. 1252 .....	62	No. 1808 .....	17
United Transportation Union		United Transportation Union	
No. 1260 .....	20	No. 1812 .....	49
United Transportation Union		United Transportation Union	
No. 1262 .....	11	No. 1813 .....	54
United Transportation Union		United Transportation Union	
No. 1332 .....	20	No. 1819 .....	19
United Transportation Union		United Transportation Union	
No. 1336 .....	84	No. 1827 .....	14
United Transportation Union		United Transportation Union	
No. 1422 .....	144	No. 1846 .....	48
United Transportation Union		United Transportation Union	
No. 1469 .....	100	No. 1915 .....	65

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
<b>Typographical Union, Int'l.</b>		Ventura Typographical No. 909 .....	49
Mailers No. 9 .....	231	Typographical No. 983 .....	19
Bay Area Typographical Union		Typographical No. 993 .....	43
No. 21 .....	2026	<b>Upholsterers' Int'l. Union of North America</b>	
Central Valley Typographical Union		Upholsterers No. 15 .....	320
No. 46 .....	473	Upholsterers No. 32 .....	157
San Diego Mailers No. 75 .....	43	Furniture Union No. 500 .....	182
Typographical No. 144 .....	200	<b>Utility Workers Union of America</b>	
Typographical No. 174 .....	15	Utility Workers No. 132 .....	1000
Typographical No. 207 .....	37	Utility Workers No. 160 .....	52
San Diego Typographical No. 221 ....	330	Utility Workers No. 160 C .....	121
Typographical No. 439 .....	145	Utility Workers No. 259 .....	150
Typographical No. 597 .....	38	Utility Workers No. 283 .....	57
Typographical No. 600 .....	15	<b>Woodworkers of America, Int'l.</b>	
Monterey Bay Area Typographical		Woodworkers No. 3-64 .....	476
No. 651 .....	162	Woodworkers No. 3-86 .....	188
Typographical No. 667 .....	21	Woodworkers No. 3-269 .....	151
Typographical No. 738 .....	57		
Typographical No. 875 .....	15		
Typographical No. 899 .....	47		

### New Affiliations and Reinstatements

7-1-74 through 6-30-76

International and Local	Date	International and Local	Date
<b>Chemical Workers Union Int'l.</b>		<b>Hamilton Air Force Base Fire</b>	
Chemical Workers No. 398 .....	9/ 1/75	Fighters No. 134 .....	4/ 1/76
Chemical Workers No. 422 .....	2/ 1/76	Skaggs Island Fire Fighters	
<b>Communications Workers of America</b>		No. 193 .....	3/ 1/75
Communications Workers		Seaside Fire Fighters	
No. 9425 .....	5/ 1/75	No. 1218 .....	5/ 1/75
Communications Workers		Clovis Fire Fighters No. 1695 ....	3/ 1/75
No. 9490 .....	2/ 1/76	Manteca Fire Fighters	
Communications Workers		No. 1874 .....	4/ 1/76
No. 11500 .....	10/ 1/74	Campbell Fire Fighters	
Communications Workers		No. 1939 .....	4/ 1/76
No. 11513 .....	10/ 1/74	Mountain View Fire Fighters	
Communications Workers		No. 1965 .....	6/ 1/76
No. 11587 .....	10/ 1/74	Calexico Fire Fighters	
Communications Workers		No. 1966 .....	9/ 1/74
District #11, Los Angeles .....	2/24/76	Placentia Fire Fighters	
<b>Electrical Workers, International Brotherhood of</b>		No. 2147 .....	1/ 1/75
Electrical Workers No. 18 .....	1/20/76	San Rafael Fire Fighters	
<b>Fire Fighters, International Association of</b>		No. 2208 .....	1/ 1/76
Monterey Fire Fighters		Cucamonga Fire Fighters	
No. 166 .....	1/ 1/76	No. 2274 .....	8/ 1/75
Moffett Field Fire Fighters		Coalinga Fire Fighters	
No. 205 .....	3/ 1/76	No. 2305 .....	12/ 1/74
Atascadero Fire Fighters		Menlo Park Fire Fighters	
No. 11 .....	5/ 1/75	No. 2372 .....	12/ 1/74
		Palo Verdes Fire Fighters	
		No. 2382 .....	12/ 1/74
		Orange City Fire Fighters	
		No. 2384 .....	1/ 1/76

<b>International and Local</b>	<b>Date</b>	<b>International and Local</b>	<b>Date</b>
<b>San Mateo Fire Fighters</b>		<b>Teachers, American Federation of</b>	
No. 2400 .....	2/ 1/75	Vallejo Teachers No. 827 .....	2/ 1/75
<b>Oroville Fire Fighters</b>		San Rafael Federation of	
No. 2404 .....	12/ 1/74	Teachers No. 1077 .....	5/ 1/75
<b>Norco Fire Fighters</b>		Santa Maria Federation of	
No. 2422 .....	3/ 1/75	Teachers No. 1617 .....	2/ 1/75
<b>Westminster Fire Fighters</b>		Long Beach City College of	
No. 2425 .....	3/ 1/76	Federation of Teachers	
<b>Turlock Fire Fighters</b>		No. 1629 .....	7/ 1/74
No. 2434 .....	5/ 1/75	Diablo Valley College Federation	
<b>Hotel &amp; Restaurant Employees'</b>		of Teachers No. 1726 .....	3/ 1/75
<b>and Bartenders' International</b>		Hebrew Federation of Teachers	
<b>Union</b>		No. 1854 .....	6/ 1/75
Culinary Workers No. 309 .....	7/ 1/74	San Dieguito Teachers	
Hotel, Restaurant, Bartenders		No. 1933 .....	6/ 1/76
No. 531 .....	2/ 1/75	Santa Rosa Junior College	
Joint Executive Board of		Teachers No. 1946 .....	5/ 1/76
Culinary Workers, San		Chaffey Community College	
Francisco .....	4/22/76	Teachers No. 1971 .....	2/ 1/75
<b>Machinists &amp; Aerospace Workers,</b>		Inglewood Teachers No. 2024 .....	5/ 1/75
<b>International Association of</b>		Enterprise Federation of	
Machinists No. 749 .....	12/ 1/74	Teachers No. 2166 .....	11/ 1/74
<b>Printing &amp; Graphic</b>		Glendale College Guild	
<b>Communications Union,</b>		No. 2276 .....	2/ 1/76
<b>International</b>		N E. Bay Pre-School Educators	
Printing Specialties & Paper		No. 2268 .....	5/ 1/75
Products No. 618 .....	2/ 1/76	North Orange County Teachers	
<b>Retail Clerks International</b>		No. 2333 .....	2/ 1/75
<b>Association</b>		Lakeside Teachers No. 2358 .....	4/ 1/76
Retail Clerks No. 17 .....	7/ 1/74	Ontario-Montclair Teachers	
Retail Clerks No. 588 .....	7/ 1/75	No. 2442 .....	5/ 1/75
Retail Clerks No. 1179 .....	2/ 1/76	Tranquility Teachers	
Retail Clerks No. 1442 .....	7/ 1/74	No. 2443 .....	1/ 8/76
<b>Seafarers International Union of</b>		Berryessa Teachers No. 3164 .....	5/ 1/75
<b>North America</b>		San Ysidro Federation of	
Military Sea Transport .....	6/ 1/75	Teachers No. 3211 .....	7/ 1/74
<b>Sheet Metal Workers</b>		Avenal-Lemoore Teachers	
<b>International Association</b>		No. 3219 .....	4/ 1/75
Sheet Metal Workers No. 75 .....	9/ 1/74	Carmel Chapter No. 3243 .....	7/ 1/74
<b>Stage Employees and Moving</b>		Whisman Federation of	
<b>Picture Machine Operators of</b>		Teachers No. 3266 .....	10/ 1/74
<b>the United States and Canada,</b>		Jefferson Federation of	
<b>International Alliance of</b>		Teachers No. 3267 .....	7/ 1/74
<b>Theatrical</b>		Mother Lode Teachers	
Theatrical Stage No. 90 .....	12/15/75	No. 3268 .....	10/ 1/74
<b>State, County and Municipal</b>		Laguna Salada Teachers	
<b>Employees, American</b>		No. 3276 .....	7/ 1/74
<b>Federation of</b>		Laton Federation of Teachers	
State & County Employees		No. 3278 .....	2/ 1/76
No. 809 .....	10/ 1/74	Azusa Federation of Teachers	
Clerical & Allied Service		No. 3298 .....	9/ 1/74
Employees No. 909 .....	8/ 1/75	Conejo Federation of Teachers	
A.F.S.C.M.E. No. 2019 .....	9/ 1/74	No. 3299 .....	9/ 1/74
A.F.S.C.M.E. No. 2702 .....	4/ 1/76	San Jose Union Federation of	
State, County & Municipal		Teachers No. 3300 .....	10/ 1/74
Employees No. 2840 .....	2/ 1/75	San Bruno Teachers No. 3330 .....	12/ 1/74
		Fresno County Teachers	
		No. 3331 .....	10/ 1/74



International and Local	Date	International and Local	Date
<b>Garment Workers Union, Int'l.</b>		<b>Miscellaneous Employees</b>	
Ladies		No. 110	
Cloak Makers No. 58		Merged with	
Ladies Garment Workers		Hotel & Restaurant Employees	
No. 55 .....	1/ 1/76	and Bartenders Union	
Designers Guild of Ladies		No. 2 .....	10/ 1/75
Apparel No. 452		Hotel Restaurant Employees	
Merged with		No. 180	
Ladies Garment Workers		Merged with	
No. 84 .....	1/ 1/76	Hotel, Motel, Restaurant	
Ladies Garment Workers		Employees and Bartenders	
No. 498		Union No. 19 .....	10/ 1/75
Merged with		Cooks No. 228	
Ladies Garment Workers		Merged with	
No. 96 .....	1/ 1/76	Hotel & Restaurant Employees	
<b>Granite Cutters, Int'l. Assn. of</b>		and Bartenders Union	
<b>America, The</b>		No. 28 .....	9/ 1/75
Granite Cutters, Newark,		Hotel & Club Workers No. 283	
Merged with		Merged with	
Service Employees Int'l. Union		Hotel & Restaurant Employees	
AFL-CIO No. 265 .....	12/31/75	and Bartenders Union	
<b>Hotel &amp; Restaurant Employees'</b>		No. 2 .....	10/ 1/75
<b>&amp; Bartenders' Int'l. Union</b>		Bartenders Local No. 284	
Dining Room Employees No. 8		Merged with	
Merged with		Hotel & Restaurant Employees	
Hotel & Restaurant Employees		and Bartenders Union	
and Bartenders No. 11 .....	5/ 1/75	No. 11 .....	5/ 1/75
Dining Room Employees No. 9		Bartenders & Culinary Workers	
Merged with		No. 368	
Hotel & Restaurant Employees		Merged with	
and Bartenders Union		Hotel & Restaurant Employees	
No. 2 .....	10/ 1/75	and Bartenders Union	
Waiters Service Crafts No. 31		No. 49 .....	8/ 1/75
Merged with		Miscellaneous Culinary	
Hotel & Restaurant Employees		Employees No. 393	
and Bartenders Union		Merged with	
No. 28 .....	9/ 1/75	Hotel & Restaurant Employees	
Bartenders Local No. 41		and Bartenders Union	
Merged with		No. 49 .....	10/ 1/74
Hotel & Restaurant Employees		Culinary Union No. 402	
and Bartenders Union		Merged with	
No. 2 .....	10/ 1/75	Hotel & Restaurant Employees	
Cooks Union No. 44		and Bartenders No. 30 .....	4/ 1/75
Merged with		Miscellaneous Restaurant	
Hotel & Restaurant Employees		Employees No. 440	
and Bartenders Union		Merged with	
No. 2 .....	10/ 1/75	Hotel & Restaurant Employees	
Bartenders Union No. 47		and Bartenders No. 11 .....	5/ 1/75
Merged with		Cooks No. 68	
Hotel Bartenders No. 268 .....	7/ 1/74	Merged with	
Bartenders Union No. 52		Hotel & Restaurant Employees	
Merged with		and Bartenders No. 11 .....	5/ 1/75
Hotel & Restaurant Employees		Waiters & Bartenders No. 500	
and Bartenders Union		Merged with	
No. 28 .....	9/ 1/75	Hotel & Restaurant Employees	
		and Bartenders No. 30 .....	4/ 1/75

<b>International and Local</b>	<b>Date</b>	<b>International and Local</b>	<b>Date</b>
Hotel, Restaurant, & Culinary and Miscellaneous Employees No. 512 Merged with Hotel & Restaurant Employees and Bartenders No. 11 .....	10/ 1/75	Bartenders and Culinary No. 770 Merged with Hotel, Motel, and Restaurant Employees and Bartenders Union No. 18 .....	11/ 1/75
Culinary Alliance and Bartenders No. 560 Merged with Hotel & Motel Employees No. 50 .....	9/ 1/75	Hotel & Restaurant No. 793 Merged with Hotel & Restaurant Employees and Bartenders Union No. 49 .....	10/ 1/74
Waiters No. 561 Merged with Hotel & Restaurant Employees and Bartenders Union No. 49 .....	10/ 1/74	Culinary Workers and Bartenders No. 822 Merged with Hotel & Motel Employees No. 50 .....	9/ 1/75
Culinary Workers Alliance No. 572 Merged with Hotel Bartenders No. 268 .....	7/ 1/74	<b>Meat Cutters &amp; Butcher Workmen of North America, Amalgamated</b> Meat Cutters No. 67 Merged with Meat Cutters No. 421 .....	3/ 1/76
Bartenders Union No. 577 Merged with Hotel, Motel, Restaurant Employees and Bartenders Union No. 19 .....	10/ 1/75	<b>Newspaper Guild, the</b> Stockton Newspaper No. 100 Merged with Sacramento Newspaper Guild No. 92 .....	2/ 1/76
Bartenders No. 600 Merged with Hotel & Restaurant Employees and Bartenders Union No. 49 .....	10/ 1/74	<b>Printing &amp; Graphic Communications Union, Int'l.</b> Stereotypers No. 29 Merged with Pressmen No. 4 .....	1/ 1/75
Cooks Union No. 683 Merged with Hotel & Restaurant Employees and Bartenders Union No. 49 .....	10/ 1/74	Stereotypers No. 58 Merged with Printing Specialties No. 388 .....	1/ 1/76
Bartenders No. 686 Merged with Culinary Alliance No. 681 .....	3/ 1/75	Stereotypers No. 82 Merged with San Diego Printing & Graphic Communications No. 140 .....	12/ 1/75
Hotel, Motel & Restaurant Employees and Bartenders No. 694 Merged with Hotel & Restaurant Employees and Bartenders Union No. 11 .....	10/ 1/75	Stereotypers No. 120 Merged with Pressmen No. 4 .....	9/ 1/74
Bartenders & Culinary No. 753 Merged with Hotel, Motel & Restaurant Employees No. 18 .....	11/ 1/75	Electrotypers No. 137 Merged with Printing Pressmen No. 78 .....	11/ 1/74
Hotel Service Employees No. 765 Merged with Hotel & Restaurant Employees and Bartenders Union No. 11 .....	5/ 1/75	<b>Seafarers Int'l. Union of North America</b> Seine and Line Fishermen of Monterey Merged with Fishermen's Union of Pacific San Diego .....	2/ 1/75
		Seine & Line Fishermen of San Pedro Merged with Fishermen's Union of Pacific San Diego .....	2/ 1/75

International and Local	Date	International and Local	Date
<b>Stage Employees &amp; Moving Picture Machine Operators of the United States and Canada, Int'l. Alliance of Theatrical Stage Employees No. 158 Merged with I.A.T.S.E. and Motion Picture Machine Operators No. 599</b>	6/ 1/75	<b>American Guild of Variety Artists, San Francisco</b>	11/26/74
<b>Steelworkers of America, United Steelworkers Union No. 3941 Merged with Non-affiliated Steelworkers No. 2018</b>	12/ 1/75	<b>Barbers, Beauticians &amp; Allied Industries, Int'l. Assn. of Barbers No. 6</b>	10/22/74
<b>Teachers, American Federation of Diablo Valley College Federation of Teachers No. 1726 Merged with Contra Costa College Teachers No. 1754</b>	10/ 1/75	<b>Barbers No. 134</b>	9/26/74
<b>Transportation Union, United United Transportation Union No. 1714 Merged with United Transportation Union No. 811</b>	10/ 1/74	<b>Barbers No. 317</b>	8/ 1/75
<b>Typographical Union, Int'l. Typographical No. 871 Merged with Typographical No. 174</b>	2/ 1/76	<b>Barbers No. 912</b>	11/22/74
<b>Building &amp; Construction Trades Councils Long Beach Building &amp; Construction Trades Council Merged with Los Angeles Building &amp; Construction Trades Council To form a new: Los Angeles County Building &amp; Construction Trades Council</b>	7/ 1/75	<b>Barbers No. 917</b>	3/ 1/75
<b>Santa Cruz Building &amp; Construction Trades Council Merged with Santa Clara-San Benito Counties To become: Santa Clara-San Benito-Santa Cruz Counties Building &amp; Construction Trades Council</b>	1/ 1/76	<b>Brewery, Flour, Cereal, Soft Drink &amp; Distillery Workers' Int'l. Union of, United Brewery Workers No. 293</b>	11/ 1/74
<b>Withdrawals 7-1-74 through 6-30-76 Actors &amp; Artistes of America, Associated American Guild of Musical Arts</b>	5/ 1/75	<b>Bricklayers, Masons &amp; Plasterers Int'l. Union of America Bricklayers No. 2</b>	12/ 1/74
		<b>Carpenters &amp; Joiners of America, United Brotherhood of Carpenters No. 25</b>	12/26/74
		<b>Carpenters &amp; Joiners No. 743</b>	7/ 1/75
		<b>Lumber &amp; Sawmill Workers No. 1407</b>	11/19/74
		<b>Carpenters &amp; Linoleum Workers No. 1507</b>	8/24/76
		<b>Millwrights No. 1607</b>	12/13/74
		<b>Carpenters No. 2203</b>	10/31/74
		<b>Lumber &amp; Industrial Workers No. 2687</b>	10/14/74
		<b>Lumber &amp; Sawmill Workers No. 3170</b>	8/ 1/75
		<b>Communications Workers of America Communications Workers No. 9403</b>	5/31/76
		<b>Communications Workers No. 9410</b>	1/ 1/75
		<b>Communications Workers No. 9490</b>	2/ 1/75
		<b>Electrical Workers, Int'l Brotherhood of Electrical Workers No. 18</b>	1/20/76
		<b>Electrical Workers No. 447</b>	1/ 1/75
		<b>Electrical Workers No. 482</b>	11/ 5/74
		<b>Fire Fighters, Int'l. Assn. of Monterey Fire Fighters No. F-166</b>	2/ 6/75
		<b>Fresno County Fire Fighters No. 1180</b>	2/ 1/75
		<b>Visalia Fire Fighters No. 1981</b>	2/ 1/75
		<b>Graphic Arts International Union Graphic Arts International Union No. 3B</b>	5/ 1/75
		<b>Graphic Arts International Union No. 40B</b>	2/21/75

**International  
and  
Local****Date**

<b>Hotel &amp; Restaurant Employees' &amp; Bartenders' Int'l. Union</b>	
Culinary Bartenders No. 542 .....	10/ 1/74
Hotel Restaurant Employees No. 550 .....	5/31/76
<b>Laborers' Int'l Union of North America</b>	
Hod Carriers No. 262 .....	8/31/74
Construction and Laborers No. 389 .....	5/ 1/76
<b>Machinists &amp; Aerospace Workers, Int'l. Assn. of</b>	
Machinists Sutter Lodge No. 536 .....	8/ 1/75
Machinists No. 947 .....	8/31/75
<b>Musicians, American Federation of</b>	
Musicians Protective Association No. 308 .....	10/22/74
Musicians Union No. 508 .....	2/ 1/76
<b>Painters &amp; Allied Trades of the United States and Canada, Int'l. Brotherhood of</b>	
Carpet and Linoleum Workers No. 1711 .....	2/ 1/75
<b>Plasterers' &amp; Cement Masons' Int'l Assn. of the United States and Canada, Operative</b>	
Operative Plasterers No. 191....	11/ 8/74
Plasterers No. 489 .....	4/ 1/75
Plasterers No. 739 .....	11/ 7/74
Cement Masons No. 923 .....	8/ 1/75
<b>Plumbing &amp; Pipe Fitting Industry of the United States &amp; Canada, United Assn. of Journeymen &amp; Apprentices of the</b>	
Plumbers and Fitters No. 159....	10/25/74
Plumbers and Fitters No. 230....	11/ 4/74
Plumbers and Fitters No. 280....	2/ 1/76
<b>Postal Workers Union, AFL-CIO, American</b>	
American Postal Workers No. 841 .....	7/ 1/74
American Postal Workers No. 1159 .....	10/ 1/74
<b>Printing &amp; Graphic Communications</b>	
Western Conference of Graphic Arts No. 14 .....	5/ 1/76
<b>Retail Clerks Int'l. Assn.</b>	
Retail Clerks Union No. 324 .....	4/ 1/75
Retail Clerks Union No. 588 .....	10/ 1/74
Retail Clerks Union No. 1428 .....	3/ 1/75
<b>Service Employees Int'l. Union, AFL-CIO</b>	
Service Employees No. 102 .....	10/15/74

**International  
and  
Local****Date**

<b>Stage Employees &amp; Moving Picture Machine Operators of the United States &amp; Canada, Int'l. Alliance of Theatrical</b>	
Film Exchange Employees No. B-17 .....	1/ 1/76
<b>State, County &amp; Municipal Employees, American Federation of</b>	
United Workers Union No. 2070 .....	4/27/76
<b>Teachers, American Federation</b>	
Yorba Linda Teachers No. 2313 .....	3/ 1/76
North Orange County Teachers No. 2333 .....	8/ 1/75
Santa Clara Pre-School Educators No. 3245 .....	10/ 1/74
<b>Transportation Union, United</b>	
United Transportation Union No. 710 .....	11/19/74
United Transportation Union No. 1537 .....	11/19/74
United Transportation Union No. 1665 .....	11/19/74
<b>Typographical Union, Int'l.</b>	
Mailers No. 18 .....	1/ 1/75
<b>Upholsterers' Int'l. Union of North America</b>	
Upholsterers No. 28 .....	9/14/74
<b>Councils</b>	
Western Conference of Graphic Arts .....	5/ 1/76
<b>Joint Boards</b>	
Joint Executive Board of Culinary Workers, Long Beach .....	3/ 1/75
Local Joint Executive Board of Culinary Workers, San Francisco .....	10/ 1/75
<b>Actors &amp; Artistes of America, Associated</b>	
American Guild of Variety Artists .....	11/12/74

**Suspensions****7-1-74 through 6-30-76****Barbers, Beauticians and Allied Industries, Int'l Assn. of**

Barbers No. 354 .....	6/ 2/75
Barbers No. 516 .....	11/12/74
Barbers No. 595 .....	11/12/74
Barbers No. 827 .....	3/28/75
Barbers No. 959 .....	6/ 2/75

<b>International and Local</b>	<b>Date</b>	<b>International and Local</b>	<b>Date</b>
<b>Boilermakers, Iron Ship Builders, Blacksmiths, Forgers &amp; Helpers, Int'l. Brotherhood of</b>		<b>San Rafael Fire Fighters</b>	
Boilermakers No. 232 .....	3/28/75	No. 2208 .....	5/ 1/76
<b>Carpenters &amp; Joiners of America, United Brotherhood of</b>		<b>Cucamonga Fire Fighters</b>	
Carpenters Union No. 1437 .....	5/17/76	No. 2274 .....	5/ 1/75
Carpenters Union No. 2477 .....	5/ 1/75	<b>Glass Bottle Blowers' Assn. of the United States &amp; Canada</b>	
Carpenters & Joiners No. 2838....	6/ 2/75	Glass Bottle Blowers No. 142....	6/23/76
<b>Cement, Lime &amp; Gypsum Workers Int'l. Union, United</b>		Glass Bottle Blowers No. 254....	3/28/75
Cement, Lime & Gypsum Workers No. 372 .....	3/28/75	<b>Hotel &amp; Restaurant Employees' and Bartenders' Int'l. Union</b>	
Cement & Lime Workers No. 519 .....	6/ 2/75	Culinary & Bartenders No. 470	5/17/76
<b>Communications Workers of America</b>		<b>Laborers' Int'l. Union of North America</b>	
Communication Workers No. 9425 .....	5/17/76	Lumber Handlers No. 939 .....	3/28/75
Communications Workers No. 9428 .....	12/16/75	<b>Lathers, Int'l Union of Wood, Wire and Metal</b>	
Communications Workers No. 9470 .....	7 1/75	Lathers Union No. 144 .....	1/28/75
Communications Workers No. 9477 .....	6/23/76	<b>Machinists &amp; Aerospace Workers, Int'l. Assn. of</b>	
Communications Workers No. 9583 .....	5/ 4/76	Machinists No. 389 .....	10/12/75
Communications Workers No. 11510 .....	11/12/74	Machinists No. 1549 .....	9/ 3/75
<b>Coopers Int'l. Union of North America</b>		Machinists No. 2215 .....	5/17/76
Coopers Local Union No. 65.....	6/ 2/75	Machinists No. 727 B .....	10/15/75
Coopers Local Union No. 68.....	6/ 2/75	Machinists No. 727 C .....	10/15/75
<b>Distillery, Rectifying, Wine &amp; Allied Workers Int'l. Union of America</b>		Machinists No. 727 D .....	10/15/75
Sugar Workers No. 181.....	7/ 1/75	Machinists No. 727 E .....	10/15/75
<b>Electrical Workers, Int'l. Brotherhood of</b>		Machinists No. 727 F .....	10/15/75
IBEW Local Union No. 800.....	6/23/76	Machinists No. 727 M .....	10/15/75
<b>Electrical Radio &amp; Machine Workers Int'l. Union of</b>		Machinists No. 727 P .....	10/15/75
I.U. Electrical Workers No. 1504 .....	6/23/76	Machinists No. 727 Q .....	10/15/75
<b>Fire Fighters, Int'l. Assn. of Federated Fire Fighters</b>		Machinists No. 1004 .....	10/15/75
Atascadero Fire Fighters No. S-11 .....	5/ 1/76	Machinists No. 1626 .....	10/15/75
Naval Fire Fighters of Bay Area No. F-15 .....	5/ 1/76	Machinists No. 1638 .....	10/15/75
Hamilton Air Force Base Fire Fighters F-134 .....	5/ 1/76	Machinists No. 685 .....	11/15/74
Lawrence Radiation Laboratory Fire Fighters No. 1477 .....	5/ 1/76	Machinists No. 726 .....	11/15/74
Clovis Fire Fighters No. 1695....	7/ 1/74	Machinists No. 755 .....	11/15/74
Manteca Fire Fighters No. 1874	1/ 1/76	Machinists No. 1125 .....	11/15/74
		Machinists No. 1960 .....	11/15/74
		Machinists No. 2193 .....	11/15/74
		Machinists No. 2218 .....	11/15/74
		<b>Marine &amp; Shipbuilding Workers of America, Industrial Union of</b>	
		Marine and Shipbuilding Workers No. 9 .....	3/28/75
		<b>Meat Cutters &amp; Butcher Workmen of North America, Amalgamated</b>	
		Fur Workers No. 87-F .....	6/ 2/75
		<b>Painters &amp; Allied Trades of the United States &amp; Canada, Int'l. Brotherhood of</b>	
		Painters No. 92 .....	5/17/76
		Painters No. 376 .....	6/ 2/75
		<b>Carpenters &amp; Linoleum</b>	
		Layers No. 1235 .....	6/23/76

International and Local	Date	International and Local	Date
<b>Paperworkers Int'l. Union, United</b>		<b>Stage Employees &amp; Moving Picture Machine Operators of the United States &amp; Canada, Int'l. Alliance of Theatrical</b>	
Paperworkers No. 268 .....	3/28/75	Theatrical Stage No. 90 .....	6/23/76
United Paperworkers No. 307 ....	5/17/76	<b>State, County &amp; Municipal Employees, American Federation of</b>	
United Paperworkers No. 341....	9/ 3/75	County Employees No. 122 .....	6/ 2/75
<b>Plasterers' and Cement Masons'</b>		Department of Water Power No. 233 .....	5/ 1/75
<b>Int'l. Assn. of the United States &amp; Canada, Operative</b>		Clerical Employees No. 909 .....	6/23/76
Plasterers No. 112 .....	11/12/75	<b>Steelworkers of America, United</b>	
Plasterers No. 224 .....	11/12/75	Steelworkers Union No. 1547 ....	10/ 2/75
Plasterers & Cement Masons No. 631 .....	9/ 3/75	Steelworkers Union No. 2029 ....	6/ 2/75
Cement Masons No. 893 .....	5/17/76	Steelworkers Union No. 4765 ....	6/23/76
<b>Plumbing &amp; Pipe Fitting Industry of the United States &amp; Canada, United Assn. of Journeymen &amp; Apprentices of the</b>		Steelworkers Union No. 5303 ....	11/12/75
Sprinkler Fitter No. 709 .....	1/23/76	Steelworkers Union No. 7616 ....	1/28/75
<b>Printing &amp; Graphic Communications Union, Int'l.</b>		<b>Teachers, American Federation of</b>	
Stereotypers No. 104 .....	11/12/74	East Bay Skills Center Teachers No. 1688 .....	1/23/76
Printing Pressmen No. 166 .....	5/ 1/75	Bakersfield Teachers No. 1866 ..	5/17/76
Printing Pressmen No. 426 .....	11/12/74	Inglewood Teachers No. 2024....	11/12/74
<b>Railway, Airline &amp; Steamship Clerks, Freight Handlers, Express &amp; Station Employees, Brotherhood of</b>		San Jose Teachers No. 2102.....	6/23/76
Railway Clerks No. 2114 .....	1/28/75	Fowler Teachers No. 2194 .....	1/23/76
<b>Retail Clerks Int'l. Assn.</b>		Delano Federation of Teachers No. 2203 .....	3/28/75
Retail Clerks No. 137 .....	11/12/74	Gavilan College Teachers No. 2345 .....	5/ 1/75
Retail Clerks No. 197 .....	9/ 3/75	Tranquility Teachers No. 2443 ..	1 /1/75
<b>Rubber, Cork, Linoleum &amp; Plastic Workers of America, United</b>		Sonora Federation of Teachers No. 3187 .....	5/17/76
Rubber Workers No. 430 .....	11/12/75	Union Federation of Teachers No. 3300 .....	5/17/76
<b>Seafarers Int'l. Union of North America</b>		Compton Community College Teachers No. 3486 .....	6/23/76
California Practical Nurses Association .....	11/12/74	<b>District Councils</b>	
Advertising and Public Relations .....	6/23/76	Machinists District Council No. 50 .....	3/28/75
United Industrial Workers of North America .....	6/ 2/75	District Council of Painters No. 8 .....	1/28/75
<b>Service Employees Int'l. Union, AFL-CIO</b>		<b>California State Councils</b>	
Service Employees No. 77 .....	5/ 1/75	California Allied Printing Trades Conference .....	1/28/75
Service Employees No. 110 .....	7/ 1/75	<b>Disbanded</b>	
Pari Mutual Employees Guild No. 280 .....	7/ 1/75	7-1-74 through 6-30-76	
<b>Sheet Metal Workers Int'l. Assn.</b>		<b>Cement, Lime and Gypsum Workers Int'l. Union, United</b>	
Sheet Metal Workers No. 108 ....	6/ 2/75	Cement Lime Workers No. 478 ..	3/31/76
Sheet Metal Workers No. 495 ....	6/ 2/75	<b>Rubber, Cork, Linoleum &amp; Plastic Workers of America, United</b>	
		Rubber Workers No. 817 .....	8/31/75

International and Local	Date	International and Local	Date
Rubber Workers No. 839 .....	5/31/75	Retail Clerks Int'l. Assn. Retail Department Store Employees No. 1100 .....	9/1-12/31/75
Teachers, American Federation of East Bay Pre-School Educators No. 2286 .....	10/ 1/75	Retail Clerks No. 1364 .....	9/75-1/77
Muroc Federation of Teachers, No. 2422 .....	6/30/76	Rubber, Cork, Linoleum & Plastic Workers of America, United Rubber Workers No. 100 .....	4/1-6/30/76
Transport Workers Union of America Transport Workers No. 518 .....	1/ 1/76	Rubber Workers No. 131 .....	3/1-6/30/76
<b>Exonerations</b> 7-1-74 through 6-30-76		Rubber Workers No. 639 .....	4/1-10/31/75
Glass Bottle Blowers' Assn. of the United States & Canada Glass Bottle Blowers No. 262 .....	4/1-8/31/76	Rubber Workers No. 726 .....	5/1-6/30/76
Newspaper Guild, The Newspaper Guild No. 69 .....	7/1/74-6/30/76	Transport Workers Union of America Transport Workers No. 250-A .....	4/76 & 5/76
Pottery & Allied Workers, Int'l. Brotherhood of Operative Potters No. 218 .....	1/75-4/75	Typographical Union, International Typographical No. 174 .....	7/1/74-6/30/76

## SUMMARY OF MEMBERSHIP

July 1, 1974 to June 30, 1976

Labor Unions	7/1/74 .....	1431	
Labor Councils	7/1/74 .....	151	
	<b>TOTAL</b> .....		1582
Labor Unions Newly Affiliated to 6/30/76 .....		87	
Labor Councils .....		2	89
	<b>TOTAL</b> .....		1671

## MERGERS, SUSPENSIONS, WITHDRAWALS, ETC.

July 1, 1974 to June 30, 1976

<b>Mergers</b>			
Labor Unions .....		71	
Labor Councils .....		2	
<b>Suspensions</b>			
Labor Unions .....		105	
Labor Councils .....		3	
<b>Withdrawals</b>			
Labor Unions .....		61	
Labor Councils .....		3	
<b>Disbanded</b>			
Labor Unions .....		6	
Labor Councils .....		0	
	<b>TOTAL UNIONS</b> .....		243
	<b>TOTAL COUNCILS</b> .....		8
	<b>TOTAL</b> .....		251
Labor Unions	6/30/76 .....	1275	
Labor Councils	6/30/76 .....	145	
	<b>TOTAL UNIONS AND COUNCILS</b> .....		1420

## REPORT OF AUDITORS

California Labor Federation, AFL-CIO  
San Francisco, California

We have examined the combined statement of cash receipts and disbursements of the California Labor Federation, AFL-CIO and its Standing Committee on Political Education for the two-year period ended June 30, 1976. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the above-mentioned statements present fairly the combined cash receipts and disbursements of the California Labor Federation, AFL-CIO and its Standing Committee on Political Education for the two-year period ended June 30, 1976 and the combined cash balances as of June 30, 1976.

COOPERS & LYBRAND  
Certified Public Accountants  
San Francisco, California  
August 16, 1976

### CALIFORNIA LABOR FEDERATION, AFL-CIO AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION Combined Statement of Cash Receipts and Disbursements for the two-year period ended June 30, 1976

	Federation	S.C.O.P.E.	Total
<b>Cash receipts:</b>			
Per capita payments and membership fees.....	\$1,586,166.69	\$ 725,378.48	\$2,311,545.17
Voter registration fund receipts .....	—	92,500.00	92,500.00
Interest earned .....	33,382.49	25,602.01	58,984.50
<b>Conference receipts:</b>			
General .....	17,369.13	—	17,369.13
Legislative .....	17,893.57	—	17,893.57
Ballot proposition receipts .....	18,963.37	—	18,963.37
Scholarship reimbursement .....	27,000.00	—	27,000.00
Other receipts .....	27,444.24	28,525.43	55,969.67
<b>Total cash receipts .....</b>	<b>1,728,219.49</b>	<b>872,005.92</b>	<b>2,600,225.41</b>
<b>Cash disbursements:</b>			
<b>Executive salaries .....</b>	<b>193,172.12</b>	<b>—</b>	<b>193,172.12</b>
<b>Expenses and allowances:</b>			
Executives .....	59,498.38	1,025.49	60,523.87
Geographical and At-Large vice presidents .....	38,828.41	3,517.60	42,346.01
General office salaries .....	469,921.31	96,656.40	566,577.71
General office staff—expenses & allowances....	23,418.81	—	23,418.81
Assistant directors' salaries .....	—	34,797.68	34,797.68
Assistant directors' allowances & expenses....	—	9,097.94	9,097.94
Accounting .....	38,345.00	10,600.00	48,945.00
Automobile maintenance .....	11,724.78	—	11,724.78
Ballot proposition disbursements .....	22,921.96	—	22,921.96
Conferences — General .....	19,683.64	20,357.58	40,041.22
Conferences — Labor Education .....	8,031.98	—	8,031.98
Conferences — Legislative .....	12,549.83	—	12,549.83
Convention .....	99,502.37	19,241.08	118,743.45
Contributions .....	46,012.00	65,870.00	111,882.00
Data processing .....	—	17,472.39	17,472.39
Furniture and fixtures .....	2,478.26	—	2,478.26
Insurance .....	48,571.25	6,448.18	55,019.43
Legal .....	60,279.45	33,795.31	94,074.76
Library .....	8,171.96	—	8,171.96
Maintenance .....	10,010.62	65.24	10,075.86

**CALIFORNIA LABOR FEDERATION**

215

Newsletters .....	96,781.97	—	96,781.97
Office rent .....	83,043.30	—	83,043.30
Postage and mailing .....	34,416.49	2,899.00	37,315.49
Printing .....	40,696.84	13,863.32	54,560.16
Retirement plan contributions .....	16,358.35	1,117.60	17,475.95
Scholarships .....	30,000.00	—	30,000.00
Services .....	31,011.68	604.20	31,615.88
Stationery and supplies .....	28,434.63	19.88	28,454.51
Taxes .....	39,064.27	7,662.34	46,726.61
Telephone and Telegraph .....	52,358.13	280.53	52,638.66
General expenses .....	26,869.50	14,730.40	41,599.90
Election drive campaign expenses .....	—	18,991.23	18,991.23
Voter registration fund .....	—	78,197.06	78,197.06
Reimbursed lobbyists' expenses .....	7,754.86	—	7,754.86
Federation disbursements made on behalf of S.C.O.P.E. (Note 1) .....	(103,765.93)	103,765.93	—
<b>Total cash disbursements .....</b>	<b>1,556,146.22</b>	<b>561,076.38</b>	<b>2,117,222.60</b>
<b>Excess of cash receipts over cash disbursements .....</b>	<b>172,073.27</b>	<b>310,929.54</b>	<b>483,002.81</b>
Cash balance, July 1, 1974 .....	362,973.13	—	362,973.13
Cash transferred from California Labor Council on Political Education (Note 1) .....	—	148,513.10	148,513.10
<b>Cash balance, June 30, 1976 (details annexed) .....</b>	<b>\$ 535,046.40</b>	<b>\$ 459,442.64</b>	<b>\$ 994,489.04</b>

The accompanying notes are an integral part of this statement

**CALIFORNIA LABOR FEDERATION, AFL-CIO  
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION  
Combined Statement of Cash Balances  
June 30, 1976**

	<b>Federation</b>	<b>S.C.O.P.E.</b>	<b>Total</b>
Office cash fund .....	\$ 300.00		\$ 300.00
Deposits .....	1,130.00		1,130.00
Bank of America:			
Commercial — unrestricted .....	31,110.93	\$ 23,683.31	54,794.24
Commercial — restricted (Note 2) .....		36,307.71	36,307.71
Savings — unrestricted .....	172,225.03	25,443.07	197,668.10
Savings — restricted (Note 2) .....	8,153.39	9,710.93	17,864.32
Time certificate of deposit (interest at 6.75%) .....	100,000.00		100,000.00
Time certificate of deposit (interest at 5.5%) .....		50,000.00	50,000.00
Crocker National Bank:			
Savings .....	3,269.35	76.35	3,345.70
Time certificate of deposit (interest at 7%) .....	108,111.11		108,111.11
The Hibernia Bank:			
Savings .....	5,738.56	107,358.77	113,097.33
United California Bank:			
Savings .....	11,870.53		11,870.53
Time certificate of deposit (interest at 6.75%) .....		100,000.00	100,000.00
Time certificate of deposit (interest at 7.125%) .....	100,000.00		100,000.00
Wells Fargo Bank:			
Time certificate of deposit (interest at 7.75%) .....		100,000.00	100,000.00
Amount due S.C.O.P.E. for interest received by the Federation on behalf of S.C.O.P.E. ....	(6,862.50)	6,862.50	—
<b>.....</b>	<b>\$ 535,046.40</b>	<b>\$ 459,442.64</b>	<b>\$ 994,489.04</b>

The accompanying notes are an integral part of this statement

**CALIFORNIA LABOR FEDERATION, AFL-CIO  
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION**

**Notes to Financial Statements**

**1. General:**

The California Labor Federation and its Standing Committee on Political Education ("S.C.O.P.E.") receive cash from affiliated unions for per-capita payments and membership fees as specified in the Constitution of the Federation as adopted at the Tenth Convention in August 1974.

It has been determined that the Federation made reimbursable expenditures for salaries and other administrative expenses on behalf of S.C.O.P.E. of \$103,765.93 during the period August 22, 1974 through June 30, 1976. As of June 30, 1976, all amounts due to the Federation have been reimbursed by S.C.O.P.E.

Effective August 22, 1974, the California Labor Council on Political Education terminated its existence. All rights, power, duties, assets and liabilities and contractual obligations were transferred to S.C.O.P.E. As of that date, cash of \$148,513.10 was transferred to S.C.O.P.E. Receipts and disbursements after August 22, 1974 of the former Council on Political Education are reflected in the accounts of S.C.O.P.E.

**2. Restricted Cash Balances:**

Restricted cash balances as of June 30, 1976 are as follows:

**A. Federation**

Restricted for medical expenses of Mrs. Thomas L. Pitts .....	\$ 8,153.39
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**B. S.C.O.P.E.**

**Commercial:**

Voter registration fund .....	26,071.37
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Standing C.O.P.E. subcommittee .....	10,236.34
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	\$ 36,307.71
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**Savings:**

Voter registration fund .....	\$ 9,710.93
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**3. Surety Bond:**

A blanket position surety bond in the amount of \$50,000 was in effect during the period from July 1, 1974 to June 30, 1976.

# ROLL OF DELEGATES

**This comprises the completed roll of delegates to the  
1976 Convention of the California Labor Federation, AFL-CIO**

**Actors and Artistes of America, Associated**  
**Actors Equity Assn. (296)**  
Joseph Ruskin, 148  
Edward Weston, 148  
**A.F.T.R.A. (San Francisco (335))**  
Bill Hillman, 168  
Donald S. Tayer, 167  
**A.F.T.R.A. (Hollywood) (1500)**  
Claude L. McCue, 500  
Bill Baldwin, 500  
Rhoda Williams, 500  
**Screen Actors Guild (5,000)**  
Kathleen Nolan, 500  
Bert Freed, 500  
Jessica Walter, 500  
Kathleen Freeman, 500  
Elizabeth Allen, 500  
Gilbert Perkins, 500  
Leon Ames, 500  
Judith Rheiner, 500  
Chester L. Migden, 500  
Ken Orsatti, 500  
**Screen Extras Guild, Inc. (3070)**  
H. O'Neil Shanks, 384  
Murray Pollack, 384  
Miles Shepard, 384  
Barbara Smith, 384  
Harry Hollins, 384  
Beau Anderson, 384  
Nick Outin, 383  
Donald Tayer, 383  
**Bakery and Confectionery Workers, Int'l. Union of America**  
**Bakers No. 24 (1509)**  
Thomas Wake, 755  
William St. Clair, 754  
**Bakers No. 85 (333)**  
Al Platz, 167  
Verlin Masterson, 166  
**Barbers, Beauticians and Allied Industries Int'l. Assn. of Industries Int'l. Assn.**  
**Barbers No. 112 (144)**  
Olaf Karlstad, 144  
**Barbers No. 256 (155)**  
Alvin L. Holt, 155  
**Beauty Culturists No. 295-A (195)**  
Esther A. Bills, 195  
**Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers Int'l. Brotherhood of Boilermakers No. 6 (679)**  
G. F. Campbell, 679  
**Boilermakers No. 10 (435)**  
Joe L. Gonzaga, 218  
C. W. Huddleston, 217  
**Boilermakers No. 92 (804)**  
John F. Moore, 804  
**Boilermakers No. 513 (417)**  
Manuel Dias, 209  
Ernest M. King, 208  
**Carpenters and Joiners of America, United Brotherhood of**  
**Pile Drivers No. 34 (477)**  
Paul Lewis, 477  
**Carpenters & Joiners No. 36 (1274)**  
Wilson D. Massey, 319  
Clifford Edwards, 319  
Emilio R. Rodriguez, 318  
Gerald L. Bradley, 318

**Carpenters & Joiners No. 162 (839)**  
Earl W. Honerlah, 280  
Sam J. Shannon, 280  
Norman Houge, 279  
**Carpenters No. 180 (969)**  
J. B. McGrogan, 969  
**Carpenters No. 316 (2415)**  
Bernard V. Clark, 1208  
Donald Litz, 1207  
**Carpenters & Joiners No. 586 (1199)**  
Jim Larsen, 600  
John Hayashi, 599  
**Carpenters & Joiners No. 642 (998)**  
William P. Linck, 998  
**Carpenters & Joiners No. 668 (731)**  
James E. Powers, 731  
**Cabinet Makers & Millmen No. 721 (2518)**  
Joseph Pinto, 840  
Richard Garrison, 839  
Vernon Beaver, 839  
**Carpenters & Joiners No. 771 (286)**  
H. M. Cornell, 286  
**Carpenters No. 844 (1367)**  
W. D. Mitchell, 342  
Joe Whiteside, 342  
Barnett Nathan, 342  
Larry Muir, 341  
**Carpenters & Joiners No. 925 (239)**  
Derrrel Ross, 239  
**Carpenters No. 1140 (526)**  
H. V. Dawson, Jr., 526  
**Carpenters & Joiners No. 1280 (1304)**  
Elmer Jackson, 652  
Gunther F. C. Just, 652  
**Carpenters No. 1296 (1072)**  
King Taylor, 268  
Luis Adams, 268  
Virgil Reno, 268  
Andrew Anderson, 268  
**Carpenters & Joiners No. 1323 (440)**  
Leo E. Thiltgen, 440  
**Carpenters No. 1400 (748)**  
Steve Lubianetsky, 250  
David Wertz, 249  
George Zurow, 249  
**Carpenters No. 1478 (818)**  
Maurice R. Quinn, 818  
**Carpenters No. 1571 (637)**  
Floyd E. Cain, 319  
David G. Frandin, 318  
**Carpenters No. 1622 (1596)**  
Frank Galcowski, 798  
Bill Martin, 798  
**Carpenters No. 1815 (1815)**  
Byron W. Kemper, 1815  
**Carpenters & Joiners No. 1913 (1145)**  
Laurent Bergeron, 287  
Vernon Lankford, 286  
George A. Papp, 286  
Frank Schepis, 286  
**Carpenters No. 1976 (367)**  
Nathan Fleischer, 367  
**Carpenters No. 2020 (1127)**  
M. N. Long, 1127

**Plywood & Veneer Workers No. 2789 (237)**  
Cassius E. Smith, 119  
Edward R. Baiocchi, 118  
**Lumber & Sawmill Workers No. 2907 (483)**  
Lloyd J. Lea, 483  
**Plywood & Veneer Workers No. 2931 (160)**  
Raymond K. Nelson, 80  
Noel E. Harris, 80  
**Lumber, Production & Industrial Workers No. 3088 (720)**  
William H. Long, 720  
**Cement, Lime and Gypsum Workers, Int'l. Union, United Cement, Lime and Gypsum Workers No. 46 (140)**  
George L. Harrison, 140  
**Communications Workers of America**  
**Communications Workers No. 9408 (764)**  
Earl White, 764  
**Communications Workers No. 9409 (991)**  
John Hernandez, 496  
Kenneth L. Crosswell, 496  
**Communications Workers No. 9412 (692)**  
James B. Gordon, Jr., 692  
**Communications Workers No. 9414 (383)**  
Paula J. Terry, 383  
**Communications Workers No. 9415 (750)**  
Harry Ibsen, 750  
**Communications Workers No. 9417 (743)**  
L. C. Percival, 743  
**Communications Workers No. 9418 (470)**  
John Spier, 235  
Kathy Chismore, 235  
**Communications Workers No. 9421 (1248)**  
Faye Bell, 1248  
**Communications Workers No. 9430 (218)**  
Shirley V. Damico, 218  
**Communications Workers No. 9490 (376)**  
James Van Houten, 376  
**Communications Workers No. 11500 (4646)**  
Dina Beaumont, 2323  
Myrl Jenkins, 2323  
**Communications Workers No. 11501 (70)**  
Don Aitkin, 35  
George PenneBaker, 35  
**Communications Workers No. 11502 (650)**  
Warren Downing, 650  
**Communications Workers No. 11503 (1474)**  
W. C. Demers, 1474  
**Communications Workers No. 11504 (200)**  
James Wood, 200

**Communications Workers No.**

11513 (2641)  
D. D. McBryde, 661  
A. B. Bixler, 660  
R. A. Cawdrey, 660  
C. D. McGruder, 660

**Communications Workers No.**

11571 (1288)  
Gene W. Gibson, 1288

**Communications Workers No.**

11575 (500)  
Jean Mason, 500

**Communications Workers No.**

11581 (240)  
Ian McIntyre, 240

**Distillery, Rectifying, Wine and Allied Workers Int'l. Union of America****Sugar Workers No. 180 (458)**

Ramiro Cortez, 229  
Sal Armendoviz, 229

**Electrical Workers, Int'l. Brotherhood of****Electrical Workers No. 6 (693)**

Joseph J. Trovato, 347  
Michael Schneider, 346

**Electrical Workers No. 11 (1941)**

E. Earl Higgins, 971  
John S. Harrington, 970

**Studio Electricians, Sound Technicians & Air Conditioning Engineers**

No. 40 (208)  
Patrick Burnas, 208

**Broadcast Television & Recording Engineers No. 45 (382)**

Andrew J. Draghi, 191  
Marc L. Draghi, 191

**Electrical Utility Workers**

No. 47 (500)  
H. J. Kearney, 500

**Electrical Workers No. 180 (173)**

Clarence A. Feigel, 173

**Electrical Workers No. 302 (750)**

Richard H. McPeak, 250  
S. R. McCann, 250  
Steve Roberti, 250

**Electrical Workers No. 332 (1078)**

L. J. Pitchford, 270  
Bill Brown, 270  
Norman Clark, 269  
Edward Johnson, 269

**Electrical Workers No. 340 (238)**

John A. Jenkins, 238

**Electrical Workers No. 441 (1552)**

Z. L. Huggins, 1552

**Electrical Workers No. 465 (574)**

Richard C. Robbins, 287  
W. J. Bois, Jr., 287

**I.B.E.W. No. 543 (533)**

W. D. "Jack" Jenkins, 267  
Carl E. Craine, 266

**Electrical Workers No. 569 (1048)**

Howard J. Volz, 524  
August Modica, 524

**Electrical Workers No. 595 (1240)**

Thomas J. Sweeney, 620  
Edward Falkowski, 620

**Electrical Workers No. 1245 (14,079)**

Howard Darlington, 2012  
Richard Robuck, 2021  
Dale Turman, 2011  
Warren Manley, 2011  
James Wilburn, 2011  
M. A. Walters, 2011  
L. L. Mitchell, 2011

**Electrical Workers No. 1710 (580)**

Mike M. Morales, 290  
John Wolsdorf, 290

**Electrical Workers No. 1969 (671)**

Arthur J. Jones, 336  
John Knezevich, 335

**Elevator Constructors, Int'l. Union of**

Elevator Constructors No. 8 (156)  
Harry Weisenburger, 78  
Hector Rueda, 78

**Engineers, Int'l. Union of Operating****Operating Engineers No. 3 (11,771)**

Dale Marr, 1178  
Harold Huston, 1177  
Robert Mayfield, 1177  
Don Kinchloe, 1177  
James R. Ivy, 1177  
Robert Wagnon, 1177  
Ray Cooper, 1177  
Robert Skidgel, 1177  
Claude Odom, 1177  
Ken Erwin, 1177

**Operating-Stat'y. Engineers**

No. 39 (1477)  
Ron Wood, 1477

**Operating Engineers No. 501 (1500)**

Arthur Brown, 375  
Edward B. Fox, 375  
Robert H. Fox, Jr., 375  
Joseph P. Wetzler, 375

**Farm Workers of America, AFL-CIO, United****United Farm Workers (9610)**

Carlos LeGerrette, 961  
Max Avalos, 961  
Hugh Tague, 961  
Robert Ybarra, 961  
Wendy Batson, 961  
Ken Fugimoto, 961  
Dolores Huerta, 961  
Richard Chavez, 961  
Gilbert Padilla, 961  
Mack Lyons, 961

**Fire Fighters, Int'l. Assn. of****Fire Fighters No. 112 (2501)**

Frank R. Lunn, 626  
William V. Wheatley, 625  
Robert Aker, 625  
Lyle Hall, 625

**San Diego Fire Fighters No. 145 (622)**

Joseph S. Francis, 311  
Roger C. Stinson, 311

**Sacramento Fire Fighters No. 522 (765)**

Wayne Harbolt, 255  
Richard Mayberry, 255  
John Hopkins, 255

**Fire Fighters of S.F. No. 798 (1676)**

James T. Ferguson, 559  
Leon D. Bruschera, 559  
Anthony G. Sacco, 558

**Los Angeles County Fire Fighters No. 1014 (1841)**

Alfred K. Whitehead, 369  
Ronald L. Mathis, 368  
Scott E. Franklin, 368  
John K. Stephens, 368  
Kenneth D. Larson, 368

**Kern County Fire Fighters**

No. 1301 (437)  
Clayton G. Youree, 219  
George Welch, 218

**Ashland Fire Fighters No. 1428 (81)**

John Bigalow, 41  
Jim Lane, 40

**Furniture Workers of America, United****United Furniture Workers No. 262 (701)**

Fred Stefan, 351  
Carlos Ruiz, 350

**Garment Workers of America, United**

United Garment Workers No. 125 (190)  
Regina Lucero, 95  
Elizabeth Feeney, 95

**Garment Workers Union, Int'l. Ladies****Cloakmakers No. 8 (243)**

Julia Vasquez, 243

**Ladies Garment Workers No. 55 (904)**

Phillip Leviton, 940

**Ladies Garment Workers No. 84 (185)**

Peter Berner, 185

**Ladies Garment Workers No. 96 (806)**

Max B. Wolf, 806

**Ladies Garment Workers No. 97 (106)**

Peter J. Berner, 106

**Dressmakers No. 101 (1887)**

Myrtle M. Banks, 1887

**Ladies Garment Cutters No. 213 (138)**

Willie March, 138

**Office & Distribution Workers**

No. 214 (28)  
Willie March, 28

**Ladies Garment Workers No. 270 (127)**

George Curtin, 127

**Ladies Garment Workers No. 271 (68)**

George Curtin, 68

**Ladies Garment Workers No. 293 (64)**

George Curtin, 64

**Ladies Garment Workers No. 451 (70)**

Peter J. Berner, 70

**Ladies Garment & Accessory Workers No. 482 (948)**

Cornelius Wall, 948

**Ladies Garment Workers No. 497 (35)**

C. Annette Bassett, 35

**Ladies Garment Workers No. 512 (409)**

C. Annette Bassett, 409

**Glass Bottle Blowers' Assn. of the U.S. and Canada****Glass Bottle Blowers No. 16 (48)**

Joseph Van Pool, 46

**Glass Bottle Blowers Assn. No. 17 (520)**

Paul McCoy, 260

**Glass Bottle Blowers No. 34 (276)**

Joseph H. Washburn, 260

**Glass Bottle Blowers No. 34 (276)**

Clifford Valenciana, 276

**Glass Bottle Blowers No. 81 (386)**

Wanda Logan, 193  
Ray Munion, 193

**Glass Bottle Blowers No. 82 (114)**

Irene Lewis, 57  
John J. Moreno, 57

**Glass Bottle Blowers No. 114 (492)**

Don Flores, 246  
Connie Welsh, 246

**Glass Bottle Blowers No. 137 (1096)**

Clifford Valenciana, 366  
Wesley Bromberg, 365  
Frank Carter, 365

**Glass Bottle Blowers No. 160 (252)**

James M. Thompson, 126  
Frank Carter, 126

**Glass Bottle Blowers No. 192 (222)**

Andrew Hernandez, 111  
Paul Rios, 111

Glass Bottle Blowers No. 224  
(101)  
Bob Broomfield, 51  
Mike Torres, 50

**Graphic Arts Int'l. Union**

Graphic Arts No. 63-B (800)  
Mary Ann Donohue, 300  
Richard Hanford, 300

Graphic Arts No. 280-L (377)  
Richard Hanford, 377

**Hotel and Restaurant Employees' and Bartenders' Int'l. Union**

Hotel & Restaurant Employees & Bartenders No. 2 (15,225)

Agnes Barnhill, 1523  
Flo Douglass, 1523  
Louis Edwards, 1523  
Sangle Escove, 1523  
Phyllis Foley, 1523  
Joseph Garcia, 1522  
Joseph Belardi, 1522  
Tom Lujan, 1522  
Jackie Walsh, 1522  
Larry Tom, 1522

Hotel, Motel & Restaurant Employees & Bartenders No. 18 (1466)  
Loretta Riley, 1466

Hotel, Motel, Restaurant Employees & Bartenders No. 19 (5846)

Frank C. Marolda, 1170  
Joe Santamaria, 1169  
J.H. Morgan, 1169  
Vince Curci, 1169  
Ronnie Davis, 1169

Hotel & Restaurant Employees & Bartenders No. 28 (5066)  
Ray Lane, 2533  
Pat Sander, 2533

Hotel & Restaurant Employees & Bartenders of San Diego No. 30 (3648)

Joseph Tinch, 522  
George Mericantante, 521  
Joseph LiMandri, 521  
Loretta Proctor, 521  
Robert Baum, 521  
Dora Staten, 521  
John DeMeio, 521

Hotel & Restaurant Employees & Bartenders No. 49 (3244)

Ted T. Hansen, 811  
Phillip Dulaney, 811  
Thomas Peterson, 811  
Lilas Jones, 811

Hotel & Restaurant Employees & Bartenders No. 50 (3402)

Joseph Medeiros, 567  
Gary Marciel, 567  
Steve Martin, 567  
Lee Coelho, 567  
John Medeiros, 567  
Harry Young, Jr. 567

Bartenders & Culinary Workers No. 340 (5263)

Val Conolly, 1755  
John Collins, 1754  
Thomas Small, 1754

Hotel, Restaurant & Bartenders No. 483 (2606)

Robert S. Gamberg, 2606

Culinary Workers & Bartenders No. 535 (807)

Thomas S. Jones, 807

Culinary Alliance No. 681 (5389)

James T. Stevens, 599  
David L. Shultz, 599  
Clete R. Van Hooser, 599  
Ernest F. Geoffroy, 599  
Millard E. Hill, 599  
Maurine Y. Tribola, 599  
Lucille M. Chalfa, 599  
Helen Worley, 598  
Dale Bradford, 598

Culinary Alliance & Bartenders No. 703 (1242)

Frank "Ted" Zenich, 1242

Culinary Workers & Bartenders No. 814 (5696)

Lloyd D. Davis, 1140  
Eric H. Davy, 1139  
Ralph King, 1139  
John W. Meritt, 1139  
Marjorie I. O'Brien, 1139

**Iron Workers, Int'l. Assn. of Bridge and Structural**

Bridgemen No. 229 (184)  
Daniel E. Wand, 92  
Vincent B. Ryan, 92

Iron Workers Shipmen No. 509 (454)

D. E. Shelton, 227  
Benjamin J. Verdi, 227

**Jewelry Workers Union, Int'l.**

Dental Technicians No. 99 (187)  
Leo E. Turner, 187

So. Calif. Dental Technicians No. 100 (150)

Oscar R. Fuss, 150

Watchmakers No. 101 (200)  
George F. Allen, 100  
Harris V. Call, 100

**Laborers' Int'l. Union of North America**

Hod Carriers & Common Laborers No. 73 (783)

W. J. Billingsly, 261  
Archie Thomas, 261  
Ernest Pineda, 261

Laborers No. 89 (1825)  
Joe Alcoser, 365

Solomon Johnson, 365  
Harry Jordan, 365  
Marcus Thompson, 365  
Phillip Usquiano, 365

Laborers No. 129 (773)  
Al Deorsey, 773

Hod Carriers No. 166 (382)  
Luther Goree, 382

Hod Carriers & Common Laborers No. 181 (205)

Albin J. Gruhn, 205

Laborers No. 185 (1882)  
Thomas S. Clarke, 941

Paul E. Radford, 941

Construction & General Laborers No. 261 (1592)

George Evankovich, 1592

Construction & General Laborers No. 270 (2453)

Robert H. Medina, 818  
Joaquin Delgado, 818  
Gregorio B. Aguilar, 817

Construction & General Laborers No. 283 (186)

William J. Shelton, 186

Hod Carriers & Common Laborers No. 294 (1177)

Jesse Bernard, 589

Chester Mucker, 588

Laborers No. 297 (366)  
Raymond B. Jimenez, 183

George E. Jenkins, 183

Laborers No. 300 (5648)  
Jewell C. Hardin, 5648

Const. & Gen. Laborers No. 304 (1888)

Julian Vega, 1888

Construction Laborers No. 324 (2024)

Mance Thomas, 405  
Melvin Scott, 405  
Nathaniel Jackson, 405  
Roscoe O. Hunter, 405  
Joseph Heaps, 404

Hod Carriers and General Laborers No. 326 (403)

Elzy Roberts, 403

Hod Carriers & Gen. Laborers No. 371 (403)

Jessie O. Payne, 202  
Norman L. Mercer, 201

Laborers International No. 439 (137)

Joseph Herbert, 137

Hod Carriers & Common Laborers No. 585 (1095)  
Bennie Arellano 1095

Laborers No. 652 (1500)  
David Hernandez, 375

Oliver B. Renes, 375  
Pete Solano, 375  
David Atkinson, 375

Hod Carriers & Laborers, No. 783 (712)

Jose F. Rivera, 712

Shipyard Laborers No. 802 (1465)

William R. McClain, 733

Bobby J. Rosso, 732

Shipyard & Marine Shop Laborers No. 886 (477)

H. T. Lumsden, 239

J. W. Massey, 238

Laborers No. 1082 (972)  
Louie A. Bravo, 486

Isidro H. Rocha, 486

Industrial Iron & Metal Processing Workers No. 1088 (220)

C. D. Parker, 110

L. Thompson, 110

Laborers No. 1184 (692)  
John L. Smith, 231

Chuck Stockton, 231

Kenneth Bell, 230

**Lathers, Int'l. Union of Wood, Wire and Metal**

Lathers No. 88 (138)  
William Ward, 69

G. O. Parks, 69

Lathers No. 109 (73)  
Dean Puthuff, 73

**Laundry and Dry Cleaning Int'l. Union**

Laundry, Dry Cleaning, Government & Industrial Service No. 3 (2478)

Jesse A. Cooksey, 496

Russell R. Crowell, 496

Robert L. Luster, 496

Iva Morris, 495

Sebastian Reyes, 495

Laundry & Dry Cleaning Workers No. 52 (975)

Richard C. Vasquez, 488

Ivan Blackman, 487

**Longshoremen's Assn., AFL-CIO, Int'l.**

San Francisco Bar Pilots No. 89 (37)

James H. Barnhart, 19

Donald S. Grant, 18

**Machinists and Aerospace Workers, Int'l. Assn. of**

Machinists No. 68 (1750)  
Stanley Jensen, 875

Robert Barnes, 875

Machinists No. 284 (2000)  
Harrison F. Pullman, 2000

Machinists & Aerospace Wkrs. No. 311 (2608)

S. G. "Goodie" Goodman, 870

Andy Nostrame, 869

E. "Joe" Kochakji, 869

Machinists No. 706 (303)  
Louis W. Jackson, 303

Machinists & Aerospace Workers No. 727-A (290)

Harold Shean, 145

James L. Quillin, 145

Automotive Machinists No. 1305 (1962)

Frank Souza, 391

J. B. Martin, 391

Gerald F. Hiner, 390

Ken G. Murray, 390

James Elliot, 390

**Automotive & Machinists No. 1397**  
(211)  
Leo R. Hartland, 211

**Machinists No. 1414 (1278)**  
R. W. Bonamarte, 1278

**Auto Machinists No. 1484 (511)**  
James H. Simmons, 511

**East Bay Automotive Machinists**  
No. 1546 (5175)  
Nick Antone, 863  
Claude Carnahan, 863  
M. F. Damas, 863  
Manuel E. Francis, 862  
C. L. McMonagle, 862  
W. P. Sweno, 862

**Air Transport Employees No.**  
1781 (2500)  
Robert Anderson, 500  
Edgar Heinrich, 500  
Robert Jirka, 500  
Ron Kirton, 500  
Fred Perkins, 500

**Machinists & Aerospace Workers**  
Roosevelt Base No. 1785 (318)  
Donald P. Meredith, 318

**Machinists & Mechanics No. 1983**  
(54)  
Dave Van Dusen, 54

**Marine Engineers' Beneficial**  
Assn., National

**Marine Engineers Beneficial**  
Assn., Dist. No. 2 (315)  
Gus Guzelian, 158  
Edward Skorurski, 157

**Meat Cutters and Butcher**  
Workmen of North America,  
Amalgamated

**Amal. Meat Cutters & Butcher**  
Workmen No. P-78-A (1128)  
Irene Johnston, 1128

**Butchers No. 115 (4114)**  
Walter Heath, 1372  
Ernest Couly, 1371  
Edwin Laboure, 1371

**Butchers No. 120 (2303)**  
E. Allen Coe, 461  
James Sandberg, 461  
Everett Davis, 461  
Don Binney, 460  
Walter Bachemin, 460

**Butchers No. 126 (2463)**  
Carl Fuller, 2463

**L. A. Leather Luggage Workers**  
No. 213-L (500)  
Max Roth, 500

**Butchers No. 229 (1827)**  
Max J. Ossio, 914  
Ronnie Wolfe, 913

**Provision House Workers No.**  
274 (4542)  
Eloise Corral, 4542

**Meat Cutters No. 421 (2304)**  
Harold Benninger, 2304

**Meat Cutters No. 439 (2500)**  
Dale Harnack, 1250  
Walter Karas, 1250

**Butchers No. 498 (1827)**  
Roy Mack, 609  
Tom Lawson, 609  
Al Rasmussen, 609

**Butchers No. 506 (2899)**  
Walter R. Howes, 484  
Anthony Bozzo, 483  
Michael Valenti, 483  
Floyd Wallace, 483  
Isalah Amador, 483  
Sandra Gorman, 483

**Butchers No. 516, Unit 1 (750)**  
Carmel M. Lujan, 250  
Robert Sweyer, 250  
Albert Hedrick, 250

**Butchers No. 516, Unit 2 (75)**  
Gordon Brons, 38  
Robert Rutherfordale, 37

**Butchers & Meat Cutters No. 532**  
(850)

Preston T. Epperson, 284  
Samuel A. Beasley, 283  
Otis T. Johnstone, 283

**Butchers No. 551 (3885)**  
John Wick, 3885

**Butchers No. 563 (3444)**  
Arthur Eaton, 1722  
Glen Weidenhamer, 1722

**Metal Polishers, Buffers,**  
**Platers and Allied Workers**  
Metal Polishers No. 67 (97)  
William Lassley, 97

**Musicians, American**  
Federation of

**Musicians No. 6 (1477)**  
William J. Catalano, Sr., 739  
Vernon Alley, 738

**Musicians No. 12 (250)**  
Thomas P. Kenny, 250

**Musicians No. 47 (2000)**  
Bob Manners, 667  
Marl Young, 667  
Abe Most, 666

**Orange Belt Musicians Assn.**  
No. 167 (49)  
William Alexander, 247  
Joseph C. Shortlidge, 246

**Newspaper Guild, The**  
Newspaper Guild No. 52 (1300)  
Fred D. Fletcher, 1300

**L.A. Newspaper Guild No. 69**  
(1430)

George B. Laine, 358  
Sal J. Perrotta, 358  
Stephen J. Robertson, 357  
James M. Wood, 357

**Central Calif. Newspaper Guild**  
No. 92 (521)  
Michael Otten, 261  
George C. Randol, 260

**Office and Professional**  
Employees, Int'l. Union

**Office & Professional Employees**  
No. 3 (2591)

John F. Henning, 648  
Kathleen Kinnick, 648  
Dolores Mahaffey, 648  
Reeva Olson, 647

**Office & Professional**  
Employees, No. 29 (2559)

Richard Delaney, 427  
K. Jill Tucker, 427  
Alice Bartley, 427

Edith Withington, 426  
Luella Hanberry, 426  
Ann Coughlin, 426

**Office Employees No. 30 (1800)**  
Gwen Newton, 1800

**Office Employees No. 174 (718)**  
Betty Silverforb, 718

**Oil, Chemical and Atomic**  
Workers Int'l. Union

**Oil, Chemical & Atomic Workers**  
No. 128 (5084)

W. F. "Bill" Braughton, 848  
John Schmidt, 848  
George McCall, 847  
Randy Compton, 847  
Kenneth Lord, 847  
Don Warthen, 847

**Oil, Chemical & Atomic**  
Workers No. 547 (986)  
George Larson, 986

**Painters and Allied Trades of the**  
United States and Canada, Int'l.  
Brotherhood of

**Painters No. 40 (186)**  
Gene Slater, 166

**Painters No. 95 (188)**  
Ray DeNamur, 188

**Painters No. 256 (495)**  
John N. Foster, 495

**Painters No. 314 (140)**  
Willis F. Simons, 140

**Painters No. 487 (562)**  
Tommy L. Caster, 281  
J. B. Reed, 281

**Painters No. 507 (506)**  
Richard M. Geyer, 506

**Painters No. 686 (1095)**  
Rollie H. Tackett, 274  
A. Earl Wooden, 274  
Michael J. Higgins, 274  
Wm. Schneidmiller, 273

**Painters No. 713 (837)**  
Willard L. Sward, 337

**Glaziers & Glass Workers No. 718**  
(325)

Carl Dahl, 325

**Painters No. 741 (150)**  
William D. Martin, 150

**Paint, Varnish & Lacquer**  
Workers No. 1053 (501)

Raymond Angeli, 501

**Auto, Marine & Specialty**  
Painters No. 1176 (520)

Leslie K. Moore, 260  
Raymond Sesma, 260

**Painters No. 1178 (404)**  
William D. Martin, 404

**Painters No. 1226 (17)**  
Walt Zagajewski, 17

**Painters No. 1348 (468)**  
Dave Fishman, 234  
Max Cherin, 234

**Painters No. 1906 (279)**  
Harold W. Schoeneman, 279

**Paint Makers & Allied Trades**  
No. 1975 (772)

Kenneth E. Reeves, 386  
Daniel Stamm, 386

**Painters No. 9254 (437)**  
Mario Mastroianni, 219  
Garrett S. Mitchell, 218

**Plasterers' and Cement Masons'**  
Int'l. Assn. of the United States  
and Canada, Operative

**Plasterers & Cement Finishers**  
No. 73 (228)

Con O'Shea, 228

**Plasterers and Cement Masons**  
No. 429 (114)

C. Al Green, 114

**Plumbing and Pipe Fitting**  
Industry of the United States  
and Canada, United Assn. of  
Journeyman and  
Apprentices of the

**Plumbers & Pipefitters No. 38**  
(2834)

Joseph P. Mazzola, 1417  
Robert J. Costello, 1417

**Plumbers No. 78 (1653)**  
W. Don Mattern, 1653

**Plumbers and Fitters No. 114**  
(419)

Firmin F. Feurborn, 419

**Plumbers & Gas Fitters No. 444**  
(900)

Gerald L. Stacy, 300  
Wallace E. Hicks, 300  
Harry M. Sheridan, 300

**Plumbers & Steamfitters No. 447**  
(300)

M. J. Rotz, 150  
James Pugliese, 150

**Plumbers & Steamfitters No. 460**  
(350)

Bob Carter, 175  
George White, 175

**Plumbers & Steamfitters No. 467**  
(511)

Thomas J. Hunter, 511

**Porters, Brotherhood of**  
Sleeping Car

**Sleeping Car Porters (98)**  
C. L. Dellums, 98

**Printing and Graphic Communications Union, Int'l.**  
 Western Graphic Arts No. 14 (1,200)  
 Jack McCormick, 1200  
 Newspaper Pressmen No. 18 (484)  
 Robert B. White, 484  
 Offset Workers, Printing Pressmen & Assistants No. 78 (553)  
 William Perkins, 277  
 Oliver Schneider, 276  
 Printing Specialties & Paper Products No. 382 (753)  
 Lenore Frigaard, 753  
 Printing Specialties & Paper Products No. 388 (653)  
 Carmen Piantadosi, 327  
 Arthur Burnette, 326

**Retail Clerks Int'l. Assn.**  
 Retail Clerks No. 373 (1,707)  
 Robert D. Jones, 1707  
 Retail Store Employees No. 410 (1,063)  
 Robert H. Ross, 355  
 Milt Blaustein, 354  
 Jose T. Gonzales, 354  
 Retail Store Employees No. 428 (7,211)  
 James P. McLoughlin, 1031  
 Claude L. Fernandez, 1030  
 David M. Reiser, 1030  
 George C. Soares, 1030  
 E. Dennis Hughes, 1030  
 Patricia F. Brady, 1030  
 Edna McGhee, 1030  
 Retail Clerks No. 648 (4,146)  
 Eric C. Lyons, 1382  
 Joseph F. Grech, 1382  
 James A. O'Meara, Jr., 1382  
 Retail Clerk No. 775 (2,517)  
 Jack W. Smith, 2517  
 Retail Clerks No. 839 (1,551)  
 Bob E. Russell, 1551  
 Retail Clerks No. 870 (4,017)  
 Kenneth Beasley, 2009  
 Stephen Rodriguez, 2008  
 Retail Clerks No. 1179 (2,946)  
 D. Bill Henderson, 2946  
 Retail Clerks No. 1364 (1094)  
 Robert E. Koenig, 1094  
 Retail Clerks No. 1532 (1589)  
 Jerome J. Lewis, 1589

**Roofers, Damp and Waterproof Workers Assn., United State, Tile and Composition**  
 Roofers No. 81 (238)  
 C. Silveria, 238

**Rubber, Cork, Linoleum and Plastic Workers of America, United**  
 Rubber Workers No. 100 (685)  
 Albert Hernandez, 685  
 Rubber Workers No. 678 (8)  
 Tony Rodriguez, 8

**Seafarers Int'l. Union of North America**  
**Advertising and Public Relations (21)**  
 Carol Marcus, 11  
 R. G. Schannon, 10  
**Fishermen's Union of America, (884)**  
 V. Jim Bozzo, 442  
 Jack Spataro, 442  
**Inlandboatmen's Union of the Pacific (283)**  
 Clifford J. Seccombe, 142  
 Douglas W. Crute, 141  
**Inlandboatmen's Union of the Pacific, So. Calif. Region (239)**  
 Richard L. Sayers, 239

**Marine Cooks and Stewards (1,637)**  
 Don Rotan, 328  
 Joe Goren, 328  
 Val Villalta, 327  
 Tom Nugent, 327  
 Ed Turner, 327  
**Marine Firemen's Union (1,200)**  
 Henry Disley, 300  
 B. C. Shoup, 300  
 Joel McCrum, 300  
 Jack Hatton, 300  
**Military Sea Transport (638)**  
 Roy A. Mercer, 213  
 Raleigh G. Minix, 213  
 George T. Grier, 212  
**Marine Staff Officers (204)**  
 Roy Mercer, 204  
**Sailors Union of the Pacific (3,165)**  
 Morris Weisberger, 633  
 Jack Dwyer, 633  
 Jim Dimitratos, 633  
 C. P. Shanahan, 633  
 Gordon Ellis, 633  
**Seafarers, Atlantic and Gulf District, San Francisco (652)**  
 Steve Troy, 218  
 Joseph Sacco, 217  
 Pasquale Marinelli, 217  
**Sugar Workers No. 1 (960)**  
 Frank L. Lettich, 320  
 Larry S. Whitworth, 320  
 A. L. Benavidez, 320  
**United Cannery & Industrial Workers of Pacific, L. A. & vicinity (3,734)**  
 Steve Edney, 747  
 Trinidad Godinez, 747  
 Isable Pasqual, 747  
 Diane Riley, 747  
 Larry Parks, 746

**Service Employees Int'l. Union, AFL-CIO**  
**Hospital & Institutional Workers No. 327 (123)**  
 Clarence E. Furnell, 123  
**Sheet Metal Workers, Int'l. Assn.**  
**Sheet Metal Workers No. 75 (217)**  
 Virgil Fox, 217  
**Sheet Metal Workers No. 104 (469)**  
 Robert G. Mammini, 235  
 Thomas W. Dowrick, 234  
**Sheet Metal Workers No. 272 (49)**  
 Irvin Ellenberger, 25  
 Clifford Ruona, 24  
**Sheet Metal Workers No. 420 (544)**  
 Herbert W. Prosser, 544  
**Stage Employees and Moving Picture Machine Operators of the United States and Canada, Int'l. Alliance of Theatrical**  
**Theatrical Janitors No. 9 (149)**  
 Catherine Groulx, 149  
**Theatrical Stage Employees No. 16 (106)**  
 Edward C. Powell, 106  
**Theatrical Employees No. B-18 (141)**  
 Iris Holaday, 141  
**Stage Empls. No. 33 (453)**  
 Pasquale Pate Donaroma, 453  
**Affiliated Property Craftsmen No. 44 (2000)**  
 Ronald J. Peck, 2000  
**Theatrical Employees No. B-66 (49)**  
 Harry Finks, 49  
**Theatrical Stage Empls. No. 107 (65)**  
 Daniel B. Ferreira, 33  
 Jack Craig, 32

**Theatrical Stage Employees No. 134 (27)**  
 John A. Forde, 27  
**M. P. Machine Operators No. 162 (150)**  
 Rexford Elder, 75  
 Edward Ponn, 75  
**Amusement Empls. No. B-192 (179)**  
 Linda Paquette, 179  
**M. P. Machine Operators No. 252 (74)**  
 Leslie E. McMillin, 74  
**Theatrical Stage & Motion Picture Operators No. 409 (83)**  
 John A. Woodworth, 83  
**Motion Picture Projectionists No. 431 (54)**  
 John W. Holt, 27  
 H. J. Price, 27  
**Stage & M.P. Operators No. 442 (26)**  
 Harold W. Erwin, 26  
**Theatrical Stage Employees No. 504 (180)**  
 Robert H. Hanson, 180  
**Motion Picture Projectionists No. 560 (26)**  
 Frank J. Doran, 26  
**Stage Employees No. 605 (13)**  
 Robert C. Homer, 13  
**Theatrical Stage Employees No. 611 (21)**  
 Arthur E. Jackson, 21  
**Motion Picture Photographers No. 659 (292)**  
 Terry M. Burley, 292  
**Film Technicians No. 683 (2,200)**  
 Donald P. Haggerty, 1100  
 Ernest L. Repola, 1100  
**M. P. Sound Technicians No. 695 (307)**  
 John L. Coffey, 307  
**Motion Picture Costumers No. 705 (590)**  
 William K. Howard, 590  
**Studio Elect. Technicians No. 728 (409)**  
 Art Melli, 409  
**Motion Picture Set Painters No. 729 (276)**  
 Carmine A. Palazzo, 276  
**Theatrical Wardrobe Attendants No. 784 (40)**  
 Edward Powell, 40  
**M. P. Studio Art Craftsmen No. 790 (35)**  
 Albert K. Erickson, 35  
**Theatrical Stage & M. P. Oper. No. 796 (30)**  
 Thomas G. Bracking, 30  
**Set Designers & Model Makers No. 847 (76)**  
 Josef Bernay, 76  
**Theatrical Wardrobe Employees No. 874 (13)**  
 Ronald H. Finks, 13  
**Society of Motion Picture Art Directors No. 876 (154)**  
 Gene Allen, 154  
**State, County and Municipal Employees, American Federation of**  
**L. A. County Employees No. 119 (364)**  
 Larry Dolson, 182  
 Charles A. Aston, 182  
**San Mateo Classified School Employees No. 877 (467)**  
 Peter W. Manion, 229  
 John Torres, 228  
**East Bay Muni Dist. Employees No. 444 (467)**  
 Jeanice Tipps, 234  
 Jim Prola, 233

- County Empls. of San Mateo  
No. 829 (1067)  
Donna Patterson, 529  
Verne Watkins, 528
- Calif Labor Commissioners No. 975  
(41)  
Andrew Evans, 21  
J. Kenneth Tjoflat, 20
- Pacific State Hosp. Employees  
No. 1515 (181)  
Oswaldo Marrujo, 181
- Steelworkers of America, United  
Steelworkers No. 1502 (376)  
John Rodriguez, 376
- United Steelworkers No. 7100  
(557)  
Jim Tatum, 279  
Jeri Stone, 278
- Stove, Furnace and Allied  
Appliance Workers of  
North America  
Stove, Furnace & Allied  
Appliance Workers No. 125-B  
(28)  
A. G. Mendoza, 14  
R. J. Bacher, 14
- Teachers, American Federation of  
San Francisco Federation of  
Teachers No. 16 (1786)  
James E. Ballard, 358  
Joan-Marie Shelley, 357  
Julia Koppich, 357  
David Clisham, 357  
Rebecca Cherny, 357
- Oakland-Alameda Fed. of  
Teachers No. 771 (781)  
Barbara Bissell, 261  
Marge Beach, 260  
Ed Conel, 260
- Vallejo Federation of Teachers  
No. 827 (781)  
Paterson Wiman, 781
- Richmond Fed. of Teachers  
No. 866 (342)  
Carol Liu-Klein, 171  
Kathy Maas, 171
- Pasadena Fed. of Teachers  
No. 1050 (219)  
Ralph Lloyd, 219
- Berkeley Federation of Teachers  
No. 1078 (429)  
Judith Anne Bodenhausen,  
429
- Berkeley Faculty Union, U.C.  
No. 1474 (80)  
Norman Amudson, 40  
Peter Guidry, 40
- Teachers No. 1481 (109)  
Marcy Dunne Ballard, 109
- San Mateo Community College  
Teachers No. 1493 (173)  
Pat Manning, 87  
John Kirk, 86
- College Teachers Guild of  
Los Angeles No. 1521 (102)  
Mary Bergan, 102
- Univ. Fed. of Librarians No. 1795  
(31)  
Laurel Burley, 16  
Charles Shain, 15
- Folsom-Cordova Fed. of Teachers  
No. 1891 (61)  
Doug Wilson, 31  
Jerry Lagomarsino, 30
- Mt. View-Los Altos Fed of  
Teachers No. 1937 (37)  
Raoul Teilhet, 37
- L. A. Faculty Union, U.C.L.A.  
No. 1990 (29)  
Jack Blackburn, 29
- East County Federation of  
Teachers No. 2001 (127)  
Mary Bergan, 127
- University of Calif. No. 2023 (75)  
Sam Bottone, 75
- S. F. Community Coll. Fed.  
Teachers No. 2121 (287)  
Jim Boyd, 144  
Marjorie Stern, 143
- Placer Teachers No. 2267 (21)  
Thomas Romero, 21
- United Professors of California  
(3337)  
Art Bierman, 835  
Anthony D'Agostino, 834  
Robert Hall, 834  
James Syfers, 834
- Technical Engineers,  
International Federation of  
Professional and  
I.F.P.T.E. No. 22 (58)  
George Dorsey, 29  
Vince Martin, 29
- Telegraph Workers, United  
United Telegraph Workers No. 34  
(313)  
James W. Cross, 313
- Transit Union, Amalgamated  
Amalgamated Transit No. 256  
(330)  
Vaughan Chamblee, 165  
Rocky Oliveri, 165
- Amalgamated Transit No. 1225  
(1500)  
Cecil F. Heden, 375  
John E. Penn, 375  
Richard D. Smith, 375  
Bruce F. Lozier, 375
- Transport Workers Union  
of America  
Air Transport Workers No. 502  
(409)  
Roy Wilson, 205  
Fernando Vega, 204
- Transport Workers No. 505 (200)  
Roy Wilson, 100  
Fernando Vega, 100
- Transportation Union, United  
U.T.U. No. 19 (92)  
Kevin M. Smith, 46  
Bert A. Zugg, 46
- U.T.U. No. 32 (86)  
Lynn Fruit, 43  
Paul L. Bigby, 43
- U. T. U. No. 47 (42)  
Les Johnson, 42
- U. T. U. No. 492 (92)  
R. E. Willeford, 92
- U. T. U. No. 811 (138)  
James L. Evans, 69  
George W. Ballard, 69
- U. T. U. No. 835 (46)  
A. Dan Reilly, 46
- U. T. U. No. 986 (21)  
Les Johnson, 21
- U. T. U. No. 1080 (44)  
Donald Q. Miller, 44
- U. T. U. No. 1200 (71)  
J. G. Yates, 71
- U. T. U. No. 1207 (25)  
J. P. Jones, 25
- U. T. U. No. 1241 (32)  
D. N. Bertram, 16  
J. H. Cockburn, 16
- U. T. U. No. 1332 (20)  
James L. Evans, 20
- U. T. U. No. 1336 (84)  
J. P. Jones, 84
- U. T. U. No. 1422 (144)  
G. W. Ballard, 144
- U. T. U. No. 1563 (380)  
J. H. Cockburn, 380
- U.T.U. No. 1570 (80)  
Mike N. Anderson, 40  
Wes P. Berg, 40
- U. T. U. No. 1674 (14)  
Ray E. Barrett, 14
- U. T. U. No. 1732 (57)  
A. Dan Reilly, 57
- U.T.U. No. 1770 (127)  
Richard L. McBreen, 64  
Wm. P. Moynihan, 63
- U. T. U. No. 1785 (49)  
R. E. Willeford, 49
- U. T. U. No. 1801 (22)  
Raymond L. Jackson, 11  
John L. White, 11
- U. T. U. No. 1804 (30)  
G. W. Ballard, 30
- U. T. U. No. 1812 (49)  
A. Dan Reilly, 49
- U. T. U. No. 1819 (19)  
Elmer W. Clevenger, 19
- U. T. U. No. 1846 (48)  
J. G. Yates, 48
- U. T. U. No. 1915 (65)  
James L. Evans, 65
- Typographical Union, Int'l.  
Bay Area Typographical No. 21  
(2026)  
Donald H. Abrams, 507  
Leon Olson, 507  
Frank Sloan, 506  
Jack Olsen, 506
- Central Valley Typographical  
No. 46 (473)  
Ward E. Howard, 237  
Edgar O. True, 236
- Typographical No. 144 (200)  
Robert M. Perkins, 200
- Typographical No. 174 (15)  
C. B. Hughes, 15
- Utility Workers Union of  
America  
Utility Workers No. 132 (1000)  
Edward Hall, 1,000
- Building and Construction  
Trades Councils  
Alameda Bldg. & Const. Trades  
Council (2)  
William Ward, 1  
Alfred Thoman, 1
- Contra Costa County Bldg. &  
Const. Trades Council (2)  
L. H. Thomas, 1
- Kern, Inyo and Mono Counties  
Bldg & Const. Trades  
Council (2)  
George White, 1
- L. A. Bldg. & Const. Trades  
Council (2)  
Jerry P. Cremins, 1
- Marin County Bldg. & Const.  
Trades Council (2)  
N. C. Green, 1
- Monterey Building & Construction  
Trades Council (2)  
Russel S. Hansen, 1  
Leo E. Thiltgen, 1
- Northeastern Bldg. & Const  
Trades Council (2)  
Kenneth Green, 1  
Leon Waggoner, 1
- San Francisco Building &  
Construction Trades Council  
(2)  
Stanley M. Smith, 1
- California State Councils  
California Federation of  
Teachers (2)  
Raoul Teilhet, 1

Carpenters, California State Council (2)  
 Anthony L. Ramos, 1  
**Culinary Workers, Bartenders and Hotel Service Employees State Council** (2)  
 M. R. Callahan, 1  
 C. T. McDonough, 1  
**Electrical Workers, Calif. State Assn.** (2)  
 E. G. Christenson, 1  
 S. R. McCann, 1  
**Lumber and Sawmill Workers California State Council** (2)  
 Lloyd J. Lea, 1  
**Operating Engineers, California State Conference** (2)  
 William G. Dowd, 1  
 Edward P. Park, 1  
**Painters, California State Conference** (2)  
 William D. Martin, 1  
**State Bldg. & Const. Trades Council of Calif.** (2)  
 James S. Lee, 1  
 James J. Twombly, 1  
**Theatrical, California State Federation** (2)  
 George J. Flaherty, 1  
 William K. Howard, 1

**Central Labor Councils**

**Alameda County Central Labor Council** (2)  
 Richard K. Groulx, 1  
 Edward J. Collins, 1  
**Butte & Glenn Counties Central Labor Council** (2)  
 Paula J. Terry, 1  
**Contra Costa County Central Labor Council** (2)  
 James E. Calvarese, 1  
 Tony Cannata, 1  
**Five Counties Central Labor Council** (2)  
 Robert Miller, 1  
 Elton Fieseler, 1  
**Fresno-Madera Central Labor Council** (2)  
 James R. Whiting, 1  
**Humboldt-Del Norte Counties Central Labor Council** (2)  
 Gordon Brons, 1  
**Kern, Inyo and Mono Counties** (2)  
 Bill Simons, 1  
**Los Angeles County Federation of Labor** (2)  
 William R. Robertson, 1  
 J. J. Rodriguez, 1  
**Marin County Central Labor Council** (2)  
 Charles B. Weers, 1  
 James A. Smith, 1  
**Marysville Central Labor Council** (2)  
 A. A. (Alex) Cellini, 1  
 Everett Reid, 1  
**Merced-Mariposa Central Labor Council** (2)  
 John T. McManus, 1  
**Monterey County Central Labor Council** (2)  
 John F. Mattos, 1  
**Orange County Central Labor Council** (2)  
 Peter J. Remmel, 1  
 David Barreira, 1  
**Riverside Central Labor Council** (2)  
 Mary H. Curtin, 1  
 James Bird, 1  
**Sacramento Central Labor Council** (2)  
 Thomas P. Kenny, 1  
 Bob Malone, 1

**San Diego-Imperial Counties Labor Council** (2)  
 R. R. Richardson, 1  
 Robert L. Moeller, 1  
**San Francisco Labor Council** (2)  
 John F. Crowley, 1  
 Joseph Belardi, 1  
**San Joaquin County Central Labor Council** (2)  
 Robert L. Renner, 1  
**San Mateo Central Labor Council** (2)  
 Jacquie Darracott, 1  
 George Smith, 1  
**Santa Clara County Central Labor Council** (2)  
 Fred L. Fecl, 1  
 Emerson Street, 1  
**Santa Cruz County Central Labor Council** (2)  
 Herman Cornell, 1  
 Vera Van Dusen, 1  
**Sonoma, Mendocino & Lake Counties Central Labor Council** (2)  
 Lester Popp, 1  
**Stanislaus & Tuolumne Counties Central Labor Council** (2)  
 Keith Thurston, 1  
 Georgianne Reichelt, 1  
**Tri-Counties Central Labor Council** (2)  
 Jean Mason, 1  
**Tulare-Kings Counties Central Labor Council** (2)  
 William G. Parker, 1

**Councils**

**Allied Printing Trades Council** (2)  
 Joseph J. Selinski, 1  
**A.F.S.C.M.E. Council No. 57** (2)  
 Charles McCloskey, 1  
**Calif.-Nevada Typo Mailer Conf.** (2)  
 Donald H. Abrams, 1  
**Communications Workers Bay Area Council** (2)  
 Alan Brose, 1  
**Communications Workers, Central Area Council** (2)  
 Faye Bell, 1  
**Communications Workers Southern California Council** (2)  
 Jean Mason, 1  
 Ian McIntyre, 1  
**Federated Fire Fighters of California** (2)  
 Dan Terry, 1  
 Brian Hatch, 1  
**Federated Municipal Craft Council** (2)  
 L. A. Parker, 1  
**Hollywood Film Council** (2)  
 George Flaherty, 1  
 Wm. K. Howard, 1  
**Maritime Trades Dept., Southern Calif. Ports Council, AFL-CIO** (2)  
 Gordon Ellis, 1  
**Metal Trades, Bay Cities Council** (2)  
 Ralph Wilson, 1  
**Metal Trades Council of Southern California** (2)  
 William H. Lassley, 1  
**Retail Clerks Southwestern States Council** (2)  
 Frank G. Kuberski, 1  
**State, County & Municipal Employees Council No. 36** (2)  
 Ronald W. Coleman, 1  
 John Seferian, 1

**Union Label Council, Los Angeles** (2)  
 Barbara Nardella, 1  
 John Cinquemani, 1  
**Union Label Section** (2)  
 E. H. Ponn, 1

**District Councils**

**Carpenters District Council, Sacramento** (2)  
 William Kracher, 1  
**Carpenters District Council, Bay Counties** (2)  
 John L. Watts, 1  
 Russ Pool, 1  
**Carpenters District Council L.A. County** (2)  
 Paul Miller, 1  
**Carpenters District Council, No. Coast Counties** (2)  
 Joseph C. Kiefer, 1  
**Carpenters District Council, Orange County** (2)  
 Edgar S. Kirkbride, 1  
**Carpenters District Council, San Diego** (2)  
 Gary Owen, 1  
 Dallas Roos, 1  
**Carpenters District Council of San Jose** (2)  
 John A. Rebeiro, 1  
**Cement, Lime & Gypsum Workers, United District Council No. 8** (2)  
 David Hart, 1  
 Pat D. Lopez, 1  
**Communications Workers Dist. No. 9** (2)  
 A. B. Montes, 1  
 J. M. Van Houten, 1  
**Communications Workers of America Dist. Council No. 11** (2)  
 W. C. Demers, 1  
 W. R. Martin, 1  
**Iron Workers District Council** (2)  
 Jacob F. West, 1  
**Laborers, No. Calif. Dist. Council** (2)  
 C. R. Johnson, 1  
 Sai Minerva, 1  
**Laborers, So. Calif. Dist. Council** (2)  
 Ray M. Wilson, 1  
 Edgar A. Watkins, 1  
**Lumber & Sawmill Workers Redwood District Council** (2)  
 Roy W. Clement, 1  
**Machinists District Lodge No. 115** (2)  
 Stanely Jensen, 1  
**Machinists District Council No. 141** (2)  
 Bill G. Combs, 1  
 Harold Mamola, 1  
**Machinists, Automotive Trades Dist. Lodge No. 190** (2)  
 DeWayne Williams, 1  
 Leland Stafford, 1  
**Oil, Chemical & Atomic Workers Dist. Council No. 1** (2)  
 George D. Keity, 1  
**Painters District Council No. 36** (2)  
 Walt Zagajeski, 1  
**Painters District Council No. 48** (2)  
 John Anderson, 1  
**Pipe Trades, So. Calif. Dist. Council No. 16** (2)  
 E. E. Schell, 1  
 George Battany, 1  
**Printing Specialties & Paper Prod. District Council No. 2** (2)  
 Carmen Piantadosi, 1  
 Arthur Burnette, 1

## ROLL OF DELEGATES

**Joint Boards**

Building Service Employees, Bay  
District Joint Council No. 2  
(2)

Frank L. Figone, 1

Culinary Workers Jt. Exec.  
Board, Los Angeles (2)

Herman Leavitt, 1

Fernando F. Felix, 1

Culinary Workers Jt. Exec.  
Board, San Francisco (2)

George Cory, 1

James Bracisco, 1

Ladies Garment Workers, San  
Francisco Joint Board (2)

Mattie Jackson, 1

Ladies Garment Workers, L. A.

Jt. Bd. (2)

Cornelius Wall, 1

Philip Leviton, 1

# INDEX TO PROCEEDINGS

## A

### A. Philip Randolph Institute

Secretary-Treasurer's Report .....	175
Resolution No. 59—A. Philip Randolph .....	36, 122

### Addresses and Remarks to the Convention

Bieringer, Steve .....	58
Brown, Edmund G. Jr. ....	12-14
Chavez, Cesar .....	41-44
Dellums, C. L. ....	10-11
Dymally, Mervyn M. ....	28
Eu, March Fong .....	36-37
Frank, Abraham .....	72
Gilbert, William L. ....	15
Gruhn, Albin J. ....	6-8
Gulbransen, LaMar .....	53-54
Henning, John F. ....	29-33
Jordan, Harry .....	58
Kinnick, Kathleen .....	58
Lee, James .....	23-25
Mazzola, Joseph .....	47-51
McDavid, Earl D. ....	26-28
Pollard, William .....	68-72
Riles, Wilson .....	35
Rodda, Albert S. ....	15
Scully, Charles P. ....	61
Tunney, John V. ....	54-58
Vial, Don .....	45
Wallace, Edward W. ....	52
Weisberger, Morris .....	40

### Affiliates, California Labor Federation

Machinists' Affiliation .....	33
Executive Council's Report	
Aid to Affiliates .....	162-164
Exonerations .....	166-167
Secretary-Treasurer's Report .....	174-176
Membership Statistics .....	189-213

### Affirmative Action, see Women Workers

### Agricultural Labor

Address: Cesar Chavez, President, United Farm Workers of America, AFL-CIO .....	41-44
Pre-General Election Convention	
Contribution to Proposition 14 Campaign .....	66
Policy Statement XIII .....	23, 78, 91
Executive Council's Report	
Farm Labor Bill .....	152
Secretary-Treasurer's Report	
Short-handled Hoe .....	174
Agricultural Labor Relations Act .....	174
Farm Workers .....	174
Resolutions	
No. 100—United Farm Workers .....	23, 137
No. 125—Support Proposition No. 14 .....	67, 146

### AID-United Givers

Policy Statement XXI—Community Concern and Service .....	36, 80, 97-98
Resolution No. 17—AID-United Givers .....	36, 104-105

**Alcoholism**

Policy Statement XXI—Community Concern and Service .....	36, 80, 97-98
Secretary-Treasurer's Report .....	177
Resolution No. 116—Alcoholism Programs .....	40, 143

**Appointments**

Executive Council's Report .....	150
Appointment of Convention Committees .....	8-10

**Apprenticeship, see Training, Retraining and Apprenticeship****Arbitration**

Resolution No. 91—Arbitration for Fire Fighters .....	73, 134
---	---------

**Arts**

Executive Council's Report .....	161-162
----------------------------------	---------

**SEE ALSO Entertainment Workers and Industry**

Auditors' Report, California Labor Federation .....	214-216
---	---------

**B****Ballot Propositions**

Pre-General Election Convention Recommendations .....	63-66
Proposition 14 Campaign Contribution .....	66
Executive Council's Report	
Proposition 9 .....	155-156
Proposition 15 .....	156-157
Secretary-Treasurer's Report	
Proposition 17 .....	173
Proposition 15 .....	173
Resolutions	
No. 120—Opposition to Proposition 13 .....	67, 144-145
No. 125—Support Proposition No. 14 .....	67, 146

**Boycotts and Picketing**

Resolutions	
No. 39—Refusal to Cross Established Picket Lines .....	20-21, 111-112
No. 108—Boycott of Russell Stover Candies .....	39, 140-141
SEE ALSO "We Don't Patronize" List	

**Brown, Edmund G. Jr., Governor of California.**

Address .....	12-14
Executive Appointments .....	33

**Building and Construction Trades Industry**

Address: James Lee, President, California State Building and Construction Trades Department .....	23-25
Resolutions	
No. 6—Federal Building Programs .....	17, 100-101
No. 93—Create Jobs Through State Program .....	18, 134
No. 94—Public Policy on Construction Bids .....	18, 134-135
No. 95—Rehabilitate Existing Housing .....	12, 135

**C****California Labor Federation**

Executive Council's Report	
Aid to Affiliates .....	162-164
Exonerations .....	166-167
Election of New Members .....	167
Committee Changes .....	167-168
Membership Statistics, Federation .....	189-213
Auditors' Report, California Labor Federation .....	214-216
Resolutions	
No. 12—Commend the Executive Officer of the California Labor Federation, AFL-CIO .....	40, 102-103
No. 97—Amend Standing Rule Number Ten of Rules and Order of Business .....	15, 136

No. 109—Sex Equality .....	34, 141
No. 110—Expenses .....	33, 141
No. 111—General Vice President .....	34, 141
No. 112—Gender .....	34, 141
No. 114—Political Procedures .....	34, 142
No. 118—Compensation of Officers .....	33, 35, 144
No. 127—COPE Resolutions .....	34, 147
<b>Carter, Jimmy, U.S. Democratic Presidential Candidate. Telegram .....</b>	<b>11</b>
<b>Chavez, Cesar, President, United Farm Workers of America,</b>	
<b>AFL-CIO. Address .....</b>	<b>41-44</b>
<b>Child Care</b>	
Resolutions	
No. 11—Federally Funded Child Care Program .....	37, 102
No. 13—Child Care Facilities .....	19, 103
<b>Children</b>	
Resolution No. 104—Juvenile Delinquency .....	36, 138-139
<b>Civil Liberties</b>	
Resolution No. 8—Oppose Senate Bill 1 .....	37, 101
<b>Civil Rights, Discrimination and Fair Employment</b>	
Address: William Pollard, Director, AFL-CIO Department of	
Civil Rights .....	68-72
Policy Statement XV .....	35, 78-79, 92-93
Resolutions	
No. 66—N.A.A.C.P. ....	36, 124-125
No. 107—The Fresno Four .....	38, 140
<b>SEE ALSO Women Workers</b>	
<b>Collective Bargaining</b>	
Resolutions	
No. 30—Respect Collective Bargaining Agreements .....	20, 109
No. 74—Extend Rights to Public Employees .....	72-73, 128
No. 75—Support Public Employees Through Political Action .....	66-67, 128
No. 123—Collective Bargaining for Public Employees .....	72-73, 146
<b>Committee on Political Education (COPE)</b>	
Pre-General Election Convention .....	53-67
Report and Recommendations of the Executive Council to the	
Pre-General Election Convention of the California Labor	
Federation, AFL-CIO .....	59-66
Address:	
LaMar Gulbransen, Director, Area VII, National AFL-CIO COPE .....	53-54
John V. Tunney, United States Senator .....	54-58
Resolutions:	
No. 75—Support Public Employees Through Political Action .....	66-67, 128
No. 127—COPE Resolutions .....	34, 147
<b>SEE ALSO Political Action</b>	
<b>Committees (of the 1976 Convention) .....</b>	<b>8-10</b>
<b>Community Concern and Service</b>	
Policy Statement XXI .....	36, 80, 97-98
Resolutions	
No. 9—AFL-CIO Community Services—"The Human Contract" .....	36, 101-102
No. 16—Support Community Chest, United Crusade, United	
Fund and Other Federated Fund-Raising Drives .....	36, 104
No. 17—AID—United Givers .....	36, 104-105
No. 104—Juvenile Delinquency .....	36, 138-139
No. 105—Crime Prevention Union Counselor Project .....	36, 139
No. 116—Alcoholism Programs .....	40, 143
No. 122—Assistance Without Jeopardy .....	28, 145-146

Conferences, see **Labor Education**

**Constitution, Committee on**

Committee Members .....	10, 34
Committee Report .....	33-34

**Consumer Protection**

Policy Statement XI .....	23, 78, 89-90
Resolutions	
No. 18—State and Local Regulatory Agencies and Consumers .....	23, 105
No. 106—Oppose Charge for Directory Assistance .....	12, 139-140

Convention City .....	47, 51
-----------------------	--------

**Corporations**

Resolutions	
No. 2—Legal Responsibilities of Corporations .....	12, 99
No. 80—Oppose Exportation of American Jobs .....	18, 129-130

**Cosmetology**

Resolutions	
No. 70—Study of State's Cosmetology Schools by University of California .....	37, 126
No. 71—Amend Law Governing California's Cosmetology Schools .....	12, 126-127

**County Secession**

Resolution No. 117—County Secession .....	40, 143-144
---	-------------

**Credentials, Committee on**

Committee Members .....	8-9, 45
Committee Reports .....	8, 15, 17, 45
SEE ALSO <b>Delegates, Roll of</b>	

**Crime**

Policy Statement XXI—Community Concern and Service .....	36, 80, 97-98
Resolutions	
No. 104—Juvenile Delinquency .....	36, 138-139
No. 105—Crime Prevention Union Counselor Project .....	36, 139

Culinary Workers, see **Tips and Gratuities**

**D**

Daily Proceedings, see **Proceedings, Convention (Daily)**

Delegates, Roll of .....	217-224
--------------------------	---------

**Dellums, C. L., National AFL-CIO Executive Council and President,**

Brotherhood of Sleeping Car Porters. Address .....	10-11
--	-------

Disability Insurance, see **Unemployment Disability Insurance**

Drawing Results .....	74
-----------------------	----

**E**

Ecology, see **Environment**

**Economic Conditions and Policies**

Executive Council's Report .....	153-154
Secretary-Treasurer's Report	
Economic Overview .....	169
State and Nation	
The Economy .....	169-170
Unemployment .....	170-171
Prices .....	171
Wages .....	171
Profits .....	171

**Education**

Policy Statement XVII .....	35, 79, 94-95
Executive Council's Report .....	160
Resolution No. 99—Work Experience Education .....	12, 136-137
SEE ALSO Scholarship Awards, Federation	

**Election and Installation of Federation Officers**

Nomination and Election of Federation Officers .....	45-47
Installation of Officers .....	74-75

**Employment and Unemployment**

Policy Statement I .....	17, 76, 81-82
Executive Council's Report	
March on Sacramento .....	157-158
Secretary-Treasurer's Report	
"Jobs Now" Rally, Sacramento .....	174
Los Angeles .....	174
Resolutions	
No. 6—Federal Building Programs .....	17, 100-101
No. 60—Repeal of Item 807 of Tariff Code .....	17, 122-123
No. 61—Imports .....	18, 123
No. 64—Full Employment .....	18, 124
No. 80—Oppose Exportation of American Jobs .....	18, 129-130
No. 93—Create Jobs Through State Program .....	18, 134
No. 94—Public Policy on Construction Bids .....	18, 134-135
No. 95—Rehabilitate Existing Housing .....	12, 135

**Endorsements, Support and Commendations**

Executive Council's Report	
Support for Arts .....	161-162
Resolutions	
No. 7—Union Label Promotion .....	40, 101
No. 9—AFL-CIO Community Services—"The Human Contract" .....	36, 101-102
No. 12—Commend the Executive Officer of the California Labor Federation, AFL-CIO .....	40, 102-103
No. 16—Support Community Chest, United Crusade, United Fund and Other Federation Fund-Raising Drives .....	36, 104
No. 17—AID—United Givers .....	36, 104-105
No. 18—State and Local Regulatory Agencies and Consumers .....	23, 105
No. 59—A. Philip Randolph .....	36, 122
No. 63—Frontlash .....	40, 123-124
No. 65—Histadrut .....	36, 124
No. 66—N.A.A.C.P. ....	36, 124-125
No. 100—United Farm Workers .....	23, 137
No. 101—The November Elections .....	67, 137-138
No. 107—The Fresno Four .....	38, 140
No. 108—Boycott of Russell Stover Candies .....	39, 140-141
No. 115—Israel and the Middle East .....	37, 142-143
No. 116—Alcoholism Programs .....	40, 143
No. 125—Support Proposition No. 14 .....	67, 146

SEE ALSO Ballot Propositions; Community Concern and Service; Maritime Trades; Pre-General Election Convention; Shipbuilding and Shipping

**Energy**

Policy Statement XIX .....	35, 79, 96
Executive Council's Report	
Proposition 15 .....	156-157
Resolution No. 92—Natural Gas .....	35-36, 134

**Entertainment Workers and Industry**

Executive Council's Report	
Runaway Film Attacked .....	154-155
Support for Arts .....	161-162

Resolution No. 126—Protect Rights of Workers in Entertainment Industry .....	73, 146-147
<b>Environment</b>	
Policy Statement XVIII .....	35, 79, 95-96
Equal Pay, see <b>Women Workers</b>	
<b>Escort Committees</b>	
Governor Brown .....	12
Lt. Governor Dymally .....	25-26
Secretary of State March Fong Eu .....	37
Superintendent of Public Instruction Wilson Riles .....	35
U.S. Senator John V. Tunney .....	54
<b>Executive Council, California Labor Federation</b>	
Listing of Executive Council Membership .....	Inside Front Cover
Report to the Convention	
Legislative Program .....	149
Action to Block Death-Bed Appointees .....	150
1974 Session .....	150-151
1975 Session .....	151-152
Farm Labor Bill .....	152
1976 Session .....	152-153
National Economic Policy .....	153-154
Referred Resolutions .....	154
Runaway Film Attacked .....	154-155
Proposition 9 .....	155-156
Proposition 15 .....	156-157
March on Sacramento .....	157-158
Public Employees .....	158-159
National Health Care .....	159-160
Education .....	160
Scholarship Program .....	161
Support for Arts .....	161-162
Aid to Affiliates .....	162-164
"We Don't Patronize" List .....	164-165
Union Labels, Shop Cards & Buttons .....	165-166
Exonerations .....	166-167
Election of New Members .....	167
Committee Changes .....	167-168
1976 Convention .....	168
Report and Recommendations of the Executive Council to the Pre-General Election Convention of the California Labor Federation, AFL-CIO .....	59-66
<b>SEE ALSO California Labor Federation</b>	
<b>Exonerations</b>	
Executive Council's Report .....	166-167
<b>F</b>	
Fair Political Practices Act, see <b>Political Action</b>	
Films Shown: "If You Don't Come In Sunday, Don't Come In Monday" .....	44
"Carter-Mondale Ticket" .....	58
Farm Labor, see <b>Agricultural Labor</b>	
<b>Fire Fighters</b>	
Secretary-Treasurer's Report .....	174
Resolutions	
No. 89—Restore Fire Fighters' Disability Payments .....	19, 133
No. 91—Arbitration for Fire Fighters .....	73, 133-134

**Foreign Labor**

**Resolutions**

- No. 80—Oppose Exportation of American Jobs ..... 18, 129-130  
 No. 126—Protect Rights of Workers in Entertainment Industry ..... 73, 146-147  
**SEE ALSO Foreign Policy, Foreign Trade, and Foreign-Made Products**

**Foreign Policy, Foreign Trade, and Foreign-Made Products**

- Policy Statement III ..... 18, 76-77, 83-84  
**Resolutions**

- No. 60—Repeal of Item 807 of Tariff Code ..... 17, 122-123  
 No. 61—Imports ..... 18, 123  
 No. 115—Israel and the Middle East ..... 37, 142-143  
 No. 126—Protect Rights of Workers in Entertainment Industry ..... 73, 146-147  
**SEE ALSO Entertainment Workers and Industry; Foreign Labor;**

**Maritime Trades**

**Frontlash**

- Resolution No. 63—Frontlash ..... 40, 123-124

**G**

**Gambling**

**Resolutions**

- No. 82—Stop Discrimination Against American Flag  
     Passenger Ships ..... 40, 130  
 No. 120—Opposition to Proposition 13 ..... 67, 144-145

**“Good Samaritan”**

- Resolution No. 122—Assistance Without Jeopardy ..... 28, 145-146

**Government, Labor Participation in**

- Resolution No. 113—Labor in Government ..... 39-40, 141-142  
**SEE ALSO San Francisco City Government**

**Greetings and Messages (sent) to the Convention**

- Official Welcome and Introduction of Honored Guests ..... 5-6  
 Jimmy Carter, U.S. Democratic Presidential Candidate ..... 11  
 C. J. “Curt” Hyans ..... 15  
 George Meany, President, AFL-CIO ..... 34  
 Glenn Watts, President, Communications Workers of America ..... 11

Guests, see **Visitors and Guests**

**Greyhound Racing**

- Resolution No. 120—Opposition to Proposition 13 ..... 67, 144-145

**Gruhn, Albin J., President, California Labor Federation. Opening Address** ..... 6-8

**Gulbransen, LaMar, Director, Area VII, National AFL-CIO COPE. Address** ..... 53-54

**H**

Health, see **Health Care**

**Health Care**

- Policy Statement IX ..... 22, 77, 78  
 Executive Council's Report ..... 159-160  
**Resolutions**

- No. 1—National Health Insurance Plan ..... 22-23, 99  
 No. 5—Health Care Costs ..... 12, 100  
 No. 67—National Health Security ..... 22-23, 125  
 No. 83—Medical Care on American-Flag Vessels ..... 41, 130-131  
**SEE ALSO Alcoholism**

Health Security, see **Health Care**

**Henning, John F., Executive Secretary-Treasurer, California Labor Federation**

- Report to the Convention ..... 29-33  
 AB 2812 Signed ..... 38

AB 3249 and AB 3881 Signed .....	40-41
Contribution to Proposition 14 Campaign .....	66
Membership Report Presented .....	52
Resolution No. 12—Commend the Executive Officer of the California Labor Federation, AFL-CIO .....	40, 102-103
SEE ALSO Secretary-Treasurer, California Labor Federation (John F. Henning)	

**Histadrut**

Policy Statement XXI—Community Concern and Service .....	36, 80, 97-98
Resolution No. 65—Histadrut .....	36, 124
SEE ALSO Israel	

**Homework**

Resolution No. 45—Repeal Precedent Benefit Decision PT-125 .....	21, 116
--	---------

**Housing**

Policy Statement XVI .....	35, 79, 93-94
Resolutions	
No. 3—Remodeling Tax Incentive .....	35, 99
No. 6—Federal Building Programs .....	17, 100-101
No. 95—Rehabilitate Existing Housing .....	12, 135

**I****Industrial Welfare Commission**

Secretary-Treasurer's Report .....	172-173, 173-174
------------------------------------	------------------

**Insurance**

Resolution No. 4—Insurance-Tax Deduction .....	18, 100
--	---------

**International Affairs**

Secretary-Treasurer's Report .....	175-176
SEE ALSO Foreign Policy, Foreign Trade, and Foreign- Made Products .....	

**Invocations**

Bell, Reverend Alden J., Bishop, Roman Catholic Diocese, Sacramento .....	5
Creevey, Reverend William H., Senior Pastor, Westminster Presbyterian Church .....	39
Frazin, Rabbi Lester A., Congregation B'nai Israel .....	22
Haines, Reverend Connie, Christ Unity Church .....	68

**Ireland**

Policy Statement XXI—Community Concern and Service .....	36, 80, 97-98
--	---------------

**Israel**

Resolution No. 115—Israel and the Middle East .....	37, 142-143
SEE ALSO Histadrut	

**L****Labor Council for Latin American Advancement (LCLAA)**

Secretary-Treasurer's Report .....	175
------------------------------------	-----

**Labor Education**

Executive Council's Report	
Public Employees .....	158-159
Education .....	160
Secretary-Treasurer's Report	
Joint Legislative Conference 1975 .....	176
Joint Legislative Conference 1976 .....	176
1974 UI-DI Conference .....	176
1975 UI-DI Conference .....	176-177
Alcoholism .....	177
Occupational Safety and Health Conference .....	177

Women in the Work Force .....	177
Public Employees .....	178
<b>Labor Legislation (Federal)</b>	
Policy Statement XII .....	23, 78, 90
SEE ALSO Employment and Unemployment; Entertainment Workers and Industry; Health Care; Public Employees; Strikebreakers and Strikebreaking; Taft-Hartley Act	
<b>Labor Legislation (State)</b>	
Machinists: Affiliation .....	33
Policy Statement XII .....	23, 78, 90
Executive Council's Report	
Legislative Program .....	149-150
1974 Session .....	150-151
1975 Session .....	151-152
Farm Labor Bill .....	152
1976 Session .....	152-153
Secretary-Treasurer's Report	
1975 Session .....	171-172
1976 Session .....	172-173
SEE ALSO Arbitration; Housing; Minimum Wage; Public Employees; Safety; Training, Retraining and Apprenticeship; Unemployment Disability Insurance; Unemployment Insurance; Wages; Workers' Compensation	
<b>Labor Press</b>	
Resolution No. 103—International Labor Press Use of Allied Printing Trades Label .....	38, 138
<b>Lee, James, President, California State Building and Construction Trades Department, Address .....</b>	
	23-25
<b>Legal Counsel (Federation)</b>	
Secretary-Treasurer's Report .....	181-187
COPE Pre-General Election Convention	
Comments of Charles P. Scully .....	61
<b>Legislation, Committee on</b>	
Committee Members .....	9-10, 73
Committee Reports .....	12, 18-21, 28-29, 52, 72-73
Legislation (Federal), see Child Care; Employment and Unemployment; Foreign Policy, Foreign Trade, and Foreign-Made Products; Health Care; Maritime Trades; Shipbuilding and Shipping	
Legislation (State), see Child Care; Corporations; "Good Samaritan"; Housing; Motor Vehicle Code; Public Utilities; Safety; Training, Retraining, and Apprenticeship	
<b>Legislative Activities</b>	
Secretary-Treasurer's Report .....	171-173
<b>Lobbyists</b>	
Comments: Charles P. Scully, General Counsel, California Labor Federation, AFL-CIO .....	61
<b>M</b>	
Machinists: Affiliation .....	33
<b>Maritime Trades</b>	
Resolutions	
No. 82—Stop Discrimination Against American Flag Passenger Ships .....	40, 130
No. 83—Medical Care on American-Flag Vessels .....	41, 130-131
No. 84—Merging Seamen's Unions .....	37, 131

No. 85—A New American Maritime Policy .....	41, 131-132
No. 86—Integration and Utilization of Naval Forces and the Maritime Industry .....	41, 132
SEE ALSO Shipbuilding and Shipping	
<b>Mazzola, Joseph, Business Manager and Financial Secretary,     Plumbers and Pipefitters No. 38, San Francisco. Remarks .....</b>	<b>47-51</b>
<b>Meany, George, President, AFL-CIO. Message .....</b>	<b>34</b>
<b>Membership Statistics, Federation</b>	
Report on Per Capita Paid Membership .....	189-213
Membership Report Presented .....	52
<b>Mergers</b>	
Resolution No. 84—Merging Seamen's Unions .....	37, 131
Messages to the Convention, see <b>Greetings and Messages (sent) to the Convention</b>	
<b>Minimum Wage</b>	
Governor Brown signs AB 2812 .....	38
Secretary-Treasurer's Report	
Industrial Welfare Commission .....	172-173, 173-174
Resolution No. 58—Minimum Wage .....	12, 121-122
<b>Motor Vehicle Code</b>	
Resolution No. 98—Amend Motor Vehicle Code and Drivers Licensing Manual .....	19, 136
<b>Mc</b>	
<b>McDavid, Earl D., Secretary-Treasurer, Union Label and Service     Trades Department, AFL-CIO. Address .....</b>	<b>26-28</b>
<b>N</b>	
<b>National Association for the Advancement of Colored People</b>	
Resolution No. 66—N.A.A.C.P. ....	36, 124-125
National Health Insurance, see <b>Health Care</b>	
<b>Natural Disasters</b>	
Policy Statement XXI—Community Concern and Service .....	36, 80, 97-98
<b>Natural Gas</b>	
Resolution No. 92—Natural Gas .....	35-36, 134
SEE ALSO <b>Energy</b>	
<b>New Melones Dam</b>	
Secretary-Treasurer's Report	
Proposition 17 .....	173
Nomination of Federation Officers, see <b>Election and Installation     of Federation Officers</b>	
Nuclear Power, see <b>Energy</b>	
<b>O</b>	
<b>Occupational Safety and Health</b>	
Secretary-Treasurer's Report .....	177
Resolution No. 79—Manhole Safety Rules .....	19, 129
<b>Officers' Reports</b>	
Report of the Executive Council .....	149-168
Report of Secretary-Treasurer .....	169-188
Federation Membership Statistics .....	189-213
Auditors' Report .....	214-216

Opening Ceremonies, Greetings and Introductions .....	5-6
---	-----

**Organizing**

Resolution No. 125—Support Proposition No. 14 .....	67, 146
---	---------

**P****Pensions**

Resolution No. 77—Bar Deductions of Workers' Compensation Awards from Pensions .....	19, 128-129
---	-------------

**Pilipino Bayanhan, Inc.**

Secretary-Treasurer's Report .....	175-176
------------------------------------	---------

**Police Officers**

Secretary-Treasurer's Report .....	174
------------------------------------	-----

**Policy Statements and Convention Action**

I. Full Employment and the Economy .....	17, 76, 81-82
II. Taxation .....	18, 76, 82-83
III. Foreign Policy .....	18, 76-77, 83-84
IV. Workers' Compensation .....	18, 77, 84-85
V. Unemployment Insurance .....	18, 77, 85-86
VI. Disability Insurance .....	18, 77, 86
VII. Women .....	22, 77, 86-87
VIII. Social Security .....	22, 77, 87-88
IX. Health Care .....	22, 77, 88
X. Welfare .....	23, 77-78, 88-89
XI. Consumer Protection .....	23, 78, 89-90
XII. Labor Legislation .....	23, 78, 90
XIII. Agricultural Labor .....	23, 78, 91
XIV. Public Employees .....	23, 78, 91-92
XV. Civil Rights .....	35, 78-79, 92-93
XVI. Housing .....	35, 79, 93-94
XVII. Education .....	35, 79, 94-95
XVIII. Environment .....	35, 79, 95-96
XIX. Energy .....	35, 79, 96
XX. Reclamation Law .....	36, 79, 96-97
XXI. Community Concern and Service .....	36, 80, 97-98

**Political Action****Executive Council's Report**

Proposition 9 .....	155-156
---------------------	---------

**Resolutions**

No. 63—Frontlash .....	40, 123-124
No. 75—Support Public Employees Through Political Action .....	66-67, 128
No. 90—Use of Public Funds by Public Agencies on Political Issues .....	19, 133
No. 96—Achieve Economic Growth Through Political Action .....	67, 135-136
No. 101—The November Elections .....	67, 101
No. 114—Political Procedures .....	34, 142
No. 127—COPE Resolutions .....	34, 147

SEE ALSO Ballot Propositions; Committee on Political Education (COPE);  
Lobbyists

Pollard, William, Director, AFL-CIO Department of Civil Rights. Address .....	68-72
---	-------

**Pre-General Election Convention****Addresses:**

LaMar Gulbransen, Director, Area VII, National AFL-CIO COPE .....	53-54
John V. Tunney, United States Senator .....	54-58

Comments: Charles P. Scully, General Counsel, California

Labor Federation, AFL-CIO .....	61
---------------------------------	----

**Proceedings: Third Day Evening Session**

Report and Recommendations of the Executive Council to the Pre-General Election Convention of the California Labor Federation, AFL-CIO .....	53-67
--	-------

Report and Recommendations of the Executive Council to the Pre-General Election Convention of the California Labor Federation, AFL-CIO .....	59-66
--	-------

<b>Resolutions</b>	
No. 75—Support Public Employees Through Political Action .....	66-67, 128
No. 96—Achieve Economic Growth Through Political Action .....	67, 135-136
No. 101—The November Elections .....	67, 137-138
No. 120—Opposition to Proposition 13 .....	67, 144-145
No. 125—Support Proposition No. 14 .....	67, 146
<b>Pregnancy Benefits</b>	
Governor Brown signs AB 3881 .....	41
<b>Printing Trades and Industry</b>	
<b>Resolutions</b>	
No. 102—Public Policy on Printing Bids .....	38, 138
No. 103—International Labor Press Use of Allied Printing Trades Label....	38, 138
<b>Proceedings, Convention (Daily)</b>	
First Morning .....	5-14
First Afternoon .....	15-21
Second Morning .....	22-34
Second Afternoon .....	35-38
Third Morning .....	39-44
Third Afternoon .....	45-52
Third Day's Evening Session .....	53-67
Fourth Morning .....	68-75
<b>Propositions, State, see Ballot Propositions</b>	
<b>Public Agencies, see Public Contracts; State and Local Agencies</b>	
<b>Public Contracts</b>	
<b>Resolutions</b>	
No. 94—Public Policy on Construction Bids .....	18, 134-135
No. 102—Public Policy on Printing Bids .....	38, 138
<b>Public Employees</b>	
Policy Statement XIV .....	23, 78, 91-92
Executive Council's Report .....	158-159
<b>Secretary-Treasurer's Report</b>	
San Francisco Police and Fire Fighters .....	174
San Francisco City Workers .....	175
Public Employees Conference .....	178
<b>Resolutions</b>	
No. 74—Extend Rights to Public Employees .....	72-73, 128
No. 75—Support Public Employees Through Political Action .....	66-67, 128
No. 76—Protect State and Local Government Employees Through State Agency .....	73, 128
No. 81—D.I.W. Coverage for State and Local Government Employees ....	73, 130
No. 119—San Francisco Supervisors .....	40, 144
No. 123—Collective Bargaining for Public Employees .....	72-73, 146
No. 124—Include State and Local Government Employees Under California Industrial Welfare Commission .....	73, 146
<b>SEE ALSO Fire Fighters</b>	
<b>Public Utilities</b>	
<b>Resolutions</b>	
No. 79—Manhole Safety Rules .....	19, 129
No. 106—Oppose Charge for Directory Assistance .....	12, 139-140
<b>R</b>	
<b>Reclamation Law</b>	
Policy Statement XX .....	36, 79, 96-97
<b>Reports of Officers, see Officers' Reports</b>	

**Resolutions**

Resolutions Presented to the 1974 Convention: Text and Action .....	99-148
1974 Convention Resolutions .....	180-181
Referred Resolutions .....	154

**Resolutions, Committee on**

Committee Members .....	9, 74
Committee Reports .....	17-18, 22-23, 35-36, 37-38, 39-40, 41, 66-67, 74

**Roll of Delegates .....** 217-224**Rules and Order of Business Committee**

Committee Members .....	9, 17
Committee Reports .....	15-17
Resolution No. 97—Amend Standing Rule Number Ten of Rules and Order of Business .....	15, 136

**S****Safety**

Resolutions	
No. 78—Passenger Limitation on Transit Buses .....	19, 129
No. 79—Manhole Safety Rules .....	19, 129

**San Francisco City Government**

Remarks: Joseph Mazzola, Business Manager and Financial Secretary, Plumbers and Pipefitters No. 38, San Francisco .....	47-51
--	-------

**Resolutions**

No. 113—Labor in Government .....	39-40, 141-142
No. 119—San Francisco Supervisors .....	40, 144

SEE ALSO Public Employees; State and Local Agencies

**Scholarship Awards, Federation**

Executive Council's Report .....	161
Secretary-Treasurer's Report .....	178-180

**Scully, Charles P., General Counsel, California Labor Federation, AFL-CIO**

Comments .....	61
Activities of Legal Counsel .....	181-187

**Secretary-Treasurer, California Labor Federation (John F. Henning)**

Report of the Secretary-Treasurer	
Economic Overview .....	169
State and Nation	
The Economy .....	169-170
Unemployment .....	170-171
Prices .....	171
Wages .....	171
Profits .....	171
Legislative Activities	
1975 Session .....	171-172
Labor Relations .....	172
Social Insurance .....	172
Working Conditions .....	172
General .....	172
1976 Session .....	172-173
Social Insurance .....	172
Industrial Welfare Commission .....	172-173
Labor Relations .....	173
Consumers .....	173
Initiative Action	
Proposition 17 .....	173
Proposition 15 .....	173
Administrative Activities	
Industrial Welfare Commission .....	173-174

<b>Assistance to Affiliates</b>	
"Jobs Now" Rally (Sacramento) .....	174
Los Angeles .....	174
Short-handed Hoe .....	174
Agricultural Labor Relations Act .....	174
San Francisco Police and Fire Fighters .....	174
Farm Workers .....	174
Teachers .....	174-175
San Francisco City Workers .....	175
A. Philip Randolph Institute .....	175
Labor Council for Latin American Advancement (LCLAA) .....	175
Pilipino Bayanihan .....	175
International Affairs .....	175-176
National AFL-CIO Convention .....	176
<b>Conferences</b>	
Joint Legislative Conference 1975 .....	176
Joint Legislative Conference 1976 .....	176
1974 UI-DI Conference .....	176
1975 UI-DI Conference .....	176-177
Alcoholism .....	177
Occupational Safety and Health Conference .....	177
Women in the Work Force .....	177-178
Public Employees .....	178
Scholarship Program .....	178-180
1974 Convention Resolutions .....	180-181
Activities of Legal Counsel .....	181-187
Conclusion .....	187-188
Resolution No. 12—Commend the Executive Officer of the California	
Labor Federation, AFL-CIO .....	40, 102-103
<b>SEE ALSO Henning, John F., Executive Secretary-Treasurer,</b>	
<b>California Labor Federation</b>	
<b>Shipbuilding and Shipping</b>	
Resolutions	
No. 82—Stop Discrimination Against American Flag Passenger Ships .....	40, 130
No. 86—Integration and Utilization of Naval Forces and	
the Maritime Industry .....	41, 132
No. 87—Freedom of the Seas .....	41, 132
No. 88—Shipbuilding and Shipping .....	41, 132-133
<b>SEE ALSO Maritime Trades</b>	
<b>Social Security</b>	
Policy Statement VIII .....	22, 77, 87-88
<b>State and Local Agencies</b>	
Resolutions	
No. 53—Liaison Efficiency Between Related State Agencies .....	52, 119-120
No. 76—Protect State and Local Government Employees	
Through State Agency .....	73, 128
No. 81—D.I.W. Coverage for State and Local Government Employees .....	73, 130
No. 90—Use of Public Funds by Public Agencies on Political Issues .....	19, 133
No. 102—Public Policy on Printing Bids .....	38, 138
No. 124—Include State and Local Government Employees	
Under California Industrial Welfare Commission .....	73, 146
No. 128—Apprenticeship .....	74, 147
<b>SEE ALSO County Secession; Public Contracts; San Francisco</b>	
<b>City Government</b>	
<b>Statements of Policy, see Policy Statements and Convention Action</b>	
<b>Strikebreakers and Strikebreaking</b>	
Resolution No. 68—Anti-Scab Law .....	37, 125-126
<b>Strikes</b>	
Executive Council's Report	
Aid to Affiliates .....	162-164
Exonerations .....	166-167

Secretary-Treasurer's Report	
San Francisco Police and Fire Fighters .....	174
S.F. City Workers .....	175
SEE ALSO Mazzola, Joseph, Business Manager and Financial Secretary, Plumbers and Pipefitters No. 38, San Francisco	

T

<b>Taft-Hartley Act</b>	
Resolution No. 62—Repeal of 14 (b) .....	23, 123
<b>Taxes and Taxation</b>	
Policy Statement II .....	18, 76, 82-83
Resolutions	
No. 3—Remodeling Tax Incentive .....	35, 99
No. 4—Insurance-Tax Deduction .....	18, 100
<b>Teachers</b>	
Executive Council's Report .....	158-159
Secretary-Treasurer's Report .....	174-175
SEE ALSO Education	
<b>Tips and Gratuities</b>	
Resolutions	
No. 43—Tip Credit Toward U.I.-D.I. ....	21, 113
No. 121—Compute Tips as Wages for U.I. Benefits .....	72, 145
<b>Training, Retraining and Apprenticeship</b>	
Resolutions	
No. 70—Study of State's Cosmetology Schools by University of California .....	37, 126
No. 71—Amend Law Governing California's Cosmetology Schools .....	12, 126-127
No. 99—Work Experience Education .....	12, 136-137
No. 128—Apprenticeship .....	74, 147-148
<b>Transportation</b>	
Resolution No. 78—Passenger Limitation on Transit Buses .....	19, 129
<b>Tunney, John V., United States Senator. Address</b> .....	54-58

U

Unemployment, see <b>Employment and Unemployment; Unemployment Disability Insurance; Unemployment Insurance</b>	
<b>Unemployment Disability Insurance</b>	
Policy Statement VI .....	18, 77, 86
Resolutions	
No. 24—Amend Section 2627 (b) of Unemployment Insurance Code .....	18, 107
No. 25—Eliminate Section 2677 of Unemployment Insurance Code .....	20, 107
No. 40—Update D.I. Hospitalization Coverage .....	18-19, 112
No. 43—Tip Credit Toward U.I.-D.I. ....	21, 113
No. 49—D.I. Payments at 2/3 Wages .....	19, 118
<b>Unemployment Insurance</b>	
Policy Statement V .....	18, 77, 85-86
Resolutions	
No. 19—Unavailability Due to Personal Restrictions .....	19, 105-106
No. 20—Repeal Section 1264 of the California Unemployment Insurance Code .....	19, 106
No. 21—Illegal Detention .....	19, 106
No. 22—Stenographic Reporting of Proceedings .....	20, 106
No. 23—Amend Section 1279 of the Unemployment Insurance Code .....	20, 106-107
No. 26—Add Section 1253.3 of the Unemployment Insurance Code .....	20, 107-108
No. 27—Showing of Present Injury to Employer's Interest as Cause for Discharge .....	20, 108

No. 28—Quit Through Cause of Employer Operating in Violation of State or Federal Law .....	20, 108
No. 29—Revise Partial System in California Administrative Code .....	18, 108
No. 30—Respect Collective Bargaining Agreements .....	20, 109
No. 31—Amend Sections 1253 C-1257 B of Unemployment Insurance Code .....	20, 109
No. 32—Add Dependency Benefits to Unemployment Insurance Code .....	20, 109
No. 33—Termination of Employment Through Resignation .....	20, 109-110
No. 34—Transportation Time to Place of Employment .....	20, 110
No. 35—Overpayments .....	20, 110
No. 36—Change of Appellate Process and Appeals .....	28, 110
No. 37—Good Cause to Refuse Job Offer .....	20, 111
No. 38—Meaning of Supplemental Benefits .....	28, 111
No. 39—Refusal to Cross Established Picket Lines .....	20-21, 111-112
No. 41—Raise Taxable Wage Structure .....	21, 112
No. 42—Amend Unemployment Insurance Code Regarding Publicity of Court Decisions .....	28, 112-113
No. 43—Tip Credit Toward U.I.-D.I. ....	21, 113
No. 44—Amend Sections 3503, 3504, 3552 and 3652 of the Unemployment Insurance Code, Relating to Unemployment Insurance .....	21, 114-116
No. 45—Repeal Precedent Benefit Decision PT-125 .....	21, 116
No. 46—U.I. Confidentiality Laws .....	28, 116-117
No. 47—Abolish U.I. Experience Rating System .....	28, 117
No. 48—Repeal a Strike Against One Is a Strike Against All .....	28-29, 117-118
No. 50—Cash Penalty on Employer Misrepresentation .....	29, 118-119
No. 51—Variable Disqualifications .....	52, 119
No. 52—Waiver of Waiting Period .....	52, 119
No. 53—Liaison Efficiency Between Related State Agencies .....	52, 119-120
No. 54—E.D.D. Job Bank Utilization .....	52, 120
No. 55—Benefits Determination Guide .....	72, 120-121
No. 56—Uniform U.I. Coverage .....	72, 121
No. 57—Provision of Reason for Discharge in Writing .....	72, 121
No. 69—Employment Referral Protection .....	72, 126
No. 73—Eliminate Merit Rating from California Unemployment Insurance Practices .....	28, 127-128
No. 121—Compute Tips as Wages for U.I. Benefits .....	72, 145

Unfair List, see **Boycotts and Picketing; "We Don't Patronize" List**

#### Union Label

Address: Earl D. McDavid, Secretary-Treasurer, Union Label and Service Trades Department, AFL-CIO .....	26-28
Drawing Results .....	74
Executive Council's Report .....	165-166
Resolutions	
No. 7—Union Label Promotion .....	40, 101
No. 103—International Labor Press Use of Allied Printing Trades Label .....	67, 137-138

#### United Crusade

Resolution No. 16—Support Community Chest, United Crusade, United Fund and Other Federated Fund-Raising Drives .....	36, 104
--	---------

SEE ALSO **Community Concern and Service (Policy Statement XXI)**

United Farm Workers of America, see **Agricultural Labor**

### V

Visitors and Guests .....	5-6
---------------------------	-----

### W

#### Wage Claims

Governor Brown signs AB 3249 .....	40
------------------------------------	----

**Wages**

Resolution No. 72—Amend Section 229 of the California Labor Code ..... 12, 127

**“We Don’t Patronize” List**

Executive Council’s Report ..... 164-165

SEE ALSO **Boycotts and Picketing**

**Weisberger, Morris, President, Sailors Union of the Pacific.** Comments ..... 40

**Welfare**

Policy Statement X ..... 23, 77-78, 88-89

**Women Workers**

Policy Statement VII ..... 22, 77, 86-87

Secretary-Treasurer’s Report ..... 177-178

**Resolutions**

No. 10—Job Equality and Pay ..... 22, 102

No. 14—Women Workers ..... 22, 103

No. 15—Affirmative Action Program ..... 22, 103-104

No. 109—Sex Equality ..... 34, 141

No. 112—Gender ..... 34, 141

SEE ALSO **Child Care**

**Workers’ Compensation**

Policy Statement IV ..... 18, 77, 84-85

**Resolutions**

No. 5—Health Care Costs ..... 12, 100

No. 77—Bar Deductions of Workers’ Compensation Awards  
from Pensions ..... 19, 128-129

No. 89—Restore Fire Fighters’ Disability Payments ..... 19, 133

**Y**

**Youth**

Resolution No. 63—Frontlash ..... 40, 123-124

