

Proceedings

Fifteenth Convention

**Oakland
September 10–12, 1984**

CALIFORNIA LABOR FEDERATION, AFL-CIO

John F. Henning, Executive Secretary-Treasurer

995 MARKET STREET, SAN FRANCISCO



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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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In Memoriam

*Robert S. Ash
California Labor Federation,
AFL-CIO*

*Bill Baldwin
AFTRA International, AFL-CIO*

*Robert Callahan
Fire Fighters No. 798
San Francisco*

*John Cinquemani
California Labor Federation,
AFL-CIO*

*Gene de Christofaro
AFL-CIO Organizer
Oakland*

*Ernesto Galarza
National Farm Labor Union,
AFL-CIO*

*Joseph R. Garcia
California Labor Federation,
AFL-CIO*

*Greg Goobic
Oil, Chemical and Atomic Workers
No. 1-324
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*Frank C. Gorrebeck
Graphic Communications Local 3-B
San Francisco*

*C. Al Green
California Labor Federation,
AFL-CIO*

*Jack Hatton
Marine Firemen's Union
San Francisco*

*Chuck Ivie
Operating Engineers No. 3
San Francisco*

*Charles (Tex) Johnson
Millmen No. 42
San Francisco*

*Thomas P. Kenny
California Labor Federation,
AFL-CIO*

*David Kidd
Plasterers No. 73
Riverside*

*Robert Luster
Laundry and Dry Cleaning No. 3
Oakland*

*Rene Lopez
United Farm Workers of America
Fresno*

*Robert Medina
Laborers No. 270
San Jose*

*Lowell Nelson
California Labor Federation,
AFL-CIO*

*Joseph O'Sullivan
Carpenters No. 22
San Francisco*

*Harold V. Sweeney
Amalgamated Transit No. 1277
Los Angeles*

*Joseph E. Van Pool
Glass, Pottery and Plastics and
Allied Workers No. 81
Santa Ana*

*John F. (Jack) Wagner
Piledrivers No. 34
San Francisco*

*Richard Wendelt
Sign, Display No. 510
San Francisco*

PROCEEDINGS of the Fifteenth Convention

FIRST DAY

Monday, September 10, 1984

MORNING SESSION

Call to Order and Opening Ceremonies

The Convention was called to order at 10:24 a.m. by Richard K. Groulx, Executive Secretary-Treasurer, Alameda County Central Labor Council, AFL-CIO, who served as Temporary Chairman of the Convention.

After welcoming the delegates, Temporary Chairman Groulx called on the Viet Nam Veterans of California, Mike Grego, Jim Baumgarten and Robert Marsh, who presented the Flag of the United States.

Following the Presentation of the Flag, Temporary Chairman Groulx called on Robert Winters, American Federation of Radio Artists, Local 6 to lead in the singing of the National Anthem.

Next, Bill Kulin, President of the Federation of Retired Union Members of Alameda County, AFL-CIO, and a member of Auto Mechanics Local No. 1546, led the delegates in the Pledge of Allegiance to the Flag.

Temporary Chairman Groulx then called on Father Bill O'Donnell, Pastor, St. Joseph's The Workman, Berkeley, who gave the Invocation.

Official Welcome and Introduction of Honored Guests

Temporary Chairman Groulx then introduced the Honorable John George, Chairman of the Alameda County Board of Supervisors who welcomed the delegates to Alameda County.

Here followed the presentation of an award to Supervisor John George and Father Bill O'Donnell by Temporary Chairman Richard K. Groulx.

A telegram wishing the Convention delegates success in their work from Assemblyman John Klehs, 14th District and Elihu Harris, 13th District, was read to the dele-

gates by Temporary Chairman Groulx.

Following this, Temporary Chairman Groulx expressed his pleasure at having the Convention in Alameda County this year and then announced that this would be his last term as Secretary-Treasurer of the Alameda County Central Labor Council.

He then handed the gavel over to the permanent chairman, Albin Gruhn, President of the California Labor Federation, who then proceeded to open the Convention.

FORMAL OPENING OF THE CONVENTION

ALBIN J. GRUHN
President, California Labor Federation,
AFL-CIO

"Thank you very much, Dick, and the sight of Oakland brings back fond memories to me, as I attended my first convention of the then California State Federation of Labor in the City of Oakland in 1939 as a delegate from Laborers Local 181 of Eureka.

"Delegates, I do declare this 15th Convention of the California Labor Federation, AFL-CIO in order to transact such business as may legally come before it.

"This is a private meeting for those authorized. It is not open to the general public.

"On behalf of this Federation, I wish to thank the officers and staff of the Alameda Central Labor Council, the officers and staff of this Federation who assisted in carrying out the numerous details in preparing for this 15th Convention.

"I also express our appreciation to Robert Winters of the American Federation of Radio Artists and Musicians, Local 6, for leading in the singing of the national anthem accompanied at the piano by Diane Bowman of Musicians Local 424.

"Our thanks also go to the Viet Nam Veter-

ans of California for the presentation of the flag and to Bill Kulin, President of the Federation of Retired Union Members of Alameda County, AFL-CIO, for leading us in the Pledge of Allegiance to the Flag.

"The Reverend Father Bill O'Donnell, Pastor, St. Joseph's The Workman of Berkeley, we thank you for that most fitting and splendid invocation.

"Our thanks also go to the Honorable Chairman of the Alameda County Board of Supervisors, John George, who took the time from his busy schedule to be with us for the opening of this convention.

"I wish to take this occasion to express our deepest appreciation and gratitude to our Vice President, Dick Groulx, for the years of dedication and selfless service that he has given to this Federation and the labor movement of Alameda County.

"As we open this 15th Convention of the California Labor Federation AFL-CIO, it is fitting that we remind ourselves of the historic struggles of our unions, their leaders and their members in bringing democracy and human dignity, decent wages and working conditions, to the workplace in this country.

"Let us never forget those union members and their families, who sacrificed so much and, in many instances, gave their lives for our great and free trade union movement. This free trade union movement that is taken for granted by too many of our members is not given the recognition it deserves for its contribution to the general welfare of this nation and all of its people. And let me repeat, 'all of its people.'

Labor in Forefront

"Our free trade union movement has not only fought and struggled for the interest and welfare of its members, but has been in the forefront of the legislative struggles that brought about our nation's free public education system; the abolishment of child labor; the mandatory school attendance; free public libraries; public parks and recreational facilities; workers' compensation; collective bargaining rights; apprenticeship training programs; the minimum wage law; unemployment insurance; unemployment disability insurance; Social Security; civil rights; voting rights; Medicare—and I could go on and on citing labor's special interests for all the people. It's a record that labor can be proud of

and, yes, our detractors, and the anti-labor right wing conservatives, have opposed virtually all of this legislation by calling it 'creeping socialism' and they now assail organized labor as a special interest for this legislation by and for the people, not of and by and for the rich.

Attack on Trade Unions

"Delegates: let me say to you that, never in my 50 years of experience as a member of our free trade union movement, have I known of a more anti-labor and anti-people national administration than that of Ronald Reagan. Ronald Reagan is an extremist and his unrelenting, punitive action against the air traffic controllers gave the signal to the 'right-to-workers' and 'union busters' to declare all-out war on our free trade union movement. They have also been aided and abetted by the Reagan Administration's attacks on the Davis-Bacon Act and Reagan's anti-labor appointments to the National Labor Relations Board.

"Ronald Reagan's cohorts in the White House have been taking away from the poor and giving to the rich and this progresses throughout the system to where there are take aways at the collective bargaining table. They're taking away benefits and conditions that our local unions struggled for years to attain.

"These attacks on organized labor and its members have spread like a contagious disease to all parts of this country. The time has come to inoculate against this anti-labor and anti-people disease. The most effective vaccine for this purpose will be the defeat of Ronald Reagan and his associates and the election of tried and true friends of labor and the people, such as Walter Mondale as president and Geraldine Ferraro as vice president of the United States as well as the election of COPE-endorsed representatives to the United States Congress and the State Legislature.

"Particularly, we must also stress the need to defeat Proposition No. 36, better known as Jarvis Four, that would bring economic chaos to our public education system and cause a dramatic cutback in public services in our local communities. Especially dangerous to us is Proposition No. 39, the anti-labor and anti-people constitutional amendment that calls for reapportionment of the legislative districts in this state. It must be defeated.

"The political action mixture of this vaccine that I previously mentioned is the registration, the education of our members and their families on the candidates and the issues and the 'get out the vote' of our members and their families on November 6th.

"Let us never forget that California has 47 electoral votes for President. California has more electoral votes than any other state in the country. In fact, it has more electoral votes than the states of Hawaii, Alaska, Idaho, Nevada, New Mexico, Oregon, Washington and Arizona, combined.

"The political battleground for these 47 electoral votes is in our state. Let organized labor's battle cry be 'We can do it.' Yes we can play an important role in the defeat of Ronald Reagan in California on November 6th and give California's 47 electoral votes to Walter Mondale and Geraldine Ferraro, who have a 93 percent AFL-CIO right voting record for the people, and not the big corporations.

"We can do it if we organize.

"We can also elect greater majorities of labor-endorsed candidates in Congress and our State Legislature.

One-on-One Contact

"Yes, we can do it. Register, educate, get out the vote.

"The one-on-one contact with every member and his or her family is the key to the success of this registration, education, and get-out-the-vote program. We can do it if we organize.

"In these opening remarks to the 15th Convention of the California Labor Federation, I wish to express my appreciation, and that of the delegates, to our Executive Secretary-Treasurer, Jack Henning. His leadership and tireless efforts have again and again resulted in California labor having the nation's highest achievements in labor's state legislative programs; not only in good legislation passed, but also in the defeat of anti-labor and anti-people legislation.

"Jack, we thank you and commend you for a job well done. Not only for the members of organized labor, but for all of the people of this state.

"In reporting to you on the administration of my office, since the last convention, I once again refer to the reports you received in the packets for registered delegates. They cover many of my activities during this period. I

have also been serving as the labor representative on the State CETA Council, and now on its replacement, the State Job Training Coordinating Council. I also serve as a labor representative on the State Consumer Advisory Council, the Cal-OSHA Advisory Council, the California Industry Education Council, a trustee of the Northern California World Affairs Council and as an elected Vice President of the Consumer Federation of California. I have attended many meetings, conventions and conferences of the Federation and its affiliated organizations; participated in a number of meetings with labor and government officials from all parts of the world.

"It has been an honor and a privilege to serve as your President. And in closing my remarks I must say, as I have said again and again, 'In unity there is strength,' 'United we stand, divided we fall,' and 'An injury to one is an injury to all.'

"It is the union that brought us together here in solidarity and it is the union that makes us strong.

"Thank you very much."

Chairman Gruhn, now presiding over the proceedings of the Convention, next called on John F. Henning Executive Secretary-Treasurer of the California Labor Federation, AFL-CIO, who then introduced the next speaker, Thomas R. Donahue, Secretary-Treasurer of the national AFL-CIO, for his remarks to the Convention.

Address

THOMAS R. DONAHUE
Secretary-Treasurer, AFL-CIO

"Thank you, Al, and thank you, Jack, for a most-generous introduction.

"President Al Gruhn, Jack Henning, Father O'Donnell, Dick Groulx.

"Incidentally, there is no truth to the rumor that Dick and Father O'Donnell are going to start their own church when Dick retires. Perhaps a bicycle group, but no motorcycle group.

I am delighted to be with you to bring you the warm, fraternal greetings of President Lane Kirkland and those of your thirteen and a half million brothers and sisters from coast to coast who make up the 96 unions of the AFL-CIO. I am also delighted to be with you to celebrate Admission Day, though there are still

some back East who wonder about the wisdom of that move. Most of us in the trade-union movement are pleased with it.

"I was pleased to accept Jack's invitation to be with you because it gives me an opportunity to pay tribute to this State body and pay tribute as well to the leadership that Jack and Al Gruhn have provided through all these years. By every measure of trade union activity, the California AFL-CIO is very simply one of the best led, best organized, most alert, most militant and most effective statewide organizations ever created for advancing the welfare of American working men and women.

"The strength of the California labor movement is vitally important to trade unionists everywhere. The reality of it is that most of the challenges that working people face, most of the right wing assaults on democratic freedom, most of the efforts to subvert representative government and to stampede voters into ill-conceived resolution by referendum seem to surface first in California. So you are in many ways both the early warning system as to what is coming and the first line of defense for the American labor movement. And God knows, as Al Gruhn pointed out, the sheer size of this state and those 47 electoral votes that you represent give you a crucial part to play in the election that is going to take place less than two months from today. . . .

"Now that another Labor Day has passed, we have suffered through one more anniversary when the President takes the day that Congress has set aside to honor American workers and their unions and uses this, it is said, to write our obituary or at the very least to castigate us for all of our failures and shortcomings.

Labor Day Editorial

"The *New York Times* at some sort of a low point, I thought, in what was a poorly written, poorly researched editorial suggested that there were three things which labor ought to do to 'benefit its members and public alike.' I would suggest that you write them down, but it is not worth it.

"The *New York Times* suggested in all of its wisdom:

"1. Labor could push for research and the regulation of chemical hazards in the workplace.

"2. Labor could lobby for health for workers and communities harmed by what

they described as 'new sources of pollution.'

"3. Unions could bargain for a direct say in productivity change.

"Now there are three 'new ideas' if you ever heard of them!

OSHA

"The writer is too young to know that we lobbied for years to pass OSHA. Does the writer now know that we lobbied for years to get Congress to act on a single toxic chemical or chemical hazard? Is the writer not aware that we expended tremendous effort to force this administration to get OSHA to become involved in actions that would benefit working men and women? Is there any excuse for the writer not knowing that on the 'right to know' standard requiring at least the labeling of chemical content we have nearly abandoned hope of ever getting this administration to act and therefore have begun seeking State laws to provide what is most-basic protection? Where could this editorialist have been for the last ten years that he did not know that we have lobbied diligently for health for workers and for communities harmed by new sources of pollution?

"He or she obviously isn't aware that we passed the Trade Adjustment Act in this country a lot of years ago; and he or she obviously is not aware that this administration has gutted and starved this legislation.

"Finally, the idea of suggesting that we ought to bargain for a share of increased productivity gains, as if that was a new idea, is too infantile to need my comment. But this was the editorial comment on Labor Day of a newspaper which pretends to journalistic excellence. . . .

"For my part, on that day. . . I went out on Fifth Avenue and I had the supreme pleasure and honor in serving as the Grand Marshall of the New York City Labor Day Parade. It was a great parade. But you would never know it from the coverage that the political press gave to Fritz Mondale and Geraldine Ferraro on that day. They wanted to start their day as they did, identifying themselves and their campaigns with the aspirations of working people, and the start of the parade was moved up an hour earlier to accommodate their schedule. . . .

"It is perfectly true that the crowds along the first twelve blocks were sparse, as everyone expected them to be. . . this was not a special

event conjured up for the television camera. It was a parade. And the hundreds of thousands of trade unionists who later in the day turned Fifth Avenue into a veritable sea of Mondale/Ferraro signs were lining up to march with their units all day long. . . . The *New York Daily News* the next day estimated 250,000 marchers and the *New York Times* in a separate article used the 500,000 figure for the marchers and estimated 250,000 watchers. But the national television news and most of the newspapers wrote of the parade as if it absolutely flopped. And it didn't! . . .

"A leading political writer wrote yesterday in *The Washington Post* (and I quote): 'In a display that dismayed Democratic politicians from coast to coast, Mondale and his running mate Geraldine Ferraro opened their fall campaign to the sound of silence walking on Manhattan's Fifth Avenue canyon in a parade that attracted no crowd and just a handful of participants.'

Missed the Story

"Now, I don't care whether you take the 250,000 figure of the *New York Daily News* or the 500,000 figure of the *New York Times*, that is a helluva 'handful of participants.' The reality is that *The Washington Post* missed the story. The story was not in the crowds that only they expected. The story was in the choice that was made by the Democratic candidates in the place in which they opened their campaigns. Fritz Mondale and Geraldine Ferraro opened by marching in the front ranks of a massive Labor Day parade and marching with and for the people associating themselves with this nation's workers and their unions.

"They went on to another Labor Day parade and rally in Merrill, Wisconsin and wound up the day in Long Beach, delivering in both places powerful speeches on fairness and justice—for the most part totally overlooked by the television and the news media.

"And while Mondale and Ferraro were making their choice to open with the working people on Labor Day, President Reagan opened his campaign in Orange County in what is, I guess, the most anti-union county in this State. I guess at least in that way he was the closest to his wealthy supporters and could explain to them the glorious meaning of Labor Day.

"That was a Labor Day story or that should have been *the* Labor Day story.

"What forum did the candidates choose for

opening their campaigns? What messages were they sending by their choices?

"I had one further personal distress about Labor day: the President attacked me. He said in his second speech that day that it was hard for him to understand how somebody in my position could be as unknowing as I seemed to be about the national employment situation. The President had apparently seen a television interview which I had done earlier in the week. He said of my comments: 'He charged that our tax policy was beneficial to the rich only.'

"Imagine that! He's right! That is exactly what I said.

"He said: 'Well, he might like to know that there are more people employed today in the United States than ever in our history.'

"I talked to a friend of mine last night. He has a fifteen-year-old son who is trying out for his high school basketball team. He said: 'You know, my son is taller than he has ever been in his life. He is still five-foot-seven—and four inches short for playing on any basketball team.'

" 'More people are working in America than ever before.' There are a million more unemployed than when Ronald Reagan came to office. That is the other side of the story that he didn't tell.

"He said that 'The AFL-CIO wanted to cancel the third year of our tax cut and indexing. That cancellation would have resulted in three-quarters of the tax benefits being destroyed.'

"The President is badly informed. Our position was that there ought to be a \$700 cap on the tax cut in the third year, which would have affected only those people earning more than \$50,000.

"But those are narrow details. You can't expect the President to know all these things!

"Then he accused me of attempting to destroy unions. Does he not know that I am the only one who has ever held this office who is a life-time member of the AFL-CIO?

Reagan's 1948 Broadcast

"The President wondered if I had forgotten his years as a trade union president. Actually I have not. He has.

"We found a tape the other day of a wonderful broadcast by a man named Ronald Reagan that he made in 1948. It was a national political broadcast sponsored by the International Ladies Garment Workers Union. And on the

tape a man named Ronald Reagan, a then actor and president of SAG, introduced the then candidate for the Senate from the State of Minnesota, Hubert Humphrey.

"He said: 'This is Ronald Reagan speaking to you from Hollywood. You know me as a motion-picture actor pretty concerned about the national election next month more than I am of the promises that the Republicans made before they got control of Congress a couple of years ago.'

"He went on to recite the promises of House Speaker Martin in 1946. He said: 'What actually happened? Profits of corporations have doubled while wages have gone up only one-fourth. In addition, rising prices have also depreciated savings. Take as a contrast the Standard Oil Company, which reported a profit of \$210 million after taxes for the first half of 1948—an increase of 70 percent. In other words, high prices have not been caused by higher wages, but by bigger and bigger profits.'

"That's Ronald Reagan!

"Let me read further, for he continues on the tape: 'The Republican promises sounded pretty good in 1946, but what has happened since the 80th Congress took over? Prices have climbed to the highest level in history although the Office of Price Administration was supposed to bring prices down through the process of free competition.'

"That is the last time he made fun of free competition.

"He said: 'Labor has been handcuffed by the vicious antilabor laws.' He said: 'Social security has been endangered. Fair-employment practices that have worked so well during these years have been imperiled. Veterans' pleas for low cost homes have been ignored. Tax reduction bills have been passed to benefit the high income brackets alone. The average worker saves only \$1.73 a week.'

"Finally he said: 'In the false name of economy, millions of children have been deprived of milk once provided through the federal school lunch program.'

"He said: 'This was the payoff of the Republican promises and this is why we must have new faces in the Congress of the United States. Democratic faces! That's why we must elect not only President Truman, but also men like Hubert Humphrey of Minnesota.' He said: 'Humphrey should be elected over Joe Ball,' the then incumbent senator from Minne-

sota, because Ball had helped to write the Taft-Hartley law.

"'Humphrey,' he said, 'will fight for adequate low cost housing, for prices people can afford to pay and for a labor movement freed of the Taft-Hartley law.'

"So to Ronald Reagan in 1948 when he still remembered what Harry Truman really stood for. Nowadays he takes Truman's name in vain to extol some principle that Reagan is distorting to serve his right wing friends.

Find Your Own Heroes

"Kirkland said the other day in a speech: 'Why can't Republicans recite their own heroes? Why do they keep borrowing the Democratic heroes? Why don't they extol the virtues of the Republican heroes like Coolidge, Hoover and Nixon?'

"The President has forgotten a good deal since 1948. Two things I wouldn't want him to forget—two things we wouldn't want there to be any mistake about:

"1. The President has either directed or lent himself to a concerted effort to weaken our unions, reduce our bargaining power, encourage employer opposition, weaken worker protections, and turn the National Labor Relations Board over to the bosses.

"2. The American worker is not better off now, Mr. President, then he was four years ago. If he or she is employed slightly more than four years ago, his unemployment insurance has been cut back. If he or she needs retraining, it is less acceptable. If he or she needs hospital or health care, they are paying a hell of a lot more for it. And if they are getting Medicare or Medicaid, they are frightened that he is about to cut it. If he or she is working now, then he or she is likely to have been one of the 30 million people who suffered unemployment in each of the last three years and is likely to be one of those persons who was out of work for the average length of time of 16 or 20 weeks. His or her ability to get training is less than it was four years ago. If he or she is waiting for information on toxic chemicals or waiting for an OSHA inspection, forget it! They are not coming. That worker's son or daughter isn't going to be able to get that college loan and there is less federal aid to education for their elementary and secondary education. The milk in the school lunch is gone and catsup is indeed now a vegetable. That worker's chances of buying a home that he can af-

ford are surely substantially less than they were four years ago. And this worker, Mr. President, is the first in the generation to believe that their children probably won't be better off than they are because they will be paying for your deficit and paying the high interest rates they caused for a lot of years into the future.

"The interesting thing about the generation that came of age and entered our work force in the last year is that a good number of them would remember a television show entitled *The Six Million Dollar Man*. It is a story of how the government at a one-time cost of \$6 million put a man together again after a terrible accident and made him indeed a wonder man of extraordinary strength.

"This President took an ailing nation, spent \$600 billion that we didn't have, made the nation sicker and is now pronouncing himself a wonder man for making it less sick! Now the kids who grow up watching *The Six Million Dollar Man* can help pay the \$60 billion a year in interest payments on the added debt that the Reagan administration piled on to us in these four years.

"Fans of *The Six Million Dollar Man*, meet the \$600 billion man and pay his \$60 billion in interest every year!

"No, Mr. President. We are not better off than we were four years ago—but we soon will be!

The First Step

"Electing Walter Mondale and Geraldine Ferraro surely won't solve all of our ills, but it is an indispensable first step. To win that election we have to tell our members the truth about Reagan, Reaganism and Reaganomics. We have to tell them that the chief lesson that we have learned at the hands of Mr. Reagan is that everything that we have gained, every advancement in social and economic democracy that has been won in a century of struggle can be swept away if those who control the machinery of government are hostile enough and ruthless enough to use it against working people, and this administration is. They are determined to recast and revise the social order to their own narrow, selfish and exclusive end.

"Ronald Reagan is the great communicator and he is an amiable man. People like him as a person. The sad fact is that he is not heavy enough for the work. He deals still in simplistic slogans and attitudes when we need hard work and hard decisions. He leaves the hard work to

the dedicated conservatives after the confirmed right-wingers that he brought into government and who now control the machinery.

"You don't have to be told in this state how an entrenched establishment is going to fight tooth and nail to protect his interests. As the privileged and pampered, they like our society the way it is. They like the status quo frozen because it is to their advantage for it to remain.

"That is not our aim. We are ever unhappy with the status quo, trying to make something a little bit better for everybody.

Stop Reagan's Program

"Their whole lives are going to be dedicated to slash workers' pay, to preventing collective action and trying to maintain an environment in what they call a 'compliant' work force. Ronald Reagan and his friends epitomize that thinking from PATCO to Postal, from 1981 to 1984. Stopping that program is our obligation in the elections of 1984—and we are going to carry out that obligation and we are going to win!

"You can make no mistake about that! We are going to win because we have one helluva candidate!

"Oh, I saw the media again beating him up regularly and telling us all that he is not really a 'hot media star.' I wish that they would realize that we know where 'show biz' got it. Now we would like the smart, now we would like knowing and caring. You can keep the 'show biz.'

"I also see among the free advice that Mondale gets even some of the comments of the faithful: 'He needs to take tougher positions,' they say. Man alive! Here is a man who selected a woman as his running mate. He told the nation, 'It is time for the truth' about the needs of working men and women. He has taken on the religious extremists, and today he is writing a prescription for getting us over the Reagan deficit. . . .

"The record is clear. You don't need me to beat it to death for you. You need me only to remind you what I always have to do, that is to say that speeches aren't going to win elections, neither yours, nor mine. Registering voters is going to win this election. Getting them out to vote is going to win this election. Putting a little notice in the newspaper that tells people to register and vote isn't going to do it. One phone call or a letter to your members' homes isn't going to do it. It takes much more.

"Al Gruhn referred to the 'one-on-one' pro-

gram. He referred to the need on the shop floor and the office and the parking lot and the lunchroom, at the softball game, the bowling alley, wherever there is personal contact with every member of our union to make sure that they register and then to make sure that they vote. And educate them on the issues. You have to take that responsibility. Nobody else in the world can do it. It is your responsibility to make sure that every member of your organization is a registered voter, educated about the fact that he gets out the vote. . . . If you don't do it, we don't win. It's that simple a proposition.

"There is a maxim in politics and in organizing, I might point out, that 'You don't have what you can't count.' And if you can't count your members; if you can't count the registered voters; if you can't count who is going to come out and vote with us on election day, then you don't have them. If you can't count them, you don't have them. Remember that.

"Go home. You have 30 days to register voters in this state. You have 30 days to get that job done. What happened in your election here? You got George Deukmejian by 93,345 votes. Do you think a little registration effort might have changed that? A little greater effort might have changed that? I think so.

"We can win this election. We can win because women understand Ronald Reagan, because minorities understand Ronald Reagan, because white males understand Ronald Reagan, because trade unionists understand Ronald Reagan, and they understand some of those who made a mistake, understand that it was a bad mistake and a very costly one they made four years ago. They will come home—and we can win this election.

"We have that potential: to win the election. And you have the responsibility to make sure that that job gets done.

Restore Fairness

"We have a chance under Walter Mondale and Geraldine Ferraro to build a world family at peace and put a little home back in our lives. We have a chance to restore the most basic, beloved and decent part of the American character: our sense of fairness of what ought to happen in society. We have a chance to restore fairness to the tax system, we have a chance to restore fairness to the workplace, we have a chance to restore fairness to the balance of world trade instead of exporting our industries, our jobs and our nation's future to the enhancement of the boundless greed of the

American society of multinationals. We have a chance to restore fairness in our American schools so that every child can fulfill his potential to a complete and full education. We have a chance to rebuild the structures of America—not only the crumbling schools and highways and waterways that have been too long neglected, but even more we have a chance to rebuild our legacy of democracy and freedom, rebuild our great tolerance and diversity in this country which are at the heart of our character. We have a chance to rebuild our American labor movement, with Americans at work, with a fair industrial policy and a fair trade policy in place. We have a chance to get on with our job of protecting and improving life and work for American workers. We have a chance then to renew this labor movement and to give it the dynamism, the honesty, the wisdom, the strength that it needs.

"We can do that job together. We are working people and we know what it is to work hard and to give something all we have got. If there ever was a time when we need to reach down deep into our hardworking heart to do that job, now is the time.

Nation's Fate

"Our fate is in your hands. The solidarity that we have developed in this movement is the greatest strength that we have—and nobody can take it from us. We can only give it away. We can only destroy it ourselves. The fate of this movement, the fate of this nation, is indeed in our hands. What we do or what we fail to do in the next 60 days is going to determine the future for ourselves, our families, our unions, our communities and our nation for a generation to come. Let's do it now!

"Thank you very much."

Chairman Gruhn next called on Vice President Richard Groulx, who introduced to the delegates Democratic Senators Nicholas C. Petris and Bill Lockyer, and finally the Mayor of Oakland, Lionel Wilson for his welcome and remarks.

Remarks

HONORABLE LIONEL WILSON Mayor of Oakland

Mayor Wilson welcomed the delegates to Oakland and noted that there had been no municipal labor problems in his city in over seven years. He also pointed out that he was the first elected official to join Presidential Candi-

date Walter Mondale's campaign.

Mayor Wilson stressed the importance of voter registration and getting out the vote.

The reliance on labor, minority and organizational leadership will be great, he said, in order to succeed in the November elections.

The importance of this election is tremendous, he said, when one considers success will mean survival of all minorities, labor unions, the underprivileged, the poor, the seniors and unemployed.

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

PARTIAL REPORT OF COMMITTEE ON CREDENTIALS

Loretta Mahoney, Chairwoman

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

Report Adopted

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

APPOINTMENT OF CONVENTION COMMITTEES

Chairman Gruhn then called on Secretary-Treasurer Henning to announce the appointments to the Convention Committees.

Secretary-Treasurer Henning read the Committee memberships as appointed by President Gruhn.

Committee on Credentials

Loretta Mahoney, Chairwoman, Hotel, Motel & Restaurant Employees & Bartenders No. 18, Santa Rosa;

Eva Addison, Ladies Garment Workers No. 55, Inglewood;

Gregorio Aguilar, Laborers No. 270, San Jose;

Sarah Palmer Amos, Monterey County Central Labor Council, Salinas;

Billy Joe Douglas, Plasterers & Cement Masons No. 814, Stockton;

Preston T. Epperson, United Food & Commercial Workers, Meatcutters No. 532, Vallejo;

Mickey Harrington, San Joaquin-Calaveras Counties Central Labor Council, Stockton;

Richard Holofer, San Mateo Central Labor Council, San Mateo;

Harold Huston, Operating Engineers No. 3, San Francisco;

Harry Jordan, Laborers No. 89, San Diego;

Wanda Logan, Glass Bottle Blowers No. 81, Santa Ana;

Russ Pool, Bay District Council of Carpenters, San Francisco;

Mary Robertson, Communications Workers of America No. 9421, Sacramento;

Lilee Y. Sugimoto, United Food & Commercial Workers No. 428, San Jose;

Bernie Tolentino, East Bay Automotive Machinists No. 1546, Oakland.

Committee on Constitution

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

Cass Alvin, United Steelworkers No. 1304, Emeryville;

Nick Bardes, Sonoma, Mendocino & Lake Counties Central Labor Council, Santa Rosa;

M. R. Callahan, Hotel & Restaurant Employees and Bartenders No. 681, Long Beach;

Joseph P. Eagan, Alameda Building & Construction Trades Council, Oakland;

Fred Felix, Hotel & Restaurant Employees No. 11, Los Angeles;

E. Earl Higgins, Electrical Workers No. 11, Los Angeles;

Gregory Don Hunsucker, UFCW Retail Clerks No. 1288, Fresno;

Kathleen Kinnick, Office & Professional Employees No. 3, San Francisco;

Ray Nelson, Lumber & Sawmill Workers No. 2592, Eureka;

Frederick W. Perkins, Air Transport Employees No. 1781, San Mateo;

John Ring, Hospital & Institutional Workers No. 250, San Francisco;

Ed Turner, Seafarers, Transportation Div., San Francisco;

John Valenzuela, Laborers No. 585, Ventura;

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

Committee on Legislation

Richard Groulx, Chairman, Alameda County Central Labor Council, Oakland;

Mary Bergan, Peralta Federation of Teachers No. 1603, Oakland;

Paul Dempster, Sailors Union of the Pacific, San Francisco;

James L. Evans, United Transportation Union, Sacramento;

Dolores Huerta, United Farm Workers, AFL-CIO, Keene;

Harry Ibsen, Communications Workers of America District No. 9, Burlingame;

Mattie J. Jackson, I.L.W.U. Pacific Northwest District Council, San Francisco;

Dallas Jones, Los Angeles County Fire Fighters, South Gate;

Charles Lamb, Hotel & Restaurant Employees and Bartenders No. 2, San Francisco;

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

A. Kendall Orsatti, Screen Actors Guild, Hollywood;

Jim Quillin, California State Council of Machinists, Oakland;

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

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

Stephen H. Rodriguez, UFCW Retail Clerks No. 870, Hayward;

Robert Skidgell, Operating Engineers No. 3, San Francisco;

Timothy J. Twomey, Hospital Workers No. 250, San Francisco;

William Ward, State Building & Construction Trades Council, Sacramento;

Ray Wilson, Southern California District Council of Laborers, Los Angeles.

Committee on Resolutions

John Crowley, Chairman, San Francisco Labor Council, San Francisco;

Jerry Cremins, State Building & Construction Trades Council, Sacramento;

Val Connolly, Bartenders & Culinary Workers No. 340, San Mateo;

William Demers, Communications Workers District Council No. 11, Los Angeles;

Bill Dougherty, California State Council of Service Employees, San Francisco;

Jack McNally, Electrical Workers No. 1245, Walnut Creek;

Paul Miller, Los Angeles County District Council of Carpenters, Los Angeles;

Cecil Montgomery, Operating Engineers No. 12, Los Angeles;

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

Loretta Proctor, Hotel & Restaurant Employees & Bartenders No. 30, San Diego;

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

George Soares, UFCW Retail Store Employees No. 428, San Jose;

Frank Souza, Machinists Automotive Trades District No. 190, Oakland;

Daniel Terry, Federated Fire Fighters of California, Sacramento;

Raoul Teilhet, California Federation of Teachers, Burbank;

Cornelius Wall, Ladies Garment Workers No. 96, Los Angeles;

Mary Yunt, Orange County Central Labor Council, Santa Ana.

Committee on Rules and Order of Business

Steve Edney, Chairman, United Industrial Workers, Service Transportation, Professional & Government Employees of America, Wilmington;

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

Tony Cannata, Contra Costa County Central Labor Council, Martinez;

William J. Catalano, Sr., Musicians No. 6, San Francisco;

Ann Coughlin, Office Employees No. 29, Emeryville;

Joe Francis, San Diego & Imperial Counties Central Labor Council, San Diego;

J. P. Jones, United Transportation Union No. 1336, Sacramento;

Gloria Marigney, Hospital Workers & Service Employees No. 399, Los Angeles;

Chester Mucker, Hod Carriers & General Laborers No. 294, Fresno;

Richard Robbins, IBEW No. 465, San Diego;

J. J. Rodriguez, Los Angeles County Federation of Labor, Los Angeles;

Joan Marie Shelley, Teachers No. 61, San Francisco;

David L. Schultz, Hotel & Restaurant Employees & Bartenders No. 681, Long Beach;

E. L. "Nick" Starner, Culinary Workers & Bartenders No. 814, Santa Monica;

Thomas Sweeney, Electrical Workers No. 595, Oakland.

Committees Approved

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

Recess

Chairman Gruhn then recessed the Convention until 2:00 p.m.

AFTERNOON SESSION

Chairman Gruhn called the Convention to order at 2:25 p.m.

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

REPORT OF COMMITTEE ON RULES AND ORDER OF BUSINESS

Steve Edney, Chairman

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

2) **Rules—Adoption of Standing Rules.** The adoption of the standing rules 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 rule of the Convention shall be amended except by an affirmative vote of a majority of the duly qualified delegates to the Convention present and voting. No such amendment shall be considered until it shall have been referred to and reported by the Committee on Rules.

4) **Convening of 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 each day and recess at 5:00 p.m. each afternoon unless the delegates agree to extend the sessions or call a special night session by a two-thirds vote of those present and voting.

At 7:30 p.m., Wednesday evening, a separate session of the Convention will be held, the business of which shall be devoted to a pre-general election Convention, the business of

which shall be confined to consideration of endorsement of candidates and statewide propositions and to appropriate resolutions pertaining to political action as provided in Article XIV(a), Section 2(b) of the Federation's Constitution.

This particular business of the Convention shall proceed until completed without regard to hours of recess otherwise stipulated under these rules.

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

6) *Committee Reports.* All committees shall report on all resolutions submitted to them. Whenever there is a majority and minority division on any committee, both the majority and minority shall be entitled to report to the Convention. The discussion and vote of concurrence or non-concurrence 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 the 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 resolution except the Constitutional amendment, which shall require a two-thirds vote of delegates present and voting.

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

9) *Roll Call Vote.* At the request of 150 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 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 a committee; eighth, to divide or amend; ninth, to lay on the table.

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

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

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

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

15) *Recognition and Decorum of Delegates.*

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

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

(c) No delegate shall interrupt another 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 of the vote of the delegates present and voting; nor longer than 5 minutes at a time without permission by a majority vote of the delegates present and voting.

(g) Any delegate may rise to explain a matter personal to himself or herself and shall forthwith be recognized by the Chair but shall not discuss a question of 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 to have his or her vote recorded after the vote is announced.

Chairman Edney corrected a typographical error in paragraph 9. (That error has been corrected in the Rules of Order of Business printed in the proceedings.)

Report Approved

On Chairman Edney's motion, duly seconded, his report as corrected was approved by the Convention.

Chairman Gruhn next introduced Attorney General John Van de Kamp for his address:

Address

JOHN VAN DE KAMP

Attorney General

State of California

Attorney General Van de Kamp pointed out that labor and its friends must achieve the defeat of Ronald Reagan in order to preserve the existing programs and agencies designed to protect the rights and safety of working people. He referred to President Reagan's attack on OSHA as an example.

Government, he said, should not be the servant of the corporations, but it should help those people unable to contend with the large powerful forces in our society.

Walter Mondale, he said, has been the choice of organized labor from the beginning. Labor has a candidate who represents what is good for America; not what is greedy; for fair-

ness in the workplace and not for Reagan's influences.

Since Ronald Reagan took office, he said, more than one third of all the OSHA field offices have been shut down; the entire inspection force has been cut by more than 30 percent and the number of citations for willful violations has dropped by 92 percent.

He then followed with an analysis of the various ballot propositions and how they would affect working people.

Our task is clear, he said: to elect Mondale and Ferraro in November, for they stand for the ideals of labor.

Chairman Gruhn next called on Secretary-Treasurer Henning for his report to the Convention.

REPORT TO THE CONVENTION

JOHN F. HENNING

**Executive Secretary-Treasurer
California Labor Federation, AFL-CIO**

(Here follow major excerpts from the convention address of Executive Secretary-Treasurer John F. Henning)

"The details of my accountability as the head officer of the Federation are in the documents that I have submitted to you; and I would now go through some of the perhaps less-conspicuous aspects of the work, but work which is tremendously important to the existence of the Federation.

Administration

"I would start with the administrative aspects.

"Thanks to Reagan economics in the past two years we dropped one hundred thousand per-capita payers to the Federation. If anyone out there is the head of a local union, he or she knows what the loss of revenues means. You can get a lot of benefits for your members, but you must remain solvent insofar as administration is concerned. And I sense that responsibility as the head officer of this organization.

"How has the situation worsened? We had unions go out of existence, merge—but not mergers of strength. They had no longer the ability to survive. The economic policies of the Reagan administration put them to death. And we also had one particular burden thrust upon us.

"In 1950 Neil Haggerty and I and Charlie Scully walked up Market Street from the Flood Building to pick the site of a new head-

quarters. We picked out what was a good location at 6th and Market. We have been in that building 34 years. On January 1st we were told that our rent was going to be increased 100 percent.

"So the rent jumped \$5,000 a month. That is \$60,000 a year.

"We couldn't pay it. We looked all around the City to find a better spot. And we were told we had to get out at the end of the year. The building was being vacated.

"So we gave up 2,700 square feet. Our rent increase was cut to three thousand dollars a month, \$36,000 a year.

"Obviously we were in a difficult situation in the fiscal sense. But we have survived. However with the loss of revenue and the increased costs, the situation is more than difficult.

COPE

"The next point is that we had a great demand put on us by the politicians in the State Legislature. Five cents a member a month of our per capita goes to COPE; fifteen cents to the Federation.

"You have to have money to make the contributions to keep the political system moving. Whether you like it or not, that's the way it is.

"There was a time when a \$500-per-head fund-raising banquet for a politician was considered high. It is a thousand dollars now.

"Also, there has been a strain on COPE's funds because the National Office was wedded, and properly so, to the election of Mondale in the primary. It put new burdens on every State Federation in the country. We had to spend more than we ever spent on registration and getting out the vote in the primary. Historically we never spent that much money in primaries. We were obliged to spend so that Mondale would make a proper showing.

"We don't regret it. He is the ideal candidate.

"But it cost us money and it is going to cost us more in the general election because the national body wants more activity from state bodies on registration and get-out-the-vote programs.

"We spent more than we ever did on COPE—not only in money, but in energy. We sent every union in the State a sample registration form, told them to go down to the county registrar of voters, get all the registration forms they needed for mailing forms to the unregistered.

"We also sent Vote-By-Mail forms to every union in the State and urged them to reproduce them for distribution in the absentee-

voting system. It was a great effort and we are proud of it.

"I want to thank the Laborers state organization in California. Mason Warren, Ray Wilson and Tommy Clark met with me a month ago and handed me \$30,000 for new registration.

"We are using it in the black and brown communities. The black vote is 99 percent labor. They are the most constant force within the Democratic voters. We are using it with the brown community—and they are 95 to 96 percent, right with the blacks.

"There are millions not yet registered in this State that we must register.

"In 1980 there were 11 states of which it could be said that if the blacks had registered as high as 80 percent, they would have carried Jimmy Carter back into the White House.

"We have a majority of liberals in the State Assembly, a majority of liberals in the State Senate, a majority of liberals in the Democratic Congressional Delegation, and as far as the State Constitutional officers we have every office, save the governorship. We lost that by one percent in 1982.

"In this last session, despite all the difficulties, despite the temper of the day, we got 60 of our bills on the Governor's desk—60 measures of benefit to the working people in direct economic action or in social programs for people who depend upon the help of the State to live.

Legal Actions

"Legal action is often essential to our rights. There is, for example, the Song case.

"Mr. Song was appointed by the Governor to the California OSHA Appeals Board. He had been serving on the Agricultural Labor Relations Board and the Governor wanted to get quick and immediate control of that Board. So he offered Song a job on the California OSHA Appeals Board.

"I met with Song at his request. He said that he wanted labor backing.

"I looked at the Labor Code. It said that one member shall be from business, one from the public and one from labor.

"He said: 'I want the labor spot.'

"Well, he has never belonged to a union; he has never had any participation in any sense in labor union membership. The provision on Song's situation applies in many boards and commissions. Those provisions were put in the code to give labor tripartite sharing in three-member bodies—one from business, one from labor and one from the public.

"When Deukmejian was asked by the press, 'How can Mr. Song be on that Board?', he said: 'Mr. Song is interested in labor law.'

"Song tried to get into Local 185 of the Laborers Union in Sacramento two weeks ago. He failed.

"Two weeks later the press then went after Deukmejian again—and this time he said: 'Song was on a labor board for the last three and a half years.'

"He was talking about the Agricultural Labor Relations Board.

"We are now in court.

More Court Actions

"We moved into the courts when Deukmejian first came into office and held up unemployment insurance payments on the general basis that the General Fund of the State was in economic distress.

"Actually the unemployment monies are not a part of the General Fund.

"We joined with the National AFL-CIO in a successful court action to assure the integrity of the unemployment funds.

"We have also been legally involved in the defense of the agency-shop.

"In sum, we are moving to the courts in defense of the rights held by the working people of California.

Strike Assistance

"We have been endeavoring to be activists everywhere we can.

"We can't finance strikes throughout the State but we have moved wherever we can with small unions, with small treasuries. We moved into the Amalgamated Transit Workers strike when they were facing a corporate giant in Greyhound. We gave them assistance. In the Lumber & Sawmill Workers strike against Louisiana Pacific, we set up a canned-food collection and clothes collection program.

"We are doing what we can to aid the building trades in their struggle against aggressive anti-labor tactics of contractors. The contractors are on the offense legally and organizationally.

"These are merely examples of our activity.

Sacramento

"In this last year we had a new member of our staff in Sacramento in the person of Tom Rankin, who came from a background of labor interests in years past with AFSCME and the Laborers. He is an attorney, an intensely committed and knowledgeable person. I want to take this opportunity to compliment him.

"We have a difficult task in Sacramento because of the virtually total opposition of Republicans and the cancer of conservatism within all too many Democrats.

"As to those seven Democrats that we didn't endorse in the Primary, you will be pleased to know that I met with every one of the seven afterwards and said: 'Look. We would like to back you in November, but we are only going to do it if you promise us this: that before you put in legislation affecting the Farm Workers Union, you meet with the Farm Workers Union.' And they agreed.

Mondale-Reagan

"I will just say one word about the obvious difference between a man named Mondale and a man named Reagan. You can give many explanations, but essentially I would say that Mondale is committed to the unity of America and Reagan is committed to the polarization of the country.

"Mondale's concept of America is a vision of the nation as a tapestry into which there are people of many races, many colors, many creeds. And the beauty of the tapestry is its diversity and yet its prevailing unity.

"But Mr. Reagan has a narrow vision. It is the corporate vision, the vision of those who would exploit the weak for profit, the vision of those who have financed his career.

"In the name of his masters and in the name of the profits of his masters, he developed his economic program in 1981. And what was the result? Seven hundred and fifty billion dollars in tax reduction—90 percent for the wealthy associated with the corporate structure, and at the same time a one-and-one-half trillion dollar defense budget.

"He brought to the nation the unemployment that devastated the building trades, that virtually destroyed the auto and steel industries of this State and nation.

"Reagan is spending billions, not for social advancement, not for the protection of the poor, not to eliminate the slums. No, he is pouring billions into defense industries far beyond the requirements of military survival.

A Last Word

"Finally, Brothers and Sisters, let us remember that in our numbers and in our solidarity we have been not only the means of survival, but the means also of forging a liberal America worthy of the people we serve and worthy of the noblest traditions of American liberalism.

"Thank you very much."

Chairman Gruhn next called on Jerry Cremins, Acting Chairman of the Committee on Resolutions, for a report.

PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS Jerry P. Cremins, Acting Chairman

Resolution No. 20 Video Display Terminals

The Committee's report:

"Your Committee on Resolutions notes that this resolution has been erroneously referred to the Committee on Resolutions and is properly the subject matter of the Committee on Legislation.

"Your Committee accordingly recommends that this resolution be re-referred to the Committee on Legislation.

"I so move, Mr. Chairman."

The motion was seconded and carried.

STATEMENT OF POLICY I The Economy

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 19 Imports in the Garment Industry

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 31 Interest Rates

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 57 Income and Jobs Act (HR 5814)

The Committee's report:

"The subject matter of this resolution is concerned with support of a specific bill, HR 5814, which includes within it a transfer of funds from the military budget to a job development program which is not necessarily consistent with the position of the national AFL-CIO.

"Your Committee accordingly recommends that the resolution be filed and that the subject matter be referred to the incoming Executive

Council for consideration and action after consultation with the national office of the AFL-CIO.

“Mr. Chairman, I so move.”

The motion was seconded and carried.

STATEMENT OF POLICY II

Taxation

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.

Resolution No. 45

South Africa

The Committee's report:

“Your Committee recommends that this resolution be amended by deleting the words ‘recommend that’ and inserting the words ‘introduce legislation establishing.’

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

The motion was seconded and carried.

Resolution No. 46

Chile

The Committee's report:

“Your Committee concurs in the intent and substance of the resolution, but recommends that the resolution be filed so that the intent can be implemented by the incoming Executive Council consistent with national AFL-CIO procedures.

“I so move, Mr. Chairman.”

The motion was seconded and carried.

Resolution No. 47

Corporate Rulers and Plant Closings

The Committee's report:

“Your Committee recommends that the ‘Resolved’ be amended by inserting in the second paragraph of the Resolved in line 3 after the word ‘organize’ the words ‘into free trade unions.’

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

The motion was seconded and carried.

Resolution No. 50

In Support of Textile Workers in the Philippines

The Committee's report:

“Your Committee recommends that the first Resolved be stricken and that the second Resolved be amended by inserting in line 3 after the word ‘situation’ the words ‘, demand that the Marcos government halt military intervention in labor disputes in the Philippines, and immediately release all workers and union representatives detained or arrested in connection with the Artex strike if the facts warrant,’.

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

The motion was seconded and carried.

STATEMENT OF POLICY IV

Workers' Compensation

The Committee recommended concurrence.

The Committee's recommendation was adopted.

STATEMENT OF POLICY V

Unemployment Insurance

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 5

Uniform Unemployment Insurance

The Committee's report:

“Your Committee recommends that the resolution be amended by the deletion commencing in line 5 of the Resolved the words ‘uniform unemployment insurance code’ and inserting the words ‘national standards.’ As so amended your Committee recommends concurrence and I so move, Mr. Chairman.”

The motion was seconded and carried.

**STATEMENT OF POLICY VI
Unemployment Compensation Disability
Insurance**

The Committee recommended concurrence.
The Committee's recommendation was adopted.

**STATEMENT OF POLICY VII
Women's Rights**

The Committee recommended concurrence.
The Committee's recommendation was adopted.

**Resolution No. 15
Coalition of Labor Union Women**

The Committee recommended concurrence.
The Committee's recommendation was adopted.

**Resolution No. 18
Child Care for Working Women**

The Committee's report:

"Your Committee recommends that the heading of the resolution be changed to 'Child Care' and that in the wording of the Resolved it be emphasized that, while it is calling generally for more aid to working women, it applies specifically to all those needing such care.

"Your Committee accordingly believes that the intent of the resolution is consistent with the Statement of Policy and in accordance with this statement recommends concurrence.

"I so move, Mr. Chairman."

The motion was seconded and carried.

**STATEMENT OF POLICY VIII
Social Security**

The Committee recommended concurrence.
The Committee's recommendation was adopted.

**Resolution No. 4
Social Security**

The Committee recommended concurrence.
The Committee's recommendation was adopted.

**Resolution No. 9
Strengthening Medicare**

The Committee recommended concurrence.
The Committee's recommendation was adopted.

**Resolution No. 10
Improve Social Security System**

The Committee recommended concurrence.
The Committee's recommendation was adopted.

**Resolution No. 62
Social Security Improvements**

The Committee's report:
"Your Committee recommends that the first item of the Resolved 1) be amended by inserting after the word 'the', 'adverse provisions of.'

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

The motion was seconded and carried.

**STATEMENT OF POLICY IX
Health Care**

The Committee recommended concurrence.
The Committee's recommendation was adopted.

**Resolution No. 11
National Health Care**

The Committee recommended concurrence.
The Committee's recommendation was adopted.

**Resolution No. 30
Health Care**

The Committee recommended concurrence.
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.

**STATEMENT OF POLICY XII
Labor Legislation**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 23
Cal/OSHA Funding**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 54
Oppose Subminimum Wage for Youth**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 55
Repeal Taft-Hartley Act**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 59
Repeal Boycott Sections of National Labor
Relations Act**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

The partial report of the Resolutions Committee was completed and Chairman Gruhn then called on Secretary-Treasurer Henning.

Late Resolutions

Secretary-Treasurer Henning announced a late resolution submitted by Service Employees No. 715, San Jose (American Policy in Central America) and late resolutions submitted for approval by Graphic Communications 3-B, San Francisco (Corporate Rulers and Plant Closings, South Africa, and Chile).

His motion to accept the late resolutions was seconded and carried, by unanimous consent.

Delegate Fernando Gapasin (Amalgamated Transit Union No. 265, San Jose) requested permission to amend the resolution offered by S.E.I.U. Local 715.

Chairman Gruhn advised that it was not the appropriate time for an amendment. The resolution must go before the Resolutions Committee at a time announced by the Chair for consideration and action. An amendment could later be offered from the floor.

Recess

Secretary-Treasurer Henning, having been recognized by the Chair, then moved to suspend the rules in order to allow the convention to recess.

The motion was seconded and carried.

(Whereupon, at the hour of 4:15 p.m. the Convention was recessed, to be reconvened at 9:30 a.m. Tuesday, September 11, 1984.)

PROCEEDINGS of the Fifteenth Convention

SECOND DAY Tuesday, September 11, 1984 MORNING SESSION

Call to Order

The Fifteenth Convention was called to order at 9:53 a.m. by Chairman Gruhn.

He then called on Laymon Nunnely, Pastor of the Macedonia Baptist Church of Vallejo and Third Vice President of the Oil, Chemical and Atomic Workers No. 1-5, for the Invocation.

Following the Invocation by Pastor Nunnely was a community recital of "Solidarity Forever."

Chairman Gruhn thanked Reverend Nunnely for his Invocation and then called on Secretary-Treasurer Henning to announce a correction in the first day's proceedings.

Correction

Secretary-Treasurer Henning referred to a typographical error in Resolution No. 18 which appeared in the First Day's Proceedings. (This error was corrected in the final Proceedings of the Convention.)

Chairman Gruhn then called on William G. Dowd, Chairman of the Committee on Constitution, for his report.

REPORT OF COMMITTEE ON CONSTITUTION

William G. Dowd, Chairman

Resolution No. 65

Clarification Re: Special Elections

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 66

Permit Participation by Union Retirees

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 67

Per Capita Increase

Chairman Dowd moved for concurrence and his motion was seconded.

Secretary-Treasurer Henning then said: "Mr. Chairman, so you might know the range of per capita in the state bodies, I will go over the western states. This is typical:

"Alaska, 50¢; Arizona, 40¢; Hawaii, 30¢; Idaho, 65¢; Nevada, 25¢—that's what we would be moving to—Oregon, 51¢; Utah, 50¢ and Washington, 50¢."

Chairman Dowd's motion was then carried.

Report Adopted as a Whole

On Chairman Dowd's motion, duly seconded, the report of the Constitution Committee was adopted as a whole.

Chairman Dowd next thanked the Committee members for their work and then read their names.

Correction Noted

Chairman Gruhn pointed out that Delegate Ed Turner should be listed with the Seafarers and Delegate John Valenzuela should be listed with Laborers No. 585.

Committee Discharged with Thanks

Chairman Dowd's motion to discharge the Committee with a vote of thanks was seconded and carried.

Chairman Dowd then called on Laymon Nunnely for the Invocation.

Cremins, Acting Chairman of the Resolutions Committee, for a further report.

**PARTIAL REPORT OF COMMITTEE ON
RESOLUTIONS**

Jerry Cremins, Acting Chairman

**STATEMENT OF POLICY XIII
Agricultural Labor**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY XIV
Public Employees**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY XV
Civil Rights**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 17
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.

**STATEMENT OF POLICY XVII
Education**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 6
Work Permits**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY XVIII
The Environment & Worker Safety and
Health**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY XIX
Energy**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 1
Freeze Natural Gas Prices**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

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

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 12
A. Philip Randolph Institute

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 13
Labor Council for Latin American Advancement

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 14
Jewish Labor Committee

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 16
Coalition Building

The Committee recommended concurrence.

The Committee's recommendation was adopted.

STATEMENT OF POLICY XXI
Rights of the Disabled

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 22
Phelps-Dodge Workers

The Committee's recommendation of concurrence was moved by Chairman Cremins. His motion was seconded.

Delegate Cass Alvin (Steelworkers No. 1304, Emeryville) spoke in favor of the mo-

tion to adopt the resolution which would lend support to copper strikers struggling against the union busting campaign waged against them by the Phelps-Dodge Company.

The Committee's recommendation was adopted.

Resolution No. 25
Boycott of Continental Airlines and Wilson Foods Corporation

The Committee's report:

"Your Committee recommends that in line 4 of the Resolved the word 'begin' be deleted and the word 'continue' be inserted, and as so amended your Committee recommends that the resolution be concurred in.

"I so move, Mr. Chairman."

The motion was seconded and carried.

Resolution No. 49
Boycott Basic Tool and Supply Company

The Committee's report:

"The subject matter of this resolution calls for the establishment of a national boycott by the California Labor Federation. This is not permitted under the AFL-CIO Rules Applicable to State and Local Central Bodies—and accordingly, your Committee recommends that the resolution be filed.

"For the consideration of the convention, however, your Committee wishes to advise that at the Council meeting of the Federation immediately prior to the convention, the organization was placed on the 'unfair list' of the Federation and action was taken to request the national AFL-CIO to establish a national boycott.

"I would move adoption of the Committee's recommendation."

The motion was seconded and carried.

Resolution No. 2
Bankruptcy Law

The Committee's report:

"Your Committee notes that since the preparation of this resolution a most favorable law has been established at the national level dealing with the subject matter and accordingly recommends that this resolution be filed.

"I would so move, Mr. Chairman."

The motion was seconded and carried.

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Resolution No. 3
Extend Sugar Support Program

The Committee's report:

"The subject matter of this resolution is concerned with the continuation of The Domestic Sugar Price Program for at least five more years.

"This would appear to be a subject matter for consideration not only by the Federation but also by the national AFL-CIO and your Committee did not have the time and resources to conduct such a study.

"Your Committee accordingly recommends that the resolution be filed and that the subject matter be referred to the incoming Executive Council for consideration and action.

"Mr. Chairman, I would so move."

The motion was seconded.

Speaking in opposition to the Committee's recommendation were delegates Ed Turner (Seafarers Transportation Division, San Francisco), James Gist (Sugar Workers No. 1, Crockett) and Tony Cannata (Contra Costa County Central Labor Council, Martinez).

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

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

Division of the House

Delegate Joseph F. Doucette, Jr. (I.A.T.S.E. No. 33, Burbank) asked the Chairman for a standing count on the vote just taken.

Chairman Gruhn agreed that the delegate's request for a Division of the House was in order.

Chairman Gruhn called for the Division of the House and instructed the Sergeants-at-Arms to make the count.

Results

Chairman Gruhn then announced the results of the count: 175 YES and 98 NO.

The motion to approve the Committee's recommendation was carried.

Resolution No. 21
Absentee Ballot

The Committee's report:

"Your Committee recommends that com-

mencing in Line 3 of the Resolved the words 'that all local unions should mail two absentee ballot applications to the' be stricken and that the following should be inserted 'engage in use by all local unions of absentee ballots including among other methods the mailing of two absentee ballot applications to the'.

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

The motion was seconded and carried.

Resolution No. 37
Expand Rail and Other Passenger Service

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 38
Support California Literacy Campaign

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 53
White Collar Organizing Fund

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 56
Voter Registration and Mobilization

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 58
Executive Order 9066

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 64
Defeat of Reagan

The Committee's report:

"Your Committee recommends that the

first Resolved be amended by striking in line 3 the words 'as urging' and inserting the words 'continuing an effective campaign for'.

"As so amended, your Committee recommends concurrence."

The motion was seconded and carried.

This concluded the partial report of the Committee on Resolutions.

Following an announcement by Richard K. Groulx, Chairman of the Legislation Committee, Chairman Gruhn called upon Secretary-Treasurer Henning who, in turn, introduced the next speaker, Frank Harding, Representative of the Labor Council of New South Wales, Australia.

Address

FRANK HARDING

Representative, Labor Council of New South Wales, Australia

"Mr. President, Executive Secretary-Treasurer Henning, ladies and gentlemen and other distinguished guests:

"If I might beg your indulgence, Mr. President, I'd like to make a few comments before I formally address your Convention.

"I'd like to say, on behalf of my executive of the Labor Council of New South Wales, that Jack Henning is held in very high esteem in Australia. As a matter of fact, Jack receives the top accolade. He's known as a 'bloody good bloke,' and when you get that title in Australia, you know you've arrived.

"With that thought in mind, Jack, I have been asked by my executives and I've carried this gift halfway around the world—and in a way I'm glad to get rid of it now, Jack—but on behalf of the Labor Council, Jack McPhee, the secretary; Michael Eason, the assistant secretary; the whole executive committee of the New South Wales Labor Council to your executive here, Jack, we are very happy to present this gift to you and hope you find space to hang these on your wall and each and every time that you gaze at the gift, I hope you remember the many friends that you have down in New South Wales, Australia."

(At this point, Secretary-Treasurer Henning accepted the gift, two framed pictures of the King parrot and the Malee parrot.)

Secretary-Treasurer Henning thanked Rep-

resentative Harding: "Thank you very, very much. On behalf of our Federation, I want to express our appreciation for your courtesy and kindness in this regard."

Representative Harding continued his address to the Convention:

"Executive Secretary-Treasurer of the California Labor Federation, distinguished guests and ladies and gentlemen:

"It gives me great pleasure to convey fraternal greetings from the Labor Council of New South Wales and your many friends in Australia.

"I am honored to be the second union official from the Labor Council of New South Wales to visit your conference since fraternal links were forged between our two organizations.

"As Jack said, Barrie Unsworth, who was the first visitor here, has now entered into politics in the State of New South Wales and he's the administrator for transportation in that state. Barrie personally asked me to convey his own personal greetings to you all here in America.

"Ladies and gentlemen, we share much in common. Just as the California Labor Federation fights for social justice and a fair go for workers and the underprivileged in this state, so, too, does the Labor Council of New South Wales perform a similar role in Australia.

"There are 135 unions affiliated to the Labor Council of New South Wales covering nearly one million unionists. In nearly every occupation in the State of New South Wales, which is the largest state of Australia, with a population of five million people, there is a recognized trade union.

"The union of which I'm a New South Wales secretary, for example, is the Clothing and Allied Trade Union of Australia.

"One of the major reasons for the strength of the trade union movement in my country is the close link between political and industrial labor. In 1891, at one of the labor councils of New South Wales' new weekly meetings in Sydney, a delegate, Peter Joseph Brennan, moved that the union move and set up a political committee. This political committee later became the Labor Party and quickly secured representation of much of the working class members to the Parliament of New South Wales and, after Australia became a nation in 1901, the Labor Party secured election of

members to the Federal Houses of Parliament.

"Today the Labor Party is in office nationally under the leadership of Prime Minister Bob Hawke and in four of the six states of the Commonwealth of Australia. Traditionally the Labor Party has looked after the political interests of working people, unemployment benefits, old age pensions, child endowment, shorter working hours (most of us now work a 38 hour week), labor legislation and many other other benefits that have been won by Labor governments over the years.

"Delegates, I must admit that one of the big differences between our two countries is the difference in attitudes of many of our people toward the union movement. It is hard to imagine that in the United States that Lane Kirkland could never end up as President of the United States and yet Bob Hawke, according to the Gallup polls, is the most popular prime minister ever and is a former president of the Australian Council of Trade Unions, known as ACTU. The ACTU is the peak council of the union movement and is the equivalent of your AFL-CIO.

"Frankly, some of your anti-union legislation and crazy right wing businessmen—who would do anything to crush organized labor—frightens me.

"In my country, where we are lucky when a new clothing factory opens up, I or one of the other union organizers—you would call them business agents, I presume—can sign up a couple of members at a time. That way we've been able successfully to build up a strong union movement, by gaining a toehold in different workplaces; winning people over and eventually unionizing the all-over workplace.

"Australian union leaders would find it hard going in the United States, especially with the ruthless union busting techniques employed by many managers and some, I have even heard of, as late as this morning, from some of your speakers.

"Despite the many things that distinguish our two labor movements, there are many more values and views that we share. One thing we don't like is anti-union politics.

"At this point, Delegates, and executive members, I would like to add my weight to what has already been said by some of your delegates during this Convention. We have a word we use in Australia when we are opposing someone or something and we want to be

rid of that someone or something. We say we're going to 'roll them.' I'd like to see you 'roll' Reagan sometime later this year; I'd like to see you 'roll' Reagan right out of the White House and install your endorsed candidates, Walter Mondale and Geraldine Ferraro because, as my friend Jack Henning said yesterday, 'A joke's a joke' but in the South Pacific we don't appreciate the President of the United States of America saying what he did about using the bomb within 5 minutes.

"Those of us who have seen Ronald Reagan as an actor in some of the movies that I saw—as a kid, I might add—he did enough damage with his six-gun on the silver screen. Imagine the carnage he could do now that he's not acting and he has the bomb. Please bear that in mind.

"If I might urge that you raise your vote in November, and get your people out to vote, maybe my children will have grandchildren to present to me in the future.

"I sincerely urge you please to do that and support your executive in the campaign.

"Before the defeat of Australia's conservative, Republican-like government early last year, we had a 'Reagan' in charge of our country, and we're glad to be rid of him.

"Just as Australian labor and Bob Hawke have united Australia, the country has found a new sense of purpose. I believe that the union movement in America can lead the way towards a better society.

"We share similar problems in terms of removing the tragedy of unemployment, of increasing living standards and ensuring a fair wage packet for a fair day's work, and I'm here to learn what I can of your solutions to these great issues.

"I have listened, the last couple of days, very carefully, and I appreciate the fact that I'm allowed to be here and to be in such great company up on the stage.

"We also share fundamental goals because, ladies and gentlemen, the noble causes which unite our two fraternal organizations are the causes of peace, justice, and a fair society.

"The pioneers of America and the Australian trade union movement were motivated by high ideals. Incidentally, at the time of the formation of the Australian union movement in the 1850s and '60s, some of our pioneers were Californians, in Australia because of the Gold Rush. After the Gold ran out, many of them

became good trade unionists in my country.

"The ideals of our founders live on and continue to inspire modern labor unions. Those ideals are the reasons why, at this Convention, the bread-and-butter issues will be debated and the practical problems of fighting for the disadvantaged, the minorities and the unfairly treated will be so important.

"Ladies and gentlemen, it gives me great pleasure to be here today.

"It's my honor to extend fraternal greetings on behalf of the Labor Council of New South Wales and to wish the delegates to this great Convention every success.

"What I've learned at this Convention, I hope to take back to your many friends back home in Australia.

"Thank you very much, ladies and gentlemen."

Following Representative Harding's address, Chairman Gruhn introduced the next speaker, Ed Collins, Assistant Regional Director of Region 6, AFL-CIO.

Address
ED COLLINS
Regional Administrator
Region 6, AFL-CIO

Regional Administrator Collins thanked all those delegates who had helped to make "Solidarity Day III" a success.

He described his recent experience in El Salvador as an election observer, selected by President Lane Kirkland. The voter turnout in that country, he said, is between 75 to 80 percent.

We, in this country, he said, need a great voter turnout to help elect labor's two friends in November: Walter Mondale and Geraldine Ferraro. Each of them, he pointed out, have a 93 percent voting record for the workers of this country.

It is time to turn the course of American

politics around, he noted, because over the last three or more years, at least 30 million families have been injured by unemployment due to the policies of the Reagan administration.

Secretary-Treasurer Henning thanked Regional Administrator Collins for his words to the Convention and proceeded to introduce Lieutenant Governor Leo McCarthy to the delegates as the next speaker.

Address
LEO T. MCCARTHY
Lieutenant Governor
State of California

Lieutenant Governor McCarthy told the Convention delegates that the late President Harry Truman once described Republicans as those "for conservatism who believe in the benefit of the few at the expense of many." That description, Lt. Governor McCarthy said, is as true today as it was in 1948.

We have an opportunity, over the next eight weeks, he said, to change the focus of national policies to the advantage of people who are powerless and unrepresented in this country.

We have to maintain socially desirable programs, he said, many of the beneficiaries of which are labor members who find themselves unemployed through no fault of their own, as compared with beneficiaries who are people in real need and unemployable.

It is up to us, he stressed, to do the "nuts and bolts" work in electing our friends in November.

Recess

Chairman Gruhn then recessed the Convention until 2:00 p.m.

AFTERNOON SESSION

Chairman Gruhn called the Convention to order at 2:24 p.m.

He then called on Chairwoman Loretta Mahoney of the Credentials Committee for a report.

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

Chairwoman Mahoney reported additions to and deletions from the Preliminary Roll of

Delegates. (See completed Roll of Delegates.)

Report Adopted

Chairwoman Mahoney's motion to adopt the partial report of the Credentials Committee was seconded and carried.

Chairwoman Gruhn next called on Richard K. Groulx, chairman of the Legislation Committee, for a report.

PARTIAL REPORT OF COMMITTEE ON LEGISLATION **Richard Groulx, Chairman**

Resolution No. 7 **Plant Closure**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 32 **Minimum Wage**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 34 **Unjust Discharge**

The Committee's report:

"Your Committee recommends that in the 1st line of the first Whereas, the word 'repeal' be deleted and the word 'replace' be inserted.

"In the Resolved, your Committee recommends that in line 4 of the Resolved, the word 'repeal' be deleted and the word 'replace' be inserted and that in line 5 of the Resolved, the words 'that would replace it' be deleted.

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

The motion was seconded and carried.

Resolution No. 36 **Railroad Safety**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 60 **Prohibit Mandatory Overtime**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 63 **Strikebreakers and Compulsory Arbitration**

The Committee's report:

"Your Committee on Legislation recognizes that Resolution 63 seeks to address the very real problem of police and other government support of strikebreakers.

"We recommend that the resolution be filed and that the subject matter of the resolution be referred to the incoming Executive Council of the Federation with the request that it consider seriously the content of this resolution as part of a discussion of strategies that unions can undertake to deal with strike-breaking activities, and that the Executive Council implement and disseminate these strategies in an appropriate manner.

"I move the adoption of the Committee's report."

The motion was seconded.

Delegate Don Abrams (Bay Area Typographical Union No. 21, San Francisco) spoke in opposition to the Committee's recommendation. He then further explained the intent of the resolution before the Convention which his union had presented.

Speaking in support of the Committee's recommendation were Chairman Groulx, delegate Charles Weers (Marin County Central Labor Council, San Rafael) and Secretary-Treasurer Henning.

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

Resolution No. 8 **Legal Detention Not a Disqualifying Factor**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

The partial report of the Committee on

Legislation concluded, Chairman Gruhn called on Secretary-Treasurer Henning who introduced the next speaker, Willie L. Brown, Jr., Speaker of the Assembly.

Address
WILLIE L. BROWN, JR.
Speaker, California State Assembly

Speaker Brown reminded the delegates that labor met the great challenge in 1958 and they can succeed again in 1984.

Recent perils to organized labor and the Democratic Party, he pointed out, have been the Sebastiani Initiative and Proposition 24. These perils and threats are still with us in the form of new propositions on the November ballot and are being promoted by the same forces who have opposed us in the past, he said.

Whether the vehicle of attack on labor and liberals is through the "Right to Work" issue or the reapportionment issue, he said, the intent is the same. They have only changed the tactics and the techniques.

Labor is zeroing in this year, he said, on 200,000 labor votes that currently remain unregistered.

Registration and getting out the vote is the answer, he emphasized, and that must be our obligation if we are to succeed at the ballot box in November.

Secretary-Treasurer Henning thanked Speaker Brown for his address.

Contribution to Defeat
Reapportionment Initiative

Secretary-Treasurer Henning announced that the California Labor Federation, AFL-CIO, had sent a total of \$50,000 to the Committee to Defeat Proposition No. 39, the reapportionment measure on November's ballot.

Chairman Gruhn next called on Richard K. Groulx, chairman of the Legislation Committee for a further report.

PARTIAL REPORT OF COMMITTEE ON
LEGISLATION
Richard Groulx, Chairman

Resolution No. 28
Raise Taxable Wage Structure

The Committee recommended concur-

rence.

The Committee's recommendation was adopted.

Resolution No. 29
Amend Sections 1253C and 1257B of
Unemployment Insurance Code

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 61
Respect for Picket Line Not Disqualifying

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 39
Workers' Compensation Benefits

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 40
Wage-Loss Concept Under Workers'
Compensation

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Vice President Ramos Asked
to Temporarily Preside

At this point, Chairman Gruhn asked that Anthony Ramos, Vice President of the California Labor Federation, take the Chair and preside over the Convention temporarily.

Chairman Groulx continued his report:

Resolution No. 41
Compensation for Occupational Disease

The Committee recommended concurrence.

The Committee's recommendation was adopted.

President Gruhn Resumes the Chair

Chairman Ramos returned the gavel to President Gruhn.

With President Gruhn now presiding over the Convention as Chairman again, the Legislation Committee report continued:

**Resolution No. 42
Worker's Right to Sue and
Employer's Negligence**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 43
Administration of Workers' Compensation**

The Committee's report:

"The subject matter of this resolution is concerned with the creation of a monopoly state fund. Your Committee believes that, while there is merit in the overall concept, it is a complex area that requires considerable research and consideration and, accordingly, in keeping with this statement, we recommend that the resolution be filed and that the subject matter be referred to the incoming Executive Council for consideration and action.

"I move the adoption of the Committee's report."

The motion was seconded.

Delegate Kim Hagadone (Electronic-Plastic & Metal Production Lodge No. 1518, Oakland) spoke in support of the Committee's recommendation and explained the intent of the resolution in greater detail.

The Committee's recommendation was adopted.

**Resolution No. 44
Benefit Delivery in Workers' Compensation**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 52
Women's Equity Legislation**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 20
Video Display Terminals**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Chairman Groulx re-referred the resolution:

"Your Committee on Resolutions notes that this resolution has been erroneously referred to the Committee on Resolutions and is properly the subject matter of the Committee on Legislation.

"Your Committee accordingly recommends that this resolution be re-referred to the Committee on Legislation."

**Resolution No. 51
Video Display Terminal Legislation**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 24
Building Permit Listing Requirements**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 26
State Contractors License Board, Re:
Financial Responsibility**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 68
Prevent Loss of Film Jobs**

The Committee's report:

"The subject matter of this resolution is concerned with the prevention of the loss of film jobs and your Committee is in full support of the purposes of such resolution. However, your Committee notes that the legislative session has adjourned and reference to specific bills would be inappropriate.

"Your Committee accordingly recommends that the Resolved be amended to read as follows:

'Resolved, that the California Labor Federation go on record in support of legislation of the type authored by Assemblymen Farr and Hayden and Senators Rosenthal and Robbins at the recently closed session of the legislature.'

"I move the adoption of the Committee's recommendation."

The motion was seconded and carried.

This concluded the partial report of the Legislation Committee.

Chairman Groulx then introduced Jerry Cremins, President of the State Building and Construction Trades Council, for an address to the Convention.

Address
JERRY CREMINS
President
California State Building and Construction
Trades Council

President Cremins, on behalf of fifteen international unions comprising the California Building Trades Council, thanked the California Labor Federation and its officers for

the support given the building trades in the past whether it was in the political arena or the legislative halls.

That cooperation, he said, has been an example of unity, the kind of unity that must prevail in order to resist corporate "divide and conquer" tactics.

It is unity, he emphasized, that would effectively resist the antiunion thrust in Washington D.C. and Sacramento.

Right now, he said, our greatest challenge facing us is the upcoming elections. He stressed the importance of voter registration programs as a path to victory in November.

President Cremins deplored the millions of unemployed Americans and the billions of dollars in tax breaks to the corporations.

He also attacked Reagan's record on the budget deficit, the ERA, deregulation of the health care industry, decontrol of natural gas and the President's militarized foreign policy.

Through communicating with our members and getting out the vote, he emphasized, we can again have a progressive government in Washington, D.C.

Announcement

Secretary-Treasurer Henning announced that Joan Mondale would be present on Wednesday, Sept. 12 at 6:30 p.m. A reception would be held for her.

Recess

Secretary-Treasurer Henning moved suspension of the rules in order to recess.

His motion was seconded and carried.

(Whereupon, at the hour of 4:07 p.m. the day's proceedings were recessed, to be reconvened at 9:30 a.m., Wednesday, September 12, 1984.)

PROCEEDINGS of the Fifteenth Convention

THIRD DAY

Wednesday, September 12, 1984

MORNING SESSION

Call to Order

Chairman Gruhn called the Convention to order at 10:13 a.m.

Next, he introduced Faytie (Ray) Shilling, Executive Secretary of the Fresno and Madera Counties Central Labor Council for the purpose of giving the Invocation. Delegate Shilling, Chairman Gruhn observed, "is an ordained deacon of the Baptist Church in Fresno."

Chairman Gruhn thanked Deacon Shilling for his Invocation and then called on Secretary-Treasurer Henning who announced that Joan Mondale, wife of Democratic Presidential Candidate Walter Mondale, would address the Convention at 2:30 p.m. that afternoon.

He then called on Jerry Cremins, Acting Chairman of the Committee on Resolutions, for a report.

FINAL REPORT OF COMMITTEE ON RESOLUTIONS Jerry Cremins, Acting Chairman

Resolution No. 48 Support For 1984-85 United Way Campaign

The Committee's report:

"Your Committee recommends the resolution be amended by inserting, in line 10 of the Resolved, before the word 'labor' the words 'AFL-CIO.'"

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

The motion, duly seconded, was carried.

Resolution No. 35 The United Way

The Committee's report:

"The subject matter of this resolution is

concerned with a national boycott against United Way of America unless it and its affiliates adopt effective prohibitions on the use of union-busting consultants.

"Your Committee supports the intent of the resolution, but recommends the resolution be filed and the subject matter be referred to the incoming Executive Board for consultation with the national AFL-CIO and action.

"I move adoption, Mr. Chairman."

The motion, duly seconded, was carried.

Resolution No. 69 South Africa

The Committee recommended concurrence.

The Committee's recommendation was adopted.

✓ Resolution No. 70 Chile

The Committee's report:

"The subject matter of this resolution is identical with Resolution Number 46, upon which action was taken by the Convention as reflected in the first day's proceedings on page 15.

"Your Committee accordingly recommends this resolution be filed because it has already been covered by the Convention.

"I so move, Mr. Chairman."

The motion, duly seconded, was carried.

Resolution No. 71 Corporate Rulers and Plant Closings

The Committee's report:

"The subject matter of this resolution is

concerned with plant rulers and plant closings.

"Your Committee believes that the resolution is substantially the same as Resolution 47, which was acted upon by the Convention as reflected in the first day's proceedings on page 15.

"Your Committee recommended concurrence in that resolution as amended and accordingly your Committee recommends that this resolution be filed because it is already covered by Convention action.

"I so move, Mr. Chairman."

The motion, duly seconded, was carried.

**Resolution No. 72
American Policy in Central America**

The Committee's report:

"The Committee recommends that this resolution be amended by striking commencing at Page 20 of Resolutions, Part II, first day's proceedings, commencing with the word 'Resolved', which is the second full paragraph commencing on the right column of Page 20, through the first Resolved on Page 21.

"Your Committee further recommends that the third Resolved on Page 21 be amended by putting a period after the word 'America' and deleting the balance of that Resolved.

"Your Committee recommends that the fourth Resolved, be deleted in its entirety and that the following be inserted:

'Resolved, That that California Labor Federation, AFL-CIO calls upon the warring parties in Central America to enter into negotiations for ends to the conflicts and for arrangements leading to democratically elected governments that will respect human rights and pursue social and economic reforms.'

"Your Committee recommends that the fourth Resolved be stricken and that the fifth Resolved be amended by striking everything from the word 'rejects' in the second line of the Resolved and insert the following:

'support the conclusions and recommendations of the Kissinger Commission that are consistent with the policy position of the AFL-CIO.'

"Your Committee recommends that the last Resolved be amended by inserting a pe-

riod after 'AFL-CIO' in the second line and deleting the balance.

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

The motion was seconded.

Speaking in support of the Committee's recommendation were delegates Raoul Teilhet (California Federation of Teachers, Burbank), Ed Kinchley (United Public Employees No. 390/400, Oakland) and Steve Preminger (Service Employees No. 715, San Jose).

Delegate Victor Uno (Electrical Workers No. 595, Oakland) asked for a re-reading of the Committee's recommendation. Acting Chairman Cremins read the recommendation once more.

Speaking in opposition to the Committee's recommendation was Delegate Paul Morris (N.A.B.E.T. No. 51, San Francisco).

The Committee's recommendation was then adopted.

Report Approved

Chairman Cremins moved that the report of the Committee on Resolutions be accepted as a whole.

His motion was seconded and carried.

He then read the Committee members' names and thanked them.

Chairman Gruhn dismissed the Committee.

Chairman Gruhn next called on Secretary-Treasurer Henning to introduce the next speaker, R. T. Rinaldi, Director, California State Department of Industrial Relations.

Address

**R. T. RINALDI
Director, California State Department of
Industrial Relations**

Noting that the Department of Industrial Relations was founded in 1883, Director Rinaldi told the delegates that this year marked the Department's second century of service to the state's wage earners.

All of the state's work force, he said, is affected by the various programs administered by the Department: apprenticeship standards, occupational safety and health, labor law and labor standards enforcement, workers' compensation, mediation and concilia-

tion services and labor statistics and research.

We need more jobs, he said, admitting that California's unemployment rate is still over eight percent and quite unacceptable. But, he stressed, besides the quantity of jobs, we need to be concerned about the quality of working life.

Director Rinaldi pointed out that today's industrial society has gone through a transition from smokestack industries to electronics, high technology, robotics and pre-fabricated housing. Jobs in industries such as high technology, health care and emergency services, not historically thought of as apprenticeable, will indeed be included in the apprenticeship program, he said, with a strong reliance on the traditional on-the-job type of apprenticeship learning.

The issue of toxics in the environment and the workplace has been targeted by the State Administration, he pointed out.

Recently, he said, the Division of Occupational Safety and Health established an expanded Cancer Control Unit in response to the Department's responsibility to regulate the use of carcinogens in the workplace. Also soon to be established will be a Right-To-Know/Material Safety Data Sheet Section which will deal with all matters of California's pioneering "employee Right-To-Know legislation."

Reducing illness and disease in the workplace through intervention (the setting of standards, by enforcement and compliance) is only half the job in his opinion, said Director Rinaldi. Equally important, he emphasized, is instilling a program to prevent illness and disease.

Director Rinaldi then focused on the growing problem of the underground economy in the state. The practice, he said, of paying employees in cash without providing a properly itemized deduction statement is a serious problem that hurts virtually everybody: wage earners who do report their income, legitimate employers and taxpayers in general, who subsidize these illegal transactions.

California's infrastructure, or public works system, Director Rinaldi said, are often undersized, obsolete or suffering from general deterioration. Expenditures for routine maintenance and upkeep have frequently been inadequate, he warned. According to a task force created to study these problems, he stated, the people of California will need ap-

proximately \$49 billion in new infrastructure construction and \$29 billion in deferred maintenance funds over the next ten years. Two thirds of this \$78 billion total is currently unfunded, he remarked, a shortfall of \$51 billion will have to be generated during that ten year period.

Following Director Rinaldi's address, Chairman Gruhn then introduced William Pollard, Director of the AFL-CIO Department of Civil Rights, as the next speaker to the Convention.

Address

WILLIAM POLLARD Director, AFL-CIO Department of Civil Rights

Director Pollard reminded the delegates of Sam Gompers's words calling for change in the year 1890:

"The American Federation of Labor has upon all occasions declared that trade unions should open their portals to all wage workers, irrespective of creed, color, nationality, sex or politics." And in reference to the circumstance of black workers, Gompers said: "There can be no question but they will not only be forced down in the economic scale and be used against any effort made by us for economic and social advancement, but race prejudice will be made more bitter, to the injury of all."

The economic and social climate has changed for the better, Director Pollard said, but unfortunately our society has not kept pace with the labor movement which has been in the forefront fighting for every piece of civil rights legislation enacted in this country at every level in the last 40 years, including the equal rights amendment.

There is no institution, he told the delegates, that is fighting against racism and sexism to the degree that the labor movement is, but we can do better, he said, and we will do better.

The labor movement, he said, understands the need to seek equal opportunity, equity and fairness without regard to race, sex, religion or national origin in the workplace.

Labor's great leaders of the past and present, he said, recognize that the labor movement cannot condone a society that is schizophrenic about the rights of minorities and women, or about our trade unions.

Director Pollard charged that many issues that have been long resolved are being resurrected by the Reagan administration for the purpose of returning to the old days of segregation and discrimination, and, he noted, the silence that prevails in this country is especially appalling.

Perhaps, he warned, the most important reason to reject the Reagan administration on November 6 lies in the President's power to appoint U.S. Supreme Court justices. We will be in big trouble, he said, if Ronald Reagan is re-elected to the presidency, thus giving him the potential opportunity of appointing new Supreme Court justices.

The U.S. Supreme Court is no longer a safe port in the storm, he said, for labor's rights, for civil rights or women's rights. The Supreme Court is vital to labor's well-being. It stands as the arbiter of our rights. It determines what is constitutional and it decides the law.

We are equipped to bring about a change, he said, by getting the unregistered to register and vote on election day.

San Francisco Restaurant Strike

Following Director Pollard's remarks, Chairman Gruhn granted a special request to speak to the Convention, made by Delegate Charles Lamb, president of the Hotel and Restaurant Employees and Bartenders Union, Local 2, San Francisco, about the ongoing strike and labor dispute with a large number of San Francisco's major restaurants.

President Charles Lamb invited the delegates to join the picket line at Scoma's restaurant the next evening and participate in a massive march the following night through Fisherman's Wharf, ending with a rally in front of one of the restaurants on strike.

The employers, he said, had pushed for many economic takeaways: two tier wage plans, elimination of holiday pay, overtime pay and a wage freeze.

He warned of the restaurant employers' attempt to restructure the restaurant industry in San Francisco by virtually tearing up the union contract.

"... What we're talking about here," he said, "is union busting."

President Lamb said there had been other instances of employer attempts to influence

employees to sign a decertification petition by threatening them with their jobs.

The union, he pointed out, had filed unfair labor practice charges in response.

San Francisco's world famous cuisine, service and restaurant style can only be preserved by helping the Culinary Union win this fight, he said.

Following the remarks of President Lamb, Chairman Gruhn called on Secretary-Treasurer Henning who introduced State Labor Commissioner C. Robert Simpson for his address to the Convention.

Address

C. ROBERT SIMPSON Chief Deputy and Labor Commissioner California State Department of Industrial Relations

Commissioner Simpson pointed out that it is his job to bring justice, equity and evenhandedness to the workplace within the context of the laws he has responsibility for enforcing.

Since the first union strike in 1647 when the New York cordwainers and Philadelphia printers struck, trade unions, he said, have stood for and fought for fairness and elimination of worker exploitation in the workplace.

One reason the United States has such a high standard of living, he noted, is because of the contribution made by the American trade union movement. That contribution, he said, has helped make the American dream a reality.

The Labor Commissioner's office, he said, can take some of the credit for protecting the gains won by organized labor over the years. Some aspects of the developing law to protect workers in the workplace are, according to Commissioner Simpson: laws that require contractors to be licensed; that require workers' compensation for every worker on the job; that insure every worker be paid with a properly itemized deduction statement; that insist that contractors on public works jobs hire the appropriate number of apprentices and pay the prevailing wage rate; laws that provide the minimum wage; that protect children in the workplace; that afford the employee the right to refuse to take a polygraph; and laws that extend the right to employees to inspect his or her own employment records.

Commissioner Simpson then spoke about

the insidious threat of the "underground economy", an unlawful practice of paying an employee in cash without a proper deduction statement.

The exploitation of workers, he stressed, is as real and as terrible as it has ever been in our economic history, and he then dedicated his efforts as Labor Commissioner to help stamp out those injustices to workers in California.

Escort Committee for Joan Mondale

The Escort Committee, as appointed by Chairman Gruhn, was announced as follows: Loretta Mahoney, Chairwoman (California State Culinary Alliance, Santa Rosa); Mary Bergan (Peralta Federation of Teachers No. 1603, Oakland); Mary Yunt (Orange County Central Labor Council, Santa Ana); Margaret Butz (United Public Employees No. 390/400, Oakland); Sarah Palmer Amos (Monterey County Central Labor Council, Monterey);

Kathleen Kinnick (Office and Professional Employees No. 3, San Francisco and Director of the Women's Activities Department of the California Labor Federation, AFL-CIO); Gwen Newton (Office Employees No. 30, Los Angeles); Lenore Frigaard (Graphic Communications Workers No. 777, Oakland); Rose Griffin (Ladies Garment Workers No. 97, Los Angeles); and Lilee Sugimoto (United Food and Commercial Workers No. 428, San Jose).

Chairman Gruhn noted that Joan Mondale would be present at the Convention to speak at 2:30 p.m.

He then introduced Assemblyman Johan Klehs to the Convention for his remarks.

Remarks HONORABLE JOHAN KLEHS State Assemblyman, 14th District

Assemblyman Klehs expressed his thanks for being asked to speak. He told the delegates that his "bottom line" in politics is his one hundred percent support for organized labor.

He then gave recognition to John Henning, Executive Secretary-Treasurer of the California AFL-CIO for his leadership in developing labor's legislative program in the state's capital.

His appreciation for support and assist-

ance was also extended to William Ward of the Alameda County Building and Construction Trades Council and to Richard Groulx, Secretary-Treasurer of the Alameda County Central Labor Council.

Chairman Gruhn next introduced Yaacov Sella, Consul General of Israel for his remarks to the delegates.

Remarks HONORABLE YAACOV SELLA Consul General of Israel San Francisco

Consul General Sella told the delegates there were many links between the United States and the State of Israel and one of the most important and strongest of those links was the special relationship between the AFL-CIO and Israel.

Everyone in Israel, he declared, knows the AFL-CIO and its great and distinguished leaders, past and present, in the persons of George Meany and Lane Kirkland.

The American labor movement, he said, for many years has been a guide to Israel in the opinions and approaches to solving problems in the areas of labor relations and income policies.

In Israel, he said, any labor relations policies not supported by trade unions are doomed to failure.

Consul General Sella wished the delegates success during their Convention and expressed his appreciation for the American labor movement's continued support for the State of Israel.

Union Label Drawing

Chairman Gruhn next called on Phil Russo of the International Ladies' Garment Workers Union in Los Angeles to conduct the free drawing for union-made women's coats.

Delegate Russo (Ladies' Garment Workers No. 270, Los Angeles) then asked Delegate Marilyn Toro Fornatoro (Los Angeles Union Label Council) to assist him in the drawing.

Delegate Fornatoro explained to the delegates that the coats being offered are manufactured by Rosette, a union company.

She then asked Frank Harding, representative from the Labor Council of New South Wales, Australia to do the drawing.

The first declared winner was Gary Pet-

tinger (Screen Extras Guild, Hollywood)

The second winner was Charles Weers (Marin County Central Labor Council, San Rafael).

Recess

Chairman Gruhn then recessed the Convention until 2 p.m.

AFTERNOON SESSION

The Convention was called to order at 2:30 p.m. by Chairman Gruhn.

He next called on Richard Groulx, chairman of the Committee on Legislation for a final report.

FINAL REPORT OF COMMITTEE ON LEGISLATION Richard Groulx, Chairman

Resolution No. 27 State Contractors License Board Re: Bankruptcy

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 33 Minimum Benefits

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Amendment to Resolution No. 52 Women's Equity Legislation

Delegate Mary Bergan (Peralta Federation of Teachers No. 1603, Oakland) moved to reconsider Resolution No. 52, which had been adopted by the Convention the previous day, for the purpose of amending it.

Her motion was seconded.

Chairman Gruhn explained that under the rules adopted by the Convention, reconsideration of the resolution would require a two-thirds vote by the delegates.

The motion to reconsider was carried by the necessary two-thirds vote.

Delegate Bergan then moved to amend Resolution No. 52 by adding a new final Resolve, as follows:

"Resolved, that the Federation continue its activities on behalf of women workers by working towards an increasing number of

union women in responsible, visible positions in the governance and administration of the Federation."

The motion to amend the resolution was seconded.

Speaking in support of the amendment were Delegates Bergan (Peralta Federation of Teachers No. 1603, Oakland), Edith Withington (Office and Professional Employees No. 29, Emeryville) and Rayna Lehman (Painters and Tapers No. 15, Mountain View).

The motion to amend Resolution No. 52 was then carried.

Report Approved

Chairman of the Committee on Legislation, Richard Groulx, moved to adopt the Committee's report as a whole.

The motion was seconded and carried.

He then thanked the Committee, read the members' names, and asked for a vote of thanks for the Committee's hard work.

Chairman Gruhn also thanked the Committee on Legislation and the Committee was dismissed with a vote of thanks.

He then called on Secretary-Treasurer Henning who presented Loretta Mahoney, Vice President of the California Labor Federation and Secretary-Treasurer of the State Culinary Alliance, Santa Rosa, to introduce Joan Mondale, wife of Walter Mondale, the AFL-CIO endorsed candidate for President of the United States, to the Convention for her remarks.

Vice President Mahoney then introduced Mrs. Mondale to the Convention.

Remarks

JOAN MONDALE Wife of AFL-CIO Endorsed Candidate for the Office of President of the United States

Mrs. Mondale thanked the delegates and told them she was pleased to have the oppor-

tunity to speak to them.

She said Walter Mondale intends to win California in November but he can not do it without the help of organized labor.

The choice between the Democrats and the Republicans in the coming election, she said, is quite clear.

Fritz Mondale has devoted his entire working career to help working Americans, she stressed.

In stark contrast, she charged, Ronald Reagan has forgotten us.

President Reagan, she said, has made a mockery of OSHA enforcement, slashed Medicare spending, attempted to reduce Social Security spending, refused to strengthen job-training programs, put more Americans in unemployment lines than any president since the Great Depression, promoted trade deficits costing three million American jobs and most recently has suggested that the way to settle the current auto industry disagreements is for the workers to simply give in to management.

This kind of insensitivity to working people, she said, cannot continue. We need a president who understands the need to bring all sides together at the bargaining table and, Mrs. Mondale continued, we need a president who understands the importance of building for the future by investing in our workers, a president who understands that this country believes in justice for all, not privilege for a few.

With labor's help in registering voters, educating them, and getting the vote out to elect Walter Mondale to the presidency, we will have a president on the side of working America, she told the delegates.

NOMINATION AND ELECTION OF OFFICERS

Chairman Gruhn called on Vice President Jerry Cremins to preside during the nominations for the offices of President and Secretary-Treasurer of the California Labor Federation, AFL-CIO.

President

Acting Chairman Cremins declared nominations open for the office of President.

Albin J. Gruhn (Hod Carriers and Laborers No. 139, Santa Rosa) was nominated by

John F. Henning (Office and Professional Employees No. 3, San Francisco).

The nomination was seconded by Chester Mucker (Hod Carriers and General Laborers No. 294, Fresno) and Raymond K. Nelson (Plywood and Veneer Workers No. 2931, Eureka).

There being no further nominations, Chairman Cremins declared the nominations closed.

It was moved that a unanimous ballot be cast for the election of President Gruhn, who was unopposed.

The motion was seconded and carried and Secretary-Treasurer Henning cast the ballot. Acting Chairman Cremins declared Albin J. Gruhn elected President by the Convention.

Newly-elected President Gruhn then expressed his appreciation and thanks to the delegates for their continued support.

Secretary-Treasurer

Acting Chairman Cremins then declared nominations open for the office of Secretary-Treasurer of the California Labor Federation.

John F. Henning (Office and Professional Employees No. 3, San Francisco) was nominated by Albin J. Gruhn (Hod Carriers and Laborers No. 139, Santa Rosa).

The nomination was seconded by Loretta Mahoney (California State Culinary Alliance, Santa Rosa), Harry Lumsden (Shipyard and Marine Shop Laborers No. 886, Oakland) and Steve Edney (United Industrial Workers-Cannery Division, Wilmington).

There being no further nominations, Acting Chairman Cremins declared the nominations closed.

It was moved, seconded and carried that a unanimous ballot be cast for John F. Henning, who was unopposed for the office of Secretary-Treasurer.

The unanimous ballot was cast and it was declared John F. Henning was duly elected Secretary-Treasurer by the Convention.

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

At this point, Acting Chairman Cremins passed the gavel back to President Gruhn, now presiding.

Chairman Gruhn declared the nominations open for Geographical Vice Presidents, Districts 1-15; and At Large Vice Presidents, Offices A-J.

Geographical Vice Presidents

Secretary-Treasurer Henning nominated the incumbent Geographical Vice Presidents as follows:

District No. 1—Richard Robbins (Electrical Workers No. 1245, Walnut Creek).

District No. 2A—M.R. Callahan (Hotel Employees and Restaurant Employees No. 681, Long Beach).

District No. 2B—Ray S. Mendoza (Laborers No. 652, Santa Ana).

District No. 3A—William Robertson (Los Angeles County Federation of Labor, Los Angeles).

District No. 3B—Kendall Orsatti (Screen Actors Guild, Hollywood).

District No. 3C—Jerry P. Cremins (California State Bldg. and Construction Trades Council, Sacramento).

District No. 3D—Dallas Jones (Los Angeles County Fire Fighters No. 1014, South Gate).

District No. 3E—Cornelius Wall (So. California District Council of Ladies Garment Workers, Los Angeles).

District No. 3F—Ray M. Wilson (So. California District Council of Laborers, Los Angeles).

District No. 4—Paul Miller (Los Angeles District Council of Carpenters).

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

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

District No. 7—Billy Joe Douglas (Plasterers and Cement Masons No. 814, Stockton).

District No. 8—Val Connolly (Bartenders and Culinary Workers No. 340, San Mateo).

District No. 9—George C. Soares (U.F.C.W. Retail Store Employees No. 428, San Jose).

District No. 10A—Paul Dempster (Sailors Union of the Pacific, San Francisco).

District No. 10B—Charles Lamb (Hotel and Restaurant Employees and Bartenders

No. 2, San Francisco).

District No. 10C—Frank Souza (Machinists Automotive Trades District Lodge No. 190 of No. California, Oakland).

District No. 10D—William G. Dowd (State Conference of Operating Engineers, San Mateo).

District No. 11A—Richard K. Groulx (Alameda County Central Labor Council, Oakland).

District No. 11B—William Ward (Lathers No. 88, Oakland).

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

District No. 13—Loretta Mahoney (Hotel Employees and Restaurant Employees No. 18, Santa Rosa).

District No. 14—Charles Yelkey (Amalgamated Transit No. 256, Sacramento).

District No. 15—Raymond K. Nelson (Lumber and Sawmill Workers No. 2592, Eureka).

At Large Vice Presidents

Secretary-Treasurer Henning nominated the incumbent At Large Vice Presidents as follows:

Office A—James Evans (United Transportation Union No. 811, San Bernardino).

Office B—William Demers (Communications Workers District No. 11, Los Angeles).

Office C—Anthony Ramos (California State Council of Carpenters, San Francisco).

Office D—William Waggoner (Operating Engineers No. 12, Los Angeles).

Office E—Justin Ostro (Machinists and Aerospace Workers No. 727-A, Burbank).

Office F—John F. Crowley (San Francisco Labor Council, San Francisco).

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

Office H—Timothy Twomey (Hospital and Institutional Workers No. 250, San Francisco).

Office I—Cass Alvin (Steelworkers No. 1304, Emeryville).

Office J—Raoul Teilhet (California Federation of Teachers, Burbank).

These nominations were seconded by Delegate Richard Geyer (Painters and Allied Trades No. 507, San Jose).

There being no further nominations for Geographical Vice Presidents and At Large Vice Presidents, Chairman Gruhn declared the nominations closed.

It was moved, seconded and carried that the Secretary-Treasurer cast a unanimous ballot for the unopposed Geographical Vice Presidents and At Large Vice Presidents as nominated by Secretary-Treasurer Henning. He then cast the unanimous ballot and Chairman Gruhn declared the nominees elected by the Convention.

INSTALLATION OF OFFICERS

C.T. McDonough
Former Vice President
California Labor Federation, AFL-CIO

Chairman Gruhn called on C.T. McDonough, former Vice President of the Federation, to install the newly elected officers for the ensuing term.

Former Vice President McDonough administered the Oath as follows:

"Raise your right hand and repeat after me.

"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 my office to the best of my ability, and will uphold the Constitution of the California Labor Federation, AFL-CIO, and the decision of its conventions and the Constitution of the AFL-CIO and the Rules Governing the State Central Labor Bodies."

Presentation of Gavel

"Mr. President, I present you with the emblem of authority. Use it with firmness and impartiality and success will crown your efforts; but should the occasion arise where the laws of this Convention do not govern, you will then let justice be your guide."

Convention City

Chairman Gruhn declared the nominations open for the 1984 Convention City.

Secretary-Treasurer Henning nominated the City of Sacramento the site of the 1986 Biennial Convention.

The nomination was seconded.

There being no further nominations for Convention City, Chairman Gruhn declared

nominations closed.

It was moved, seconded and carried that the Secretary-Treasurer cast a unanimous ballot for Sacramento as the 1986 Convention City.

Secretary-Treasurer Henning cast the unanimous ballot and Chairman Gruhn declared Sacramento selected as the 1986 Convention site.

IN MEMORIAM

Secretary-Treasurer Henning next read a list of those trade unionists who had died during the two year period since the last Convention of the California Labor Federation, AFL-CIO:

Robert S. Ash, California Labor Federation.

Bill Baldwin, AFTRA International, AFL-CIO.

Robert Callahan, Fire Fighters No. 798, San Francisco.

John Cinquemani, California Labor Federation.

Gene de Christofaro, AFL-CIO organizer in California based in Oakland.

Ernesto Galarza, Education Director of the National Farm Labor Union, AFL-CIO.

Joseph R. Garcia, California Labor Federation and a member of the Hotel Employees & Restaurant Employees and International Union.

Greg Goobic, Oil, Chemical and Atomic Workers No. 1-324, Contra Costa County. Greg Goobic, Secretary-Treasurer Henning noted, was killed on the picket line by a non-union driver.

Frank C. Gorrebeck, Graphic Communications Local 3-B, San Francisco.

C. Al Green, California Labor Federation, Plasterers' & Cement Masons' International Union, Stockton.

Jack Hatton, Marine Firemen's Union in San Francisco.

Chuck Ivie, Operating Engineers No. 3, San Francisco.

Charles (Tex) Johnson, Millmen's Local 42, San Francisco.

Thomas P. Kenny, California Labor Federation.

David Kidd, Plasterers' Local 73, Riverside.

Robert Luster, Laundry and Dry Cleaning Local 3, Oakland.

Rene Lopez, United Farm Workers of America, AFL-CIO, Fresno.

Secretary-Treasurer Henning noted that Brother Lopez had been killed during a representation election held in Fresno and that those responsible have not yet been brought to justice.

Robert Medina, Laborers Local 270, San Jose.

Lowell Nelson, California Labor Federation, Plasterers & Cement Masons No. 631, Vallejo.

Joseph O'Sullivan, Carpenters No. 22, San Francisco.

Harold V. Sweeney, Amalgamated Transit Union, Local 1277, Los Angeles.

Joseph E. Van Pool, Vice President, Glass, Pottery and Plastics and Allied Workers of America, Local 81, Santa Ana.

John F. (Jack) Wagner, Piledrivers Local 34, San Francisco.

Richard Wendelt, Sign, Display No. 510, San Francisco.

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

FINAL REPORT OF COMMITTEE ON CREDENTIALS

Loretta Mahoney, Chairwoman

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

Report Adopted and Committee Thanked

Chairwoman Mahoney's motion to approve the Committee's report as a whole was seconded and carried.

She then thanked the Committee members for their hard and diligent work since last Saturday and read their names.

Chairman Gruhn added his own words of appreciation and dismissed the members with a vote of thanks.

Chairman introduced the next speaker, Gail W. Jesswein, Chief of the State Division of Apprenticeship Standards, for an address.

Address

GAYLE W. JESSWEIN

**Chief, Department of Industrial Relations
Division of Apprenticeship Standards
State of California**

Chief Jesswein pointed out to the delegates that apprenticeship is one of the oldest methods of training known to man.

The Division of Apprenticeship Standards, he said, employs sixty-five professional staff and thirty-four clerical positions. The Division has responsibility for about 1,300 programs covering 33,000 registered apprentices and other On-The-Job positions, he said. Apprenticeship, he stressed, has proven to be the most successful and cost-effective training delivery system available.

The Shelley-Maloney Apprenticeship Labor Standards Act of 1939 provides for the California Apprenticeship Council, composed of six labor and six management representatives, two public members and one each from the Community College Chancellor's Office, Department of Education and the Director of Industrial Relations as the Administrator of Apprenticeship.

Chief Jesswein reaffirmed the Division's commitment to affirmative action and equal employment opportunities for both women and minorities. At the end of the fiscal year of 1983-84, he noted, the Division's survey of its own clerical and professional staff indicated 46.7% of the total employees were minorities; 54.9% of the professional staff were minorities; and 27.3% of the professional staff were female.

The Division, he said, is also making efforts in affirmative action, by directing the apprenticeship program sponsors to increase the number of women and minorities in the over 30,000 apprentices throughout the state. The percentage of women of that total, he said, has increased from 8.5% to 9.8% since December 31, 1982.

Each Joint Apprenticeship Committee (JAC), he said should have on file at the Division of Apprenticeship Standards headquarters, a registered subscription agreement which reflects such facts as the JAC's criteria to train, the employers' length of time in business, quality and adequacy of insurance, safety programs and journeyman instructor qualifications.

He then requested that the delegates

present take that information back to their Joint Apprenticeship Committees and work in a realistic fashion to meet the demands and requirements of the program where necessary.

Many non-signatory contractors, he said, would prefer to comply with the law by using the established apprenticeship programs. They acknowledge that they have access to better educated people and therefore do not need to go to the expense of establishing their own apprenticeship training program, even if approved, he noted. Many contractors with a public works award, he said, are reluctant to apply for a DAS-7 to the Joint Apprenticeship Committee because of a fear of possible rejection.

Chief Jesswein told the delegates that he will be available to speak on the subject of apprenticeship before many groups in the future as he has in the past. Promising to maintain a high visibility in the apprenticeship community, he thanked the Convention for inviting him to speak and wished the delegates success in their deliberations.

Sugar Workers

Secretary-Treasurer Henning then referred to Resolution No. 3-Extend Sugar Support Program, which had been referred to the Executive Council for considered and action, the previous day.

The sugar workers, he said, wanted an extension of the sugar support program and needed immediate action, if possible, rather than waiting until December when the Executive Council would next meet.

In response to that, he said, the national AFL-CIO was called and as a result Resolution No. 3 was approved by the Executive Council of the California Labor Federation.

Recess

Secretary-Treasurer Henning then moved to suspend the rules to allow the Convention to recess until 7:30 p.m. that same evening when the Pre-General Election Convention portion of the regular Biennial Convention would commence proceedings.

His motion, duly seconded, was carried.

THIRD DAY EVENING SESSION (Pre-General Election Convention)

Wednesday, September 12, 1984

Call to Order

The Pre-General Election Convention part of the regular Biennial Convention of the California Labor Federation, AFL-CIO, was called to order by President Gruhn at 8:00 p.m.

Chairman Gruhn introduced LaMar Gulbransen, COPE Regional Director, for his address to the Convention.

Address

LAMAR GULBRANSEN
National AFL-CIO COPE Regional
Director, Region 6

Director Gulbransen told the delegates the Reagan administration has created the hostile climate that makes it impossible for the trade union movement to function successfully.

It is the local union business manager, he stressed, who must do something about this dilemma within the next sixty days before the November elections.

The national AFL-CIO has developed a program called "One-on-One," he said, designed to assist trade unionists to increase registration. The program packets, he said, could be obtained from the offices of the California Labor Federation of the various central labor bodies around the state. The packets are in three parts: a mail registration program, a telephone bank program, and a "One-on-One" registration program.

In addition to the packets, he said, the California Labor Federation has computer lists of the unregistered union members and all are available to local union officials for the asking. He strongly urged the leadership to see to it that their members are registered.

California law, he said, makes it easy to register. All one needs to do is get the postcard registration forms from the County Clerk, and you have instantly become a deputy registrar. We are only 50 percent registered, he warned, and 75 percent is not good enough. We must strive to achieve 90 percent registration if we are to succeed in the coming elections, he told the delegates.

After the task of registration, he said we

have the job of educating the membership. We must convince our local union members that Ronald Reagan's policies are in the best interests of the corporations and work to the detriment of working people and their families.

Following the education effort, he said, is the drive to get out the vote. This last job can be done best, he said, through the central labor councils.

We have to mount a campaign to elect Walter Mondale and Geraldine Ferraro, he said, similar to the tremendous job labor did in 1958 when the infamous "Right-to-Work" initiative was soundly defeated by the California voters.

It is necessary to do this job, he warned, if we want to save our unions and see them thrive next year. It is that simple.

Chairman Gruhn then called upon Secretary-Treasurer Henning to make a special presentation to Frank Harding, a guest at the Convention.

Presentation to Frank Harding, Representative Labor Council of New South Wales, Australia

On behalf of the California Labor Federation, AFL-CIO, Secretary-Treasurer Henning presented Frank Harding, a guest trade unionist representing the Labor Council of New South Wales, Australia, with a gift, a wine cooler, made by American union labor.

Mr. Harding thanked Secretary-Treasurer Henning and expressed his appreciation for the hospitality extended him by the Federation while visiting from Australia.

Membership Report Presented

Secretary-Treasurer Henning informed the delegates that the report on per capita paid to the Federation was included in the Executive Council's Report to the Convention in accordance with the constitutional provision.

Chairman Gruhn then called on Loretta Mahoney, chairwoman of the Committee on Credentials, for a supplement to the Committee's final report.

**Supplement to
FINAL REPORT OF
COMMITTEE ON CREDENTIALS
Loretta Mahoney, Chairwoman**

Chairwoman Mahoney then read the additions to and deletions from the Preliminary Roll of Delegates.

Report Adopted

Chairwoman Mahoney's motion, duly seconded, to adopt the supplement to the final report of the Committee on Credentials was carried.

Endorsement Procedure Explained

Prior to calling on Secretary-Treasurer Henning to present the report and recommendations of the Executive Council, Chairman Gruhn explained the procedure to be used in making the endorsements:

"Delegates, prior to going through the recommendations for the various endorsements

(and these will deal with the candidates for Representatives in Congress, the State Assembly and the State Senate), the Secretary-Treasurer will read the recommendations of the Executive Council for these offices and he will proceed unless someone wants to raise a question with regard to any particular district. If there is a question from anyone with respect to the district, the delegate should then ask that that district be 'set aside.'

"The Secretary will then continue to read the various recommendations until the end of that particular group of offices and the ones not set aside will be voted on as a unit; the ones set aside will then be acted upon individually."

Chairman Gruhn then called on Secretary-Treasurer Henning to read the Report and Recommendations of the Executive Council to the Convention.

Secretary-Treasurer Henning reported as follows:

**Report and Recommendations of the Executive Council
(Standing Committee on Political Education)
to the
PRE-GENERAL ELECTION CONVENTION
of the
CALIFORNIA LABOR FEDERATION, AFL-CIO
Oakland, September 12, 1984**

The Executive Council of the California Labor Federation, AFL-CIO, met in the Hyatt Regency Hotel, Oakland, on September 5 and 6, 1984 to consider local central body COPE recommendations for candidates for election to the United States Congress, State Senate and State Assembly and positions on seventeen ballot propositions on the November 6, 1984 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:

United States Congress

District

1. *Douglas H. Bosco (D)
2. *No Endorsement
3. Robert Matsui (D)
4. *Vic Fazio (D)
5. *Sala Burton (D)
6. *Barbara Boxer (D)
7. George Miller (D)
8. Ronald V. Dellums (D)
9. Fortney Peter Stark (D)
10. Don Edwards (D)
11. Tom Lantos (D)
12. *Martin Carnoy (D)
13. Norman Y. Mineta (D)
14. *No Endorsement
15. *Tony Coelho (D)
16. *Leon E. Panetta (D)
17. *Simon Lakritz (D)
18. *Richard H. Lehman (D)
19. *James C. Carey, Jr. (D)
20. *Mike LeSage (D)
21. *Charlie Davis (D)
22. No Endorsement
23. Anthony C. Beilenson (D)

Recommendations Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendations for the positions of the United States Congress was seconded and carried.

Correction Made to State Senate Recommendations

Before moving on to the recommended can-

District

24. Henry A. Waxman (D)
25. Edward R. Roybal (D)
26. Howard L. Berman (D)
27. Mel Levine (D)
28. Julian C. Dixon (D)
29. Augustus F. (Gus) Hawkins (D)
30. Matthew G. (Marty) Martinez (D)
31. Mervyn M. Dymally (D)
32. Glenn M. Anderson (D)
33. Claire K. McDonald (D)
34. Esteban E. Torres (D)
35. No Endorsement
36. George E. Brown, Jr. (D)
37. David E. (Dave) Skinner (D)
38. Jerry M. Patterson (D)
39. Robert E. Ward (D)
40. Carol Ann Bradford (D)
41. Robert L. Simmons (D)
42. Mary Lou Brophy (D)
43. Lois E. Humphreys (D)
44. Jim Bates (D)
45. David W. Guthrie (D)

didates for the State Senate, Secretary-Treasurer Henning noted that an error appeared in the 19th Senate District. The recommendation, he said, should be "No Endorsement" without reference to a political party.

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

State Senate

District

1. *Ray Johnson (I)
3. *Milton Marks (R)
5. *John Garamendi (D)
7. Daniel E. Boatwright (D)
9. Nicholas C. Petris (D)
11. Arlen Gregorio (D)
13. Alfred E. Alquist (D)
15. Rose Ann Vuich (D)
17. *Henry J. Mello (D)
19. *No Endorsement

District

21. Kathy Moyd (D)
23. David Roberti (D)
25. *Diana Monaghan (D)
27. Bill Greene (D)
29. Open
31. Open
33. Paul B. Carpenter (D)
35. Jan Mark Dudman (D)
37. *Open
39. Daniel W. Finnigan (D)

State Senate Districts 3 and 19 were set aside upon request.

Recommendations Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendations for the State Senate with the exceptions of Districts 3 and 19 was seconded and carried.

DISTRICT NO. 3

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation for the 3rd State Senate District.

His motion was seconded.

Although not opposing the recommendation of the Executive Council, Delegate Abrams read a statement with regard to the recommendation of Milton Marks (R) for the State Senate.

Speaking in support of the Executive Council's recommendation were delegates James B. Gordon, Jr. (Communications Workers No. 9426, Monterey), Joan-Marie Shelley (Teachers No. 61, San Francisco), Charles B. Weers (Marin County Central Labor Council, San Rafael), Timothy J. Twomey (Hospital and Institutional Workers No. 250, San Francisco), Jack McNally (Electrical Workers No. 1245, Walnut Creek) and Secretary-Treasurer Henning.

Speaking in opposition to the Executive Council's recommendation was Delegate Wray

Jacobs (Building Service Employees No. 87, San Francisco).

Recommendation Adopted

The motion to adopt the Executive Council's recommendation for the 3rd State Senate District was then carried.

DISTRICT NO. 19

The motion to adopt the Executive Council's recommendation for the 19th State Senate District was made by Secretary-Treasurer Henning.

His motion was seconded.

Delegate Marvin Katz (Los Angeles Federation of Teachers No. 1021, Los Angeles) spoke in opposition to the Executive Council's recommendation.

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 19th Senate District, as corrected, was then carried.

State Senate Recommendations Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendations for the State Senate as a whole and as corrected was seconded and carried.

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

State Assembly

District

1. No Endorsement
2. *Dan Hauser (D)
3. *No Endorsement
4. *Thomas M. Hannigan (D)
5. *Jean M. Moorhead (D)
6. *Lloyd G. Connelly (D)
7. *Norm Waters (D)
8. *Mary Jaderik (D)
9. *Paul C. Chignell (D)
10. *Phillip Isenberg (D)
11. Robert J. Campbell (D)
12. Tom Bates (D)
13. Elihu M. Harris (D)
14. Johan Klehs (D)
15. John Bauer (D)
16. *Art Agnos (D)
17. *Willie L. Brown, Jr. (D)
18. *No Endorsement

District

19. *Louis J. Papan (D)
20. Arthur Lepore (D)
21. Byron D. Sher (D)
22. Gloria Rose-Ott (D)
23. John Vasconcellos (D)
24. Dominic L. (Dom) Cortese (D)
25. *Rusty Areias (D)
26. Patrick Johnston (D)
27. *Gary A. Condit (D)
28. *Sam Farr (D)
29. *Nell Langford (D)
30. *Jim Costa (D)
31. Bruce Bronzan (D)
32. *Robert Dahlstedt (D)
33. *Gene Tackett (D)
34. *Cindy Shaw O'Connor (D)
35. *Jack O'Connell (D)
36. *No Endorsement

State Assembly (Continued)**District**

- 37. *No Endorsement
- 38. Linda Nelson (D)
- 39. Richard Katz (D)
- 40. *Tom Bane (D)
- 41. No Endorsement
- 42. Jo Smith (D)
- 43. Gray Davis (D)
- 44. Tom Hayden (D)
- 45. Burt Margolin (D)
- 46. Mike Roos (D)
- 47. Teresa P. Hughes (D)
- 48. Maxine Waters (D)
- 49. Gwen Moore (D)
- 50. Curtis R. Tucker (D)
- 51. No Endorsement
- 52. Dan Arguello (D)
- 53. Richard E. (Dick) Floyd (D)
- 54. Frank Vicencia (D)
- 55. Richard Alatorre (D)
- 56. Gloria Molina (D)
- 57. Dave Elder (D)
- 58. Marc A. Wilder (D)
- 59. Charles M. Calderon (D)

District

- 60. Sally Tanner (D)
- 61. Dolores Miles Kossman (D)
- 62. Richard (Dick) Santell (D)
- 63. Dianne R. Xitco (D)
- 64. Mary Bruns Capdevielle (D)
- 65. Harold A. Jackson, Jr. (D)
- 66. Gerald R. (Jerry) Eaves (D)
- 67. Ray Anderson (D)
- 68. Steve Clute (D)
- 69. Howard Gensler (D)
- 70. Steven Feldman (D)
- 71. John Kanel (D)
- 72. **Open
- 73. S.R. (Al) Lopez (D)
- 74. Gene R. Ramos (D)
- 75. Richard Wildman (D)
- 76. No Endorsement
- 77. *No Endorsement
- 78. Lucy Killea (D)
- 79. Pete Chacon (D)
- 80. *Steve Peace (D)

Corrections Noted

Secretary-Treasurer Henning informed the delegates that State Assembly Districts 41, 51 and 76 were in error as shown in the printed material distributed to the delegates. Each of the three districts, he said, should read "No Endorsement" without reference to political party.

At the conclusion of the reading of the Executive Council's recommendations for State Assembly, only District No. 36 was set aside upon request, to be acted on separately.

Recommendations Adopted

On Secretary-Treasurer Henning's motion, duly seconded, the Executive Council's recommendations for the State Assembly with the exception of District No. 36, were adopted as corrected.

DISTRICT NO. 36

Secretary-Treasurer Henning explained that there had been a late communication from the Tri-Counties Central Labor Council of Ventura, Santa Barbara and San Luis Obispo. The late recommendation from that central labor

body for the 36th State Assembly District was Tom Jolicouer (D).

Recommendation Rejected

It was moved by Secretary-Treasurer Henning that the Executive Council's recommendation for State Assembly District No. 36 be rejected by the Convention. His motion was seconded and carried.

Tom Jolicouer (D) Endorsed

Secretary-Treasurer Henning's motion, duly seconded, to endorse Tom Jolicouer, Democrat, in the 36th State Assembly District was then carried.

Recommendations Adopted

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

He then proceeded to the 16 Ballot Propositions to appear on the November 6, 1984 general election ballot.

The Executive Council's recommendations for the Ballot Propositions were read as follows:

BALLOT PROPOSITIONS

The Executive Council of the California Labor Federation, AFL-CIO, makes the following recommendations regarding the propositions which will appear on the November 6, 1984 general election ballot.

PROPOSITION NO. 25

Clean Water Bond Law of 1984

Recommendation: Vote YES

Summary: This act provides for a bond issue of three hundred twenty-five million dollars (\$325,000,000) to provide funds for water pollution control, water conservation, and water reclamation projects and activities.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 25 was seconded and carried.

PROPOSITION NO. 26

State School Building Lease-Purchase Bond Law of 1984

Recommendation: Vote YES

This act provides for a bond issue of four hundred fifty million dollars (\$450,000,000) to provide capital outlay for construction or improvement of public schools.

Recommendation Adopted

Secretary-Treasurer Henning's motion, duly seconded, to adopt the Executive Council's recommendation for Proposition No. 26 was carried.

PROPOSITION NO. 27

Hazardous Substance Cleanup Bond Act

Recommendation: Vote YES

This act provides for a bond issue of one hundred million dollars (\$100,000,000) to provide funds for hazardous substance cleanup.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 27 was seconded and carried.

PROPOSITION NO. 28

California Safe Drinking Water Bond Law of 1984

Recommendation: Vote YES

This act provides for a bond issue of seventy-five million dollars (\$75,000,000) to provide funds for improvement of domestic water systems to meet minimum drinking water standards.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 28 was seconded and carried.

PROPOSITION NO. 29

Veterans Bond Act of 1984

Recommendation: Vote YES

This act provides for a bond issue of six hundred fifty million dollars (\$650,000,000) to provide farm and home aid for California veterans.

Recommendation Adopted

Secretary-Treasurer Henning's motion, duly seconded, to adopt the Executive Council's recommendation for Proposition No. 29 was carried.

PROPOSITION NO. 30

Senior Center Bond Act of 1984

Recommendation: Vote YES

This act provides for a bond issue of fifty million dollars (\$50,000,000) to provide funds for senior centers.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 30 was seconded and carried.

PROPOSITION NO. 31***Property Taxation. Fire Protection Systems Exclusion*****Recommendation: Vote YES**

Under the present provisions of the Constitution, real property is reassessed for taxation purposes when new construction occurs. Exceptions are made for reconstruction after a disaster and for certain solar energy and seismic safety construction. This measure allows the Legislature to add additional exceptions for the construction or installation of any fire sprinkler system, other fire extinguishing system, fire detection system, or fire-related egress improvement, as defined by the Legislature, which is constructed or installed after the effective date of this measure. Summary of Legislative Analyst's estimate of net state and local government fiscal impact: By itself, this measure has no state or local fiscal impact because it only authorizes the Legislature to enact a measure to implement its provisions. If the Legislature enacts implementing legislation, there would be an unknown loss of property tax revenues to local governments estimated to be less than \$5 million annually. Implementation would increase state government expenditures to compensate local school districts for property tax revenue losses and increase state government income tax revenues due to lower property tax deductions. The income tax revenue increases would be only a small portion of the property tax revenue losses.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 31 was seconded and carried.

PROPOSITION NO. 32***Supreme Court. Transfer of Cases and Review of Decisions*****Recommendation: Vote YES**

Adds a provision that the Supreme Court may review part and not necessarily all of a court of appeal decision. Requires the Judicial Council to provide rules governing the time and procedure for transfer and for review, including, among other things, provisions for the time and procedure for transfer with instructions, for review of all or part of a decision, and for remand as improvidently granted. Provides that this constitutional

amendment shall not apply to an appeal involving a judgment of death. Summary of Legislative Analyst's estimate of net state and local government fiscal impact: This measure would have no significant effect on either costs or revenues at the state or local level.

Recommendation Adopted

Secretary-Treasurer Henning's motion, duly seconded, to adopt the Executive Council's recommendation for Proposition No. 32 was seconded and carried.

PROPOSITION NO. 33***Property Tax Postponement. Disabled Person*****Recommendation: Vote YES**

Under the present provisions of the Constitution, the Legislature may provide for a person of low or moderate income who is 62 years of age or older to postpone payment of ad valorem property taxes on a dwelling owned and occupied by the person as a principal place of residence. This measure allows the Legislature to also provide for a disabled person to postpone payment of ad valorem property taxes on a dwelling owned and occupied by the person as a principal place of residence. Summary of Legislative Analyst's estimate of net state and local government fiscal impact: By itself, this measure would have no direct effect on state expenditures or revenues as it only authorizes the Legislature to extend eligibility for the property tax postponement program. If the Legislature enacts implementing legislation, there would be an increase in state expenditures to compensate local agencies for the amount of the property taxes deferred, estimated to be less than \$2 million annually. The state would recover these costs, with interest, when the homes are sold.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 33 was seconded and carried.

PROPOSITION NO. 34***Property Taxation. Historic Structure Exclusion*****Recommendation: Vote YES**

Under present Constitution provisions, real property is reassessed for taxation pur-

poses when new construction occurs. Exceptions are made for reconstruction after a disaster and for certain solar energy and seismic safety construction. This measure adds additional exceptions for specified construction on certified historic structures that are dwellings occupied by an owner as a principal residence. The exclusion applies to any addition to, or alteration or rehabilitation of, a certified historic structure which is a historically accurate reconstruction of once extant features, necessary for safety or handicapped access, or required by safety codes. Summary of Legislative Analyst's estimate of net state and local government fiscal impact: Loss of property tax revenues to local governments estimated to be less than \$100,000 annually. Increase in state government expenditures of about 32% of this amount to compensate local school districts for their share of property tax revenue losses.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 34 was seconded and carried.

PROPOSITION NO. 35

***Balanced Federal Budget by
Amendment Ratification or
Constitutional Convention. Initiative
Statute***

Recommendation: Vote NO

Mandates California Legislature adopt specified resolution urging Congress to either (1) submit to the several states for ratification an amendment to the United States Constitution requiring balanced federal budget, with certain exceptions, or (2) call constitutional convention for sole purpose of proposing this amendment, if Legislature does not adopt this resolution within time specified, suspends payment of legislators' compensation, benefit, and expenses until adopted. Provides that if Legislature fails to timely adopt the resolution, resolution shall be transmitted to Congress by Secretary of State. Summary of Legislative Analyst's estimate of net state and local government fiscal impact: Adoption of this measure, by itself, would have no direct fiscal effect on the state or local governments.

Secretary-Treasurer Henning moved that the Executive Council's recommendation be

adopted. His motion was seconded.

Proposition No. 35 would not be on the ballot because of actions by the State Supreme Court and the United States Supreme Court.

Secretary-Treasurer Henning explained why the Executive Council had taken a position on this Proposition:

"Mr. Chairman and delegates, the State Supreme Court voted 6 to 1 to hold this proposition unconstitutional. However, at the time the Executive Council met, the issue was being appealed to the U.S. Supreme Court to one justice who was assigned the case: Justice Rehnquist. The Deukmejian forces made the appeal to the U.S. Supreme Court.

"The U.S. Supreme Court decision as voiced by Justice Rehnquist denied the appeal. Therefore the measure will not be on the ballot because the position of the State Supreme Court has been upheld by the United States Supreme Court. But we thought that to remove any misunderstanding as to where we were on this dangerous issue and perhaps to anticipate another extremist appeal or disruptive attempt by the proponents of the measure, we should be so recorded in opposition."

Recommendation Adopted

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

PROPOSITION NO. 36

***Taxation. Initiative Constitutional
Amendment***

Recommendation: Vote NO

Amends Article XIII A, enacted as Proposition 13 in 1978, adding restrictions on real property taxation, enactment of new tax measures, and charging fees. Prohibits imposition of new taxes based upon real property ownership, sale, or lease. Prohibits increasing other taxes except upon two-thirds vote of Legislature for state taxes, and two-thirds vote of electorate for local government taxes. Restricts imposition of fees exceeding direct costs of services provided. Provides specified refunds including taxes attributable to assessed value inflation adjustments in assessment years 1976-77 through 1978-79. Makes other changes. Operative date for specified provisions—August 15, 1983. Summary of Legislative Analyst's estimate of net state and local government fiscal impact: (1) state government revenues reduced by at least \$100

million, net, over two-year period 1984-85 to 1985-86; (2) state costs increased up to \$750 million over two-year period 1984-85 to 1985-86, and by about \$150 million annually in subsequent years, to replace revenue losses experienced by K-12 school districts; (3) local agencies other than schools identifiable property tax and other revenue losses of approximately \$2.8 billion, net, over two-year period 1984-85 to 1985-86, and revenue losses of about \$1.1 billion annually in subsequent years.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 36 was seconded and carried.

PROPOSITION NO. 37

State Lottery. Initiative Constitutional Amendment and Statute

Recommendation: Vote NO

Amends Constitution to authorize establishment of a state lottery and to prohibit casinos. Adds statutes providing for establishment of a state-operated lottery. Of the total lottery revenues, requires that 50% be returned as prizes, not more the 16% be used for expenses, and at least 34% be used for public education. Requires that equal per capita amounts of the funds for education be distributed to kindergarten-through-12 districts, community college districts, State University and Colleges, and University of California. Contains numerous specific provisions concerning the operation and administration of lotteries and funds. Summary of Legislative Analyst's estimate of net state and local government fiscal impact: The effect of this measure on state revenues cannot be predicted with certainty. Once full range of games is operational, estimated yield would be about \$500 million annually for public education. Yield for first two years would be less. Estimated 80% of yield would go to K-12 schools, 13% to community colleges, 5% to California State University, and 2% to University of California.

It was moved by Secretary-Treasurer Henning that the Executive Council's recommendation for Proposition No. 37 be adopted.

His motion was seconded.

Speaking in opposition to the Executive Council's recommendation were delegates Wray Jacobs (Building Service Employees No. 87, San Francisco), Jonnie H. Gilbert (Transport Workers No. 250A, San Francisco), Thomas J. Stapleton (Operating Engineers No. 3, San Francisco), Rae E. Sanborn (Electrical Utility Workers No. 47, Diamond Bar) and Lawrence B. Martin (Transport Workers No. 292, San Francisco).

Speaking in support of the Executive Council's recommendation were delegates Raoul Teilhet (California Federation of Teachers, Burbank), Loretta Mahoney (State Culinary Alliance, Santa Rosa), Timothy J. Twomey (Hospital and Institutional Workers No. 250, San Francisco), Marvin Katz (Los Angeles Federation of Teachers No. 1021, Los Angeles), Sam Fullerton (Glass, Pottery, Plastics and Allied Workers No. 137, Maywood), Richard K. Groulx (Alameda County Central Labor Council, Oakland) and Nannette Dominguez (Electrical Workers No. 1245, Walnut Creek).

Delegate Charles Weers (Marin County Central Labor Council, San Rafael) moved the previous question.

His motion was seconded and carried.

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

The vote was taken on the motion to adopt the Executive Council's recommendation for Proposition No. 37 and Chairman Gruhn indicated that the "ayes" prevailed.

Division of the House

Delegate Edward C. Powell (Theatrical Stage Employees No. 16, San Francisco) called for a Division of the House on the vote just taken.

Chairman Gruhn requested the Sergeants-at-Arms to count the votes.

Results Announced

Chairman Gruhn announced the results as 126 Yes and 80 No. The motion to adopt the Executive Council's recommendation lost as it did not receive the necessary two-thirds vote.

No Recommendation

Secretary-Treasurer Henning moved for No Recommendation on Proposition No. 37. His motion was seconded and carried.

PROPOSITION NO. 38***Voting Materials in English Only.
Initiative Statute*****Recommendation: Vote NO**

States declaration of public policy concerning use of common English language. Adds a new statute requiring the Governor to write to the President of the United States, the United States Attorney General, and all members of Congress, a communication urging that federal law be amended so that ballots, voters' pamphlets, and all other official voting materials shall be printed in English only. Summary of Legislative Analyst's estimate of net state and local government fiscal impact: The cost to the state of providing the written communication required by this measure would be insignificant.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 38 was seconded and carried.

PROPOSITION NO. 39***Reapportionment. Initiative
Constitutional Amendment and Statute*****Recommendation: Vote NO**

Repeals existing constitutional and statutory provisions. Adds provisions specifying criteria and procedures to reapportion Senate, Assembly, congressional, and equalization districts for 1986 elections and after each decennial census. Establishes new commission to adopt plans. Commission composed of eight former appellate court justices, or other judges, who haven't previously been representatives from districts reapportioned and meet other criteria, and certain nonvoting members. Voting members selected by lot equally from two lists comprised of justices appointed by governors representing political parties with largest (list 1) and second largest (list 2) registered voters. Plans subject to referendum, Supreme Court review. Summary of Legislative Analyst's estimate of net state and local government fiscal impact: Commission costs of up to \$3.5 million for reapportionment for 1986 election. Costs of \$10,000 to \$20,000 each to relocate an unknown number of district legislative offices. One-time county costs of approximately \$500,000 for new maps and election materials. Savings for certain counties on printing costs of about

\$300,000 in 1986 and \$200,000 every two years thereafter. Reapportionments after 1990 census, and following, will probably cost less than under existing law due to expenditure limit in measure.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 39 was seconded and carried.

PROPOSITION NO. 40***Campaign Contribution Limitations.
Elective State Offices. Initiative Statute*****Recommendation: Vote NO**

Limits contributors and contributions to elective state office candidates. Limits contributions to individuals, political action committees, parties. Individuals' yearly contributions limited to \$1,000 per candidate, \$250 per party or political action committee, with \$10,000 maximum to all candidates, political action committees and parties. Parties and political action committees yearly contributions limited to \$1,000 per candidate. Allows candidates expenditures only from designated account for legitimate campaign expenditures. Regulates independent expenditures, loans, and surplus contributions. Candidates may expend personal funds without limit. Provides limited public funding for candidates to match opposition candidates' personal expenditures. Summary of Legislative Analyst's estimate of net state and local government fiscal impact: It is estimated that this measure would reduce State General Fund revenues by approximately \$100,000 per year, and increase State General Fund expenditures by up to \$1,650,000 annually.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 40 was seconded and carried.

PROPOSITION NO. 41***Public Aid and Medical Assistance
Programs. Initiative Statute*****Recommendation: Vote NO**

Establishes Public Assistance Commission to annually survey and report on state per capita expenditures and state and county administrative costs of public aid and medical assist-

ance programs in California and the other states. Limits expenditures for benefits under each program to the national average expenditure, excluding California, plus 10%. Permits increase in any program expenditure upon majority vote of Legislature so long as total of expenditures do not exceed limit. Defines programs included; exempts specified programs. Provides for amendment by two-thirds vote of Legislature after specified public notice. Makes other provisions. Summary of Legislative Analyst's estimate of net state and local government fiscal impact: Net effect would be to reduce *combined* state and county expenditures, beginning July 1, 1986. It is impossible at this time to determine the size of the reduction and the impact at different levels of government. While the measure would reduce expenditures under specified public assistance programs by substantial amounts, these reductions would be partially offset to an unknown extent by (1) increased costs under programs that are not subject to the measure's limitations and (2) reduced tax revenues resulting from the reduction in federal expenditures within the state. On balance, it is likely that state expenditures would be reduced and county expenditures would be increased.

Recommendation Adopted

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

tion for Proposition No. 41 was seconded and carried.

Sergeants-at-Arms Thanked

Before making the motion to adjourn the Convention, Secretary-Treasurer Henning thanked the Sergeants-at-Arms for their assistance throughout the three days of Convention proceedings and read their names as follows:

Chief, W.J. Billingsley, Laborers No. 73, Stockton; Clarence Hin, Sailors Union of the Pacific, San Francisco; George E. Jenkins, Laborers No. 297, Burlingame; Victor Nava, Cabinet Makers and Millmen No. 721, Los Angeles; Cindy Powers, Office and Professional Employees No. 3, San Francisco; Joe Sharpe, UFCW Retail Clerks No. 648, San Francisco; Chuck Smith, Operating Engineers No. 12, Los Angeles; Shiree Teng, Ladies Garment Workers No. 215, San Francisco; Fred Young, Operating Engineers No. 3, San Francisco and Linda Paquette, Amusement Area Employees No. B-192, Sherman Oaks.

Adjournment

Secretary-Treasurer Henning moved that the Fifteenth Convention adjourn sine die.

His motion was seconded and carried, whereupon at 9:48 p.m., the Fifteenth Convention of the California Labor Federation, AFL-CIO was concluded.

STATEMENTS OF POLICY

**Submitted by the Executive Council of the
California Labor Federation, AFL-CIO**

*Labor actions are founded on membership attitudes and principles.
To the end of shaping such attitudes and stating such principles, the Executive Council
presents the following policy statements to the 1984 convention.*

DIGEST

I

THE ECONOMY

The Reagan administration has succeeded in temporarily reducing the inflation rate, but its economic policies have cost our society dearly. Reagan has put millions of Americans out of work, reduced millions to a state of poverty, while giving billions of dollars in tax breaks to corporations and wealthy individuals, pouring vast sums into unneeded and nonproductive military projects, and creating record budget deficits. The Federation proposes an alternative economic program of full employment, increased governmental control over private investment decisions, less military spending, and policies to control inflation which attack specific problem areas such as the high costs of energy, food, health care, shelter and high interest rates.

Adopted, p. 19.

II

TAXATION

The Federation condemns the Reagan program as a tax giveaway to the rich and urges immediate repeal of the depreciation and tax leasing provisions, as well as a progressive restructuring of the personal income tax reductions. At the state level, we oppose attempts to eliminate the unitary tax and support efforts to legislate an oil severance tax at the wellhead, and to institute a split roll property tax to tax business property at a higher rate.

Adopted, p. 20.

III

FOREIGN POLICY

The California Labor Federation rejects the Reagan administration's militarization of American foreign policy. U.S. foreign policy should be based on the principles of democracy, human rights, and self-determination. The Federation supports the struggle of the Polish labor movement for democratic freedom and reaffirms its support for the state of Israel. The Federation opposes the oppression of working people the world over, regardless of where this oppression occurs.

The Federation opposes the Soviet invasion of Afghanistan and the racist policies of South Africa. We also oppose further military and economic aid to El Salvador, if that nation's government refuses to continue its land reform program, to eliminate the right wing "death squads", to provide for the protection of trade union rights, and to establish a just judicial system. The Federation also supports sensible proposals for verifiable bilateral nuclear arms reductions on the part of both the Soviet Union and the United States.

Adopted, p. 20.

IV

WORKERS' COMPENSATION

California Workers' Compensation system is sorely in need of significant improvement. The California Labor Federation is committed to the continual improvement of the system's benefit levels and operating effectiveness.

Adopted, p. 20.

V**UNEMPLOYMENT INSURANCE**

The California Labor Federation is committed to improving the benefits available and eligibility requirements of California's Unemployment Insurance Program. Given the high levels of long-term unemployment currently hitting California's workers, the Federation is committed to legislation calling for extended U.I. benefits for California's workers, as well as other improvements.

Adopted, p. 20.

VI**UNEMPLOYMENT COMPENSATION DISABILITY INSURANCE**

The 38-year-old Unemployment Compensation Disability Insurance program in California is one of only five such state programs nationally. It extends wage-related benefits to workers sustaining nonoccupational illness or injury and is wholly financed by an employee payroll tax. The California Labor Federation is committed to achieving further improvements in the UCIDI program, to insure that workers do not suffer undue financial stress from sickness, injury or disease.

Adopted, p. 21.

VII**WOMEN'S RIGHTS**

The Reagan administration and its New Right allies pose the greatest threat to the free exercise of civil, economic and political rights of America's female population the U.S. women's movement has ever faced. In response, the Federation supports efforts to work more closely with the women's rights movement, especially in attempts to organize women workers into labor organizations, to reintroduce the ERA, to expand the principle of comparable worth, to secure adequate child care facilities, and to protect reproductive choice. Organized labor cannot afford to stand on the sidelines of this fight. The fate of all American workers is inextricably tied to the fortunes of women in this battle. It is crucial that we win this fight.

Adopted, p. 21.

VIII**SOCIAL SECURITY**

The Federation reaffirms its unconditional opposition to Social Security cutbacks. The Federation condemns the Reagan administration's efforts to destroy America's most efficient and important social insurance program and we pledge our defense of a vital Social Security program with adequate benefits for everyone.

Adopted, p. 21.

IX**HEALTH CARE**

The Federation is committed to the development of a pro-worker national health care system in America and to opposing President Reagan's attempt to deregulate the nation's health care and drug industries. We also support efforts to achieve health care cost containment at the state and local levels.

Adopted, p. 21.

X**WELFARE**

The Federation views the Reagan budget cuts as a vicious attack on our nation's poor. The Reagan budget represents a blatant attempt to redistribute income from the poor to the rich and must be opposed by organized labor at every point.

Adopted, p. 21.

XI CONSUMER PROTECTION

The California Labor Federation reaffirms support for a broad range of consumer protection legislation and programs with adequate funding and enforcement, including the formation of a Citizens' Utility Board, the protection of lifeline utility rates and the elimination of auto deficiency judgments.

Adopted, p. 22.

XII LABOR LEGISLATION

The hard won legislative victories working people struggled and fought for are now in danger of being eliminated by big business and their allies in Washington and Sacramento. The Federation opposes any and all of these rollbacks. At the state level, the Federation supports a number of pro-worker proposals, including greater restrictions on the use of strikebreakers, restrictions on labor management consultants' activities and, especially, legislation providing workers with basic protections against plant shutdowns.

Adopted, p. 22.

XIII AGRICULTURAL LABOR

The California Labor Federation reiterates its strong support for the United Farm Workers and California's Agricultural Labor Relations Act. We will continue to fight those legislative and administrative efforts by the anti-union agribusiness community to destroy collective bargaining in agriculture.

Adopted, p. 24.

XIV PUBLIC EMPLOYEES

Like the rest of the labor movement, American public employees are now under tremendous attack at all levels of government, at the bargaining table and in state and national legislatures. The Federation rises in defense of our nation's public employees, opposes all funding cutbacks and urges coalitions between public employees and client groups as a strategy to protect America's public sector workers and social service programs.

Adopted, p. 24.

XV CIVIL RIGHTS

After four years of the Reagan administration, the vision of full economic and political justice for our nation's minorities and women draws even further away from reality. The Federation stands with our nation's minority, senior, women's and disabled movements in fighting against these attempts to erode past victories. We also urge the government to pursue policies leading to full employment, the expansion of affirmative action and civil rights enforcement, divestment in corporations which do business with the racist Republic of South Africa and other policies which protect our civil rights.

Adopted, p. 24.

XVI HOUSING

The U.S. housing construction industry is in a depression. Given the shortfall of millions of housing units that has already developed since 1975 alone, the housing crisis in America will only intensify throughout the eighties. The Federation calls for policies to reduce the high interest rates plaguing our housing industry, greater use of union pension funds to provide mortgage funds and greater government intervention in the housing market to assure an adequate supply of shelter for all Americans.

Adopted, p. 24.

**XVII
EDUCATION**

The California Labor Federation opposes the Reagan cutbacks in educational programs and attempts to implement an educational voucher system. The Federation reaffirms its commitment to the adequate stable funding of public education, to universal early childhood education, to adequate child care facilities, to increased funding for the arts and to oppose the imposition of tuition within California higher education.

Adopted, p. 24.

**XVIII
THE ENVIRONMENT & WORKER SAFETY AND HEALTH**

The Federation opposes the Reagan administration's regulatory and administrative attack on the environment. Instead, we support more protective workplace health and safety, environmental regulations to protect our water, air and natural resources and call for the stringent enforcement of these regulations.

Adopted, p. 24.

**XIX
ENERGY**

The Federation opposes the Reagan administration's attempts to decontrol natural gas and its general free market approach to energy policy. The Federation believes in greater democratic control in the investment and pricing decisions of the energy and utility industries, supporting proposals like the establishment of the Citizens Utility Board. The Federation also supports the principles of increased conservation and the use of alternative energy sources as the cornerstone of national and state energy policy.

Adopted, p. 24.

**XX
COMMUNITY CONCERN AND SERVICE**

Crimes of assault and theft remain high, and wage-earning Californians are among their most frequent victims. While such a policy would certainly not end all crime, the California Labor Federation believes that the achievement of full employment for all at a just wage and good working conditions would go further to reduce criminal activities than any other proposed solution. We especially oppose programs whose purported aims are to reduce crime but threaten the basic civil liberties of the American people.

Adopted, p. 24.

**XXI
RIGHTS OF THE DISABLED**

The Federation supports legislation prohibiting discrimination against the disabled by mass transit providers, continued enforcement of federal legislation prohibiting discrimination against the disabled in educational opportunities and the adoption of a national health policy which is sensitive to the needs of our nation's disabled population.

Adopted, p. 25.

I. THE ECONOMY

The long period of relative economic prosperity experienced by the U.S. economy since the end of World War II is now at an end. This period of relative well being for America's working people has been eclipsed by five major economic problems all of which are structural in nature, that is, they are caused by the specific path the U.S. economy has taken since 1945. These problems may be summarized as follows:

1. **Declining economic growth:** The average annual growth rate in per capita Gross National Product has declined from 3.3% during the 1960s to 2.2% during the 1970s. The declining economic growth coupled with a rising effective rate of taxation on working people resulted in a decline in the average worker's real take-home pay throughout the 1970s. National productivity has similarly declined during this period. Growth in output per person had averaged 3.0% annually from 1960 through 1973 but only 1.7% from 1973 to 1980. Much of this decline is believed to be caused by the lack of domestic investment, oil price increases and excess capacity. Both negative trends have continued into the 1980s, although recently there has been some increased productivity, probably due to the tendency of companies to speed up production faster than they rehire laid off workers in the early stages of business recovery.
2. **Increased unemployment:** The average annual unemployment rate had also increased sharply during the 1970s. Unemployment averaged 4.5% per year during the 1950s; 4.8% during the 1960s, and 6.2% during the 1970s. Thus far in the 1980s, unemployment has averaged over 8% annually. In 1982, unemployment reached 10.7% with 12 million workers unemployed—the highest unemployment since the Great Depression. While there is still a considerable disparity in unemployment levels among major demographic, racial and sexual segments of the labor market, the jobless rate for all of these groups has been on the upward trend.
3. **Accelerating inflation:** Similarly, the U.S. had experienced an accelerating rate of inflation during the 1970s. Annual price level increases averaged 2.2% during the 1950s, during the 1960s 2.6%, during the 1970s averaged 7.5%. While inflation has slowed somewhat during the early 1980s, indications are that we will experience a renewed resurgence in prices.
4. **The persistence of high interest rates:** By the late 1970s, interest rates reached heights never before seen during U.S. economic history. From the 6 and 7% prime interest rates of 1970, the prime interest rate hit 21% in late 1979. However, now a new phenomenon of stubbornly high interest rates has occurred. Interest rates have stabilized at higher levels at the end of each business cycle, never declining to previous cyclical low points. There is no viable economic theory which can explain the new state of affairs. As of August 1984, despite the decline in the prime interest rate, real interest rates which take into account the rate of inflation, are at the highest levels since World War II. High interest rates have been the major contributing factor to the 57% increase since July 1980 in the value of the dollar against other major currencies. The higher dollar value raises the price of exports to foreign buyers and lower the price of imports to U.S. buyers. The result is the loss of existing jobs and persistent high levels of unemployment. The continuation of high real interest during the current period of recovery is sowing the seeds of the next recession.
5. **The erosion of the national industrial base by unfair foreign competition and export of U.S. capital and technology:** Foreign autos now have 30% of a shrunken U.S. market; imported steel has captured 20% of a similarly collapsing market. There are no longer any U.S. firms making color T.V., 35 mm cameras or miniature cassette tape recorders and U.S. firms in the textiles, clothing and shoe industries are being swamped by imports. Further, the current U.S. hegemony in computer hardware and semiconductor sectors is seriously being threatened by Japanese and Western European producers.

Reagan's response to our economic difficulties has been to embark on a concerted strategy of tax cuts to corporations and wealthy individuals, government deregulation, tight monetary policy and, ironically government spending, in the form of a major increase in the

defense budget. Reagan's defense expenditures, \$12 trillion over a five year period, represents the largest peacetime expenditure in history. Twenty-six cents of every dollar spent by the federal government now go toward the military.

Although Reagan's policies have produced at least a temporary business recovery, the cost in human suffering has been tremendous. The rich have gotten richer while more people have been driven into poverty. Over 35 million Americans now live beneath the poverty levels, the greatest number since poverty statistics were first compiled in the mid 1960s. Over a year and half after the Reagan recession hit bottom, 8.5 million Americans were still officially unemployed, a half a million more than when Reagan took office, and 3½ million more than in January 1980. About 1.5 million "discouraged" workers are no longer counted as jobless, and almost 6 million workers who want full time jobs are working only part time. The buying power of the average worker's paycheck is lower than in 1979. Millions of businesses declared bankruptcy and bank failures number more than at any time since the Great Depression.

The economic recovery is a fragile one and its duration may be limited. Unemployment rose in July, interest rates are climbing again and housing starts are leveling off.

The Reagan recovery has produced a hazardous byproduct—the largest federal deficit in history. By fueling the economy through a \$750 billion dollar tax cut for corporations and wealthy individuals over a five year period and through record military expenditures, Reagan has created a \$180 billion deficit in 1985. This is larger than the Eisenhower, Kennedy, Johnson, Ford, Nixon and Carter deficits added together. Unless there are changes in the government's spending and tax policies, the red ink will flow for years to come. The President's chief economic advisor said that the deficit will reach \$210 billion by 1988 and the national debt will reach \$2½ trillion by 1989. This is the legacy of the man who promised to balance the government's budget by 1984!

The deficit itself results in a further upward redistribution of income to those who lend the government the money to cover its debts. The interest on the federal debt from fiscal year 1981 through fiscal year 1985 will amount to \$468 billion dollars. The high deficit will adversely affect the economy as money which would otherwise be used to finance housing

and consumer credit is lent instead to the government.

Government officials and their advisors remain totally unable to develop a viable program which could cope with any of the serious difficulties plaguing our economy. Part of their lack of success has been due to the recent intellectual ascendancy of economic theories which insist on ignoring the political and social realities of unemployment and inflation.

In contrast, the California Labor Federation presents a positive economic program which, if implemented, would decrease inflation considerably, yet also spur job creation. Just as we argued two years ago, America must make full employment the primary objective of national economic policy. A total commitment to full employment, is absolutely essential for the health and well being of U.S. citizens. National taxation, expenditure and monetary policies must be planned and coordinated to achieve and maintain full employment levels. It is the duty of the federal government to provide suitable jobs for workers in all situations where the private sector is unwilling or unable to supply adequate employment at a fair wage.

Because of the persistent nature of unemployment in certain segments of the labor force, it will be necessary to implement adequate job creation programs specifically tailored to meet the needs of minority, inner city and women workers. It is clear that such targeting is more effective in aiding these workers than the various types of business tax cuts which have been suggested by industry. To assist women workers and workers who head single parent families in staying in the work force, we urge the creation of a state or federally funded comprehensive child care system.

A major factor contributing to chronic unemployment is the lack of coordination between private investment decisions and the location of unemployed workers. Private investment funds, in cooperation with the federal government, should be channeled to areas of high unemployment.

Investment decisions which result in plant closures should be closely regulated by state and federal governments to minimize the social costs of such economic dislocation.

U.S. workers should not be penalized by the adverse consequences of short sighted or insensitive corporate investment decisions. Workers in Japan and West Germany among

other industrial nations have many legislative safeguards against corporate investment decisions which result in plant closures. This Federation believes that American workers should have those same rights. Thus, we support legislation which requires firms to provide advance notice either of any shutdown or substantial relocation of jobs. We also support legislation which could assist workers victimized by economic dislocation to gain access to new jobs of comparable compensation without having to leave their communities.

Major sectors of the economy are now bordering on collapse because of rising foreign competition and a history of short sighted corporate planning decisions. What is now needed is a greater degree of Federal intervention in the macroeconomy on both an industrial and regional basis. Such intervention should be carefully designed, democratic in implementation and pro-labor in its orientation.

It is a necessity that state and federal governments cooperate with declining industries in the targeting of private funds to revitalize such key sectors of economy as steel, auto, maritime and rubber. When such cooperative planning is not feasible we support tariffs, quotas and orderly marketing agreements with foreign competitors to insure fair trade and to protect the remaining American jobs in these industries.

Increases in the buying power of workers' wages and salaries are a prerequisite for a balanced economy. Increases would provide workers with a fair share in the benefits of economic progress and establish the foundation for needed expansion of consumer markets. This necessary rise of consumer expenditures cannot be maintained unless increases in workers' real incomes are achieved.

Inflation can be decreased by the development of policies aimed at the underlying structure of specific problem areas such as the high costs of energy, food, health care, shelter and interest rates. Such targeted policies are far superior and more effective than broader programs directed at reducing economic growth, restricting the purchasing power of workers' incomes or eliminating protective legislation covering workers' safety, environmental quality or affirmative action.

Therefore we urge:

—Expanding the development of alternative energy sources and encouraging increased efforts at conservation. Also the elimination of controls on the price of domestically produced

oil and natural gas must be reversed.

—Curbing speculation in commodity markets. Restrictive agricultural policies that contribute to food shortages should be revised and the benefits of price support programs restricted to family farmers.

—The enactment of a comprehensive national health insurance program which emphasizes preventive care and cost controls that limit wasteful medical practices. Until such Federal legislation is seriously considered and enacted, interim steps should include the support for state legislation for hospital cost containment and control of professional fees.

—To cut the deficit, defense spending must be reduced and taxes increased. Since two thirds of Reagan's \$750 billion tax cut went to a handful of wealthy individuals and businesses, this is where the revenue should be raised. Taxes on corporate profits should be restored, tax loopholes such as foreign tax credits, deferral of taxes on overseas investments, the 60 percent capital gains tax exclusion and the new loopholes in the oil windfall profits tax created by Reagan in 1981 should be closed. A ceiling of \$700 a year should be put on the 10% tax cut that went into effect in 1983.

Reagan's record military spending is not only questionable from the vantage point of foreign policy, it is wasteful of our nation's resources. The preemption by the military of capital and technology erodes industrial productivity, the foundation of any nation's economic growth. Our resources must be redirected to rebuilding our crumbling infrastructure. Military spending is not only non-productive in terms of adding to our nation's wealth, it also creates far fewer jobs than almost any other kind of public or private spending.

While the AFL-CIO continues to support a strong national defense as a necessary precondition to the survival of democratic institutions, this support does not mean a blank check for the Pentagon. The Reagan administration proposes to increase outlays in 1985 to \$272 billion, an increase of 15 percent. The AFL-CIO Executive Council has called for reducing real defense spending increases to a range of 5 to 7 percent with some members urging that the increase be held to the lower end of the range or below. Savings from this lowered defense spending would be \$7 to \$12 billion in the first year, with substantially greater reductions in future years, assuming an

inflation rate of 5 percent. To pay for real increases in defense spending the AFL-CIO supports a progressive surtax levied on corporate and individual income taxes plus an additional tax on income currently sheltered. Such a tax would raise \$12 billion to \$17 billion in the first year.

At the state level we call upon the legislature to:

—Reform our income tax system to remove the burden from low-income families and shift it to those groups who have not been paying their fair share,

—Reform our property tax system by instituting a “split roll” to tax business properties at a higher rate than residential properties.

—Use budget surpluses, if they occur next year, to restore state services which have been cut back; to pursue public works projects such as housing development and rehabilitation, clean water and sewage treatment facilities and other projects designed to conserve energy and protect the environment while also creating jobs; and to expand government assisted housing programs for low and moderate income families to relieve the housing shortage, to reduce interest rates; to cut inflation in housing prices and rents and to provide jobs. Budget surpluses should not be used to reduce taxes to anyone but those at the lower end of the economic spectrum.

—Give preference to American-made products for use by public agencies.

Adopted, p. 19.

II TAXATION

Tax policy has become a major political issue at the federal, state and local levels. In California, as the result of Proposition 13 and its numerous offspring, we are particularly aware of the scope of public dissatisfaction with the tax structure.

The popular frustration with our systems of taxation is justified. Taxes on individuals are growing faster than income. The inequities in the systems are growing. The corporate income tax as a source of federal revenue has all but disappeared. The cost of running the country has shifted more and more to the individual taxpayer through the personal income tax. Over the years the corporations have succeeded in cutting their share of the federal tax dollar from 32.1 percent in 1952 to 6.6 percent

in 1983. Approximately 90,000 profitable corporations paid no corporate income tax last year. This shift has resulted from a series of changes over time in the tax laws. Changes such as accelerated depreciation allowances on all new equipment, a 10 percent tax credit on new investments, and the leasing of tax credits. Tax loopholes in the 1970's and 1980's have grown at twice the rate of the economy of federal revenues. This is a testament to the power of the business lobbies and to the increasing willingness of politicians from both parties to buy the argument that what is good for business is good for the country.

Yet, despite the arguments of corporate lobbyists that decreased corporate income taxes will free up money for needed capital investments such as new machinery and modernized or new plants, real business investment actually declined in 1982 and 1983.

Reagan's tax program has also exacerbated the inequities in the federal tax system by reducing taxes for the rich and increasing taxes for those at the lower end of the economic scale. Taxpayers making more than \$200,000 a year will average a real savings of almost \$60,000 in the first three years of the Reagan tax cuts, more than the average worker will earn in the same period. Taxpayers earning less than \$10,000 will face increased net taxes of 22 percent; families earning \$10,000 to \$15,000 will pay 7 percent more; and those earning \$15,000 to \$20,000 will pay 2 percent more. The typical family earning \$20,000 to \$30,000 will just about break even when inflation is taken into account.

At the state and local levels, the same shift in the tax burden is occurring. Proposition 13, gave property tax rate cuts to business as well as residential property, despite the fact that taxes on commercial, industrial and agricultural property had actually declined in real dollars during the three years before the proposition was passed. During the same three years from 1975 to 1978 homeowners were facing a 61% real increase in property taxes.

In keeping with the trend at the federal level, the share of state taxes paid by corporations in California has declined steadily over the past three decades.

Presently, multinational corporations are engaging in a major push to repeal or modify the state's unitary method of apportioning taxes for corporations with holdings outside of the state. Such measures could cost the state hundreds of millions of dollars in needed tax

revenues.

Rising taxes on individuals has resulted in justifiable resentment against the present tax system. To date, unfortunately, this resentment has been successfully manipulated by politicians of the right and tax "reforms" have done nothing to reduce the growing inequities in our tax systems. The lack of a strong progressive tax reform movement has made it easy for people to direct their resentment against the governmental agencies which spend their tax money rather than at the corporations and the wealthy individuals who are not paying their fair share of taxes. Frustrations with loopholes and complicated tax forms have led even some Democratic politicians to propose simplifying the income tax system by taxing all income above a certain base amount at a flat rate. While such schemes may satisfy a genuine need to simplify our federal and state income tax systems, they will only serve to freeze in place, if not to increase the already existing inequities.

What we need are tax systems based upon the principle of the ability to pay and adequately structured to meet the economic and social needs of the nation.

At the federal level, the California Labor Federation supports the program of the national AFL-CIO which calls for:

1. Repeal of the indexation provisions enacted in 1981 and scheduled to begin in 1985. Indexation creates a permanent and continuing erosion of the tax base regardless of the status of the economy and the need for tax revenues. It would substantially diminish the federal government's ability to manage the economy and fight inflation and unemployment.
2. A curb on the inequitable tax avoidance of the so-called savings incentives put into effect by the 1981 Act. These include expanded interest and dividend exclusions, as well as individual and self-employed retirement accounts. The chief beneficiaries of these devices are upper-income families who can afford to take full advantage of these provisions. Any small benefit for middle-income Americans is negated by the additional competition for available funds created by these devices and the resulting upward pressure on interest rates. The off-the-top exclusion provided for Individual Retirement Accounts (IRAs) should be changed to a credit which would provide the same dollar amount to all "savers" regardless of their tax bracket, and the exclusion of 15 percent of interest income scheduled to take effect in 1985 should be repealed.
3. Phasing out of the 60 percent exclusion of profits from the sale of stocks, bonds, real estate or other capital gains, as well as the complete exemption of such gains when passed on to heirs. A five-year phase-down with sufficient protection for homeowners, would increase federal revenue at a rate of \$5 billion per year and represent a major step toward an equitable tax structure.
4. Reform of estate and gift tax provisions. The 1981 Act essentially repealed the estate and gift tax. Sharp cuts in rates and increased exemptions and credits cut revenue from this tax so drastically that by 1986 this tax on the transfer of wealth will account for only one-half of one percent of federal revenue. The estate tax should be reenacted in a fashion which permits generous exemptions for transfers to surviving spouses and at the same time recognizes the equity and priority of an effective, progressive tax on inter-generational transfers of wealth.
5. Tax subsidies that encourage U.S.-based firms to locate overseas should be ended. These tax inducements have diminished revenues, destroyed jobs in the United States and stimulated the export of U.S. capital and technology. Among the provisions that must be removed from the tax code are: dollar-for-dollar credit against a firm's U.S. income tax for foreign tax payments, the ability of corporations to defer U.S. tax payments on foreign earnings until profits are returned to the United States, and the Domestic International Sales Corporation scheme which allows taxes to be deferred on export earnings.
6. The 1981 Accelerated Cost Recovery depreciation system should be repealed and a business machinery, equipment and real estate depreciation system be enacted that reflects an accurate, realistic accounting of business capital investment costs and income for tax purposes.
7. The business tax structure is also riddled by special tax "incentives." These preferences, such as the oil depletion allowance, the investment tax credit and the employment tax credit, rarely meet their stated

objectives and amount to devices that erode equity and waste huge amounts of revenue by providing windfall tax benefits to firms for doing what they would do anyway.

8. Support of efforts to simplify the tax codes only insofar as they also make the tax structure fairer and more productive through reforms in unfair and inequitable deductions and exclusions. Many simplification schemes are simply devices to remove what little progressivity remains in the tax system.

At the state level, the Federation calls for:

1. Support of California's progressive income tax structure, which provides the best protection for maintaining the principle of taxation by ability to pay. We reject efforts to enact a flat rate income tax structure which, even with a high zero bracket amount, would unfairly and adversely shift tax burdens away from higher income to lower middle income taxpayers.
2. Support of efforts to simplify California's personal income tax by closing regressive tax loopholes.
3. Support of an oil severance tax. California is the fourth largest oil producing state in the nation and the only major oil producing state without a severance tax. The depletion of such a vital non-renewable resource should not go untaxed.
4. Support of the concept of a split-roll property tax to tax business at a higher rate and eliminate the huge inequities created by Proposition 13 in 1978.
5. Support of the development of a process to periodically analyze all "tax expenditures." California presently loses more than \$10 billion a year through hundreds of tax deductions, exemptions, credits, deferrals and preference rates in our state and local tax codes. But unlike direct budget expenditures, there is no legislative review process to help ensure that this hidden budget is justified and/or is achieving its goals.
6. Support of legislation to restrict abusive tax sheltering schemes which cost the state over \$500 million a year in revenues and an estimated billion dollars of capital formation.
7. Opposition to the repeal or alteration of the unitary method of apportioning cor-

porate taxes. The unitary method allows California to prevent multinational corporations from using creative bookkeeping to avoid paying their fair share of the tax burden in our state. The unitary method acknowledges that all subsidiaries of a corporation are intrinsically and inseparably linked together and must be treated as one company when assessing the amount of profits earned in California for tax purposes.

Adopted, p. 20.

III FOREIGN POLICY

The years of the Reagan Administration have brought about a militarization of U.S. foreign policy as evidenced by armed involvement in Lebanon, El Salvador, Honduras, Grenada and Nicaragua. The President's obsession with brandishing the nuclear threat has revealed itself in strange ways. In a televised message early this year to the coach of the Los Angeles Raiders, Reagan couched his congratulations in the jargon of nuclear warfare. More recently, while testing the microphone for a radio program, he joked about sending missiles to destroy Russia.

The California Labor Federation opposes the militarization of our foreign policy and condemns Reagan's blase attitude toward nuclear war. A return to gunboat diplomacy poses a threat to world peace and only serves to isolate us from our allies among the democratic countries of the world.

We believe that U.S. foreign policy must be based on the principles of democracy, including democracy in the economic sphere, human rights, and self-determination.

In our view, the cornerstone of democracy is the ability of workers around the world to exercise their fundamental rights to form free trade unions and to fight for dignity in the workplace.

The California Labor Federation, as the chartered state AFL-CIO organization in California, fully supports the National AFL-CIO position on foreign policy.

Consistent with this philosophy, the California Labor Federation wishes to give special emphasis to the struggles of the Solidarity movement in Poland. We strongly support the struggles of the Polish people to build a free and democratic trade union movement which will improve the living standards as well as

winning basic political and economic democracy for all Polish citizens. We condemn the Soviet Union for its encouragement of the suppression of freedom in Poland. The Federation points out that U.S. workers are also struggling to expand freedom and dignity in society, although we currently enjoy political freedoms unheard of within the totalitarian eastern bloc. We condemn as hypocritical those U.S. politicians who have gone to great ends to praise the Polish trade union movement yet continue to deny U.S. workers their basic trade union rights. In particular, we have found President Reagan's praise for Solidarity as he brutally destroyed the 12,000 member Air Traffic Controllers Union (PATCO) to be totally outrageous.

The California Labor Federation recognizes that the accelerating stockpile of nuclear weapons by both the United States and the U.S.S.R. poses a threat to the future existence of the entire world. Nuclear war is not in the interest of any nation, class, race or sex and must be avoided to save human civilization. Organized labor supports equitable proposals for verifiable bilateral nuclear arms freezes and reductions, as long as they are performed in good faith and with equally qualitative and quantitative reductions on the part of all parties.

The Federation is also concerned about the growing political tensions in El Salvador. The State Federation supports the national AFL-CIO position that until there is substantial progress towards land reform, human rights guarantees and elimination of the "death squads," protection of trade union rights, and establishment of a just judicial system, we will oppose all economic and military aid to the government of El Salvador.

The Federation believes that U.S. foreign policy must be based on a commitment to freedom for all people, in all places, at all times. It should seek both peace and freedom with equal vigor and determination, because the value of peace is measured by the freedom to enjoy it.

Abuses and threats to basic human rights are among the most searching issues that divide the world today and are the clearest tests of American ideals and resolve. Where these issues are concerned, whether in South Africa, the Phillipines, Chile, Guatemala, Northern Ireland, Turkey, the Soviet Union, or elsewhere, there are no longer any purely internal affairs.

We vigorously oppose the Soviet invasion

and occupation of Afghanistan. This Federation demands the immediate and total withdrawal of all Soviet troops from Afghanistan and we give our unequivocal support to the struggle of the Afghani people to achieve their right to self determination.

Once again, we assert that this Federation supports the positive actions taken in Zimbabwe towards the achievement of a black majority ruled democratic state, and we hope that these developments continue unimpeded by either internal or external intervention. We call upon the U.S. government to initiate maximum political pressure and economic sanctions to convince the Republic of South Africa to end its odious system of apartheid and immediately begin the transition to democratic majority rule. We condemn the new and supposed liberal constitution of South Africa which still denies voting rights for blacks.

U.S. corporations should immediately divest themselves of South African subsidiaries and sever all ties with South African corporations and their government. Every effort should be made to influence the corporations of other democratic states to divest their South African assets. Where possible, it is recommended that our affiliates divest their assets in U.S. corporations which insist on doing business with South Africa. We support efforts in the California legislature to ensure that state funds are not invested in corporations or banks doing business with South Africa.

We reiterate our historical opposition to imprisonment without trial in Northern Ireland and call for replacement of British troops with a peace-keeping force of the United Nations. An election should be held in all of Ireland on the question of independence not merely in the six counties of a partitioned province that is neither a geographic nor an historical entity. In the event that the people of Ireland vote for an independent republic as they did in 1918, a United Nations commission should be summoned to supervise a constitutional convention to provide laws assuring the civil and religious liberty of all the people of the nation.

The Federation supports the right of national existence for the democratic state of Israel, and reaffirms its long standing and unswerving commitment to the security of the State of Israel and U.S. support for its survival. We reaffirm our close friendship with Histadrut and support its struggles to protect the rights of the Israeli working people. We applaud any negotiations which uphold these

principles while also insuring peace and freedom for all Middle Eastern peoples.

At the outset of the post World War II era the U.S. was acknowledged as the world's leading economic power. Throughout this period, however, this position has been in a state of slow decline. By the late 1970's America had lost most of its preeminence in foreign trade. With an increasingly international economy, huge U.S. balance of trade deficits became common, encouraging domestic inflationary pressure. Today foreign imports continue to destroy American jobs and markets as U.S. firms continue to avoid domestic investment opportunities in favor of overseas production. This situation must be halted and reversed in the 1980's if the living standards of American workers are to improve. A balanced trade policy that is geared to the nation's need for jobs in a growing economy can go a long way in reversing this distressing trend.

The Trade Act of 1974 must be overhauled to provide for strict enforcement of laws to safeguard American workers from financial injury caused by imports. Sections of the Trade Act which permit the flow of imports without tariffs and the export of American jobs must be repealed.

Trade adjustment assistance, compensation for workers who lose their jobs to the increasing flow of imports, must be liberalized to assure that the affected workers receive decent benefits. Yet existing adjustment assistance programs are nothing more than a welfare program and not a lasting solution to the nation's foreign trade problem.

The California Labor Federation strongly supports healthy fair trade that will build a stronger economy and rising living standards for all workers.

Increased regulation of U.S. capital flows and closer shared coordination between the federal government, organized labor and the private sector is necessary to respond to the growing trade challenges caused by Asian and Western European state planning. It is now abundantly clear that a national economy operating exclusively through a primitive market mechanism cannot insure full employment and continued rising living standards. The U.S. must soon adopt some sort of national democratic planning apparatus to avoid further economic stagnation and to insure freedom and justice for American workers. The goal of all trade policies must be an exchange based on fairness, reciprocity and mutual benefit. In ad-

dition we specifically endorse:

1. The closure of tax loopholes and incentives which encourage multinational companies to move abroad; tax deferrals should be ended, the foreign tax credit should be repealed, and the Domestic International Sales Corporation Tax gimmick which allows U.S. firms to keep profits earned overseas sheltered from U.S. taxes should be eliminated.
2. The repeal of tax tariff schedules which reduce tariffs on goods containing parts produced in the U.S.
3. Controlling the flow of undocumented workers who are forced to suffer economic and personal indignities and who are used by employers to divide domestic from foreign workers, foster racism and depress wages and working conditions for all workers.
4. The development of a rational program to provide amnesty for undocumented workers with full civil rights and liberties.
5. National "Local Content" legislation such as the House-passed Domestic Auto Content bill (H.R. 1234 and S. 707), to assure a strong U.S. auto industry and additional trade legislation to provide relief for other impacted industries.
6. Creation of world-wide code of binding and enforceable fair labor standards which recognize the human rights of workers in all lands for free association, for organization and pursuit of collective bargaining, and for the right to strike.
7. Protection of U.S. jobs, wages and working conditions by opposing U.S. ship-owners' use of foreign-built and/or foreign-flag vessels as part of a national maritime policy.
8. National and state level plant closure legislation to protect workers from the economic dislocation caused by industrial relocation to foreign countries.
9. Export promotion is an important function of trade policy, and any program must carefully consider domestic priorities. The export of capital, technology, and price-sensitive items which damage the U.S. economy should not be promoted. United States banking and anti-trust laws must not be subverted under the guise of promoting exports. There should be assurance that a portion of U.S. raw material exports be processed in

this country, so that the export of grains, logs, and other products is conditioned upon specific domestic processing.

Adopted, p. 20.

IV WORKERS' COMPENSATION

The California Labor Federation has long been a strong supporter of the state's system of workers' compensation which was designed to assure that injured workers were compensated for losses due to work related injuries and that the cost of such compensation was borne by the employer rather than by society at large. The adoption of a no fault system of insurance in exchange for which employees gave up their right to sue employers for negligence in civil court was intended to provide prompt payments for work injuries without extended litigation.

The principles of the workers' compensation system are even recognized in our State Constitution which requires that "the system include adequate provisions for the comfort, health and safety and general welfare of any and all workers and those dependent upon them for the comfort, support to the extent of relieving from the consequences of any injury or death incurred or sustained by workers in the course of employment, irrespective of the fault of any party; full provision for securing safety in places of employment; full provision for such medical, surgical, hospital and other remedial treatment as is requisite to cure and relieve from the effects of such injury. . . ." The system is to provide for insurance coverage to pay compensation and to regulate this coverage. It is to be administered "to accomplish substantial justice in all cases expeditiously, inexpensively and without encumbrance of any character. . . ."

Unfortunately, despite labor's efforts to make the system work, it has fallen into a state of bad disrepair. As it currently operates, the system is not fulfilling the promises of the Constitution.

It is plagued with intolerable delays. Although the law, in recognition of the immediate economic needs of an injured worker, provides for a hearing on a contested claim within 30 days after a request for a hearing is filed and a decision from the judge within 30 days after the case is submitted, it typically takes 45 to 90 days to obtain a hearing and 90 to 120 days

after the hearing to obtain a decision. In the meantime, the injured worker receives no workers' compensation benefits. In strongly contested cases, workers must often wait months or even years before receiving benefits. Such delays, it must be understood, are not uncommon for approximately 50 percent of all cases involving lost time are litigated by the insurance companies.

Even in cases which are not litigated, the insurance carriers seldom meet their legal duty of providing benefits within 14 days from the date of injury. In most cases, carriers are currently taking 30 days or more to begin compensation payments.

Payments for treatment to the injured workers' doctors are also frequently delayed by the insurance companies or employers with the result that some doctors do not accept industrially injured patients, forcing them to use doctors chosen by the insurance company or employer.

These delays, which work untold harm on the injured worker and his or her dependents, serve to benefit the insurance industry by forcing the desperate worker to accept a lower settlement than he or she might be entitled to and by allowing the industry to collect interest on the money which it should have paid out promptly in benefits. The only available penalty for unreasonable delay is a 10 percent augmentation of the final award and such augmentations are seldom granted. Workers' compensation insurance carriers are exempted from statutes which provide the right to bring civil suits against insurance carriers for bad faith dealing.

Another cause for the delays is the inadequate staffing of the Division of Industrial Accidents. The number of workers' compensation judges has increased by only 15 from 1969 when there were 100 judges and actually decreased from 1981 when there were 126. During the same period, due to increased filings, the caseload of the judges has more than doubled. Last year, the legislature added funds for 12 more judges to the Governor's budget, only to have them vetoed.

A second major problem with the system is its inability to deal with the ever increasing phenomenon of occupational disease. Even though the California system of workers' compensation is more liberal in terms of coverage than that in many states, it has made no special effort, with the major exception of asbestos cases, to deal with occupational diseases. It is

estimated that only about 5 percent of occupational disease cases are compensated. Special provisions, including the establishment of presumptions that certain diseases contracted by workers in certain industries are work related, are necessary to assure that the victims of our chemical age are adequately compensated.

The inadequacy of benefits is the third major problem with the system. In 1972, the National Commission on State Workers' Compensation set forth 19 recommendations for state workers' compensation systems. Although California complies with most of the recommendations, it has failed to act in two essential areas: adequate maximum benefits and automatic indexing of such benefits to increases in the state's average weekly wage.

The maximum weekly benefit for total disability was raised to \$224 a week effective January 1984, due to legislation carried by the Federation in 1982. The National Commission recommended that by 1981 the maximum weekly benefit should be set at an amount equal to at least 200 percent of the state's average weekly wage so as to provide most injured workers with a replacement of $\frac{2}{3}$ of their regular wage. California's current maximum is about 59% of the state's average weekly wage and provides only about 48% of our injured workers with the intended $\frac{2}{3}$ wage replacement.

The recommendation for indexing has also been ignored, with the result that every two years the Federation must battle the insurance industry and the employers to achieve cost of living increases for injured workers.

A final criticism of the system is that it is not cost effective. California's employers pay the fifth highest premiums in the nation, while our workers receive maximum benefits lower than those in 43 other states when taken as a percentage of the state's average weekly wages. In 1983 approximately 15 percent of premiums paid went into costs and medical costs related to litigations rather than treatment. Another 20 percent or more went to other overhead costs, leaving only about 60 percent of the premium dollar to pay for benefits and medical treatment of the injured worker. Much of this inefficiency can be attributed to the fact that the system in California is largely administered by the private insurance industry. The State Compensation Insurance Fund only underwrites about 15 percent of the workers' compensation business in the state. Ohio, which has an exclusive state compensation insurance

fund, operates much more efficiently with an overhead of only 5 percent. Its employers pay lower premiums than those in 38 other states, yet its injured workers receive higher benefits than workers in all but 11 other states. Insurance companies, which do over a 2 billion dollar yearly business in workers' compensation in this state, operate in a non-competitive setting due to legally required minimum premium rates which are set by the California Workers' Compensation Insurance Rating Board.

In an effort to reduce their expenditures on workers' compensation, California employers, led by the California Manufacturers Association and the Chamber of Commerce have established an employer's coalition called Californians for Compensation Reform. They are trying to raise \$1 million for a political action fund to support legislation which would change the compensation system from one which compensates an injured worker on the basis of lost earning capacity, a theory which recognizes the loss of bodily functions due to work injuries, to one which compensates on the basis of actual lost wages, with supplemental compensation only in cases of amputation or other very severe impairment. Similar employer-led drives to achieve "wage loss" legislation have recently succeeded in Florida and Louisiana. Florida's legislation has resulted in major cost savings to the employers and insurance companies and in significant benefit losses to injured workers.

Although our workers' compensation system is clearly in need of reform, reforms must be made to the primary benefit of the clients of the system, the injured workers.

Whereas a "wage loss" system, given the proper definitions and protective provisions, could benefit workers by cutting down on litigation and channeling more money into benefit payments, it is clear that the motivation behind the proposed "reform" is to save money for the employers and the insurers, not to benefit the injured worker.

The California Labor Federation will continue to seek true reform of the system; to reduce delays to a minimum; to provide adequate coverage of occupational diseases; to provide adequate, indexed maximum benefits and to redirect the large amounts of money now spent on overhead to payments for benefits and medical treatment.

Adopted, p. 20.

V

UNEMPLOYMENT INSURANCE

Although unemployment has dropped the last two years it still remains at a relatively high level, about 8.3% in California as of July 1984. As a result over 1,036,000 workers and their families in our state are suffering the financial and emotional traumas of joblessness in a society which, despite the experiences of the Great Depression, still tends to view unemployment in terms of individual fault.

Of those unemployed in July 1984, only about one-third (340,906) were receiving regular unemployment insurance benefits. An additional 38,285 persons received federal supplemental compensation benefits. The rest remained outside the pale of the unemployment insurance system. Most of the unemployed, 569,900 had been laid off from their jobs; 111,700 had left their jobs voluntarily and the remainder were new entrants or re-entrants into the labor market.

Unemployment continued to hit disadvantaged groups in the labor force harder than others. Non-white unemployment was 12.0% in July of 1984, with black unemployment at 15.9% and Hispanic at 13.2%. Teenage unemployment stood at 16.6%. It should also be noted that official unemployment figures understate the true extent of joblessness by not taking into account the discouraged workers, those who have given up looking for work and thus are not counted and workers who, through no choice of their own, are forced to work at part-time jobs.

While much of California's unemployment is due to cyclical recession conditions, a great deal of it has been caused by the unplanned national restructuring of our economy which has led to numerous plant closures throughout the state. The State Employment Development Department estimates that over 180,000 jobs were lost directly to plant closures from January 1980 to May 1984. This figure does not include jobs lost to permanent reductions in production. Other estimates place the total number of jobs lost to plant shutdowns during this period at over 500,000.

Despite the hopes that the newly developing "high technology" industries will provide jobs for workers laid-off in the declining, the older basic industries, recent indicators are that the high tech future is not so bright as it is often pictured. Between January 1980 and January 1984, over 43,000 workers in high tech indus-

tries lost their jobs in 147 closures and layoffs. Also much of the high technology sector is very polarized, with many low-paid, low-skilled jobs, few highly paid jobs and a dearth of middle income employment.

Although the state, through the Employment Training Panel and through the federally funded Job Training Partnership Act, has made some efforts at providing retraining for laid off employees, these efforts reach only a small percentage of those in need of help. The state's efforts to play an active role in creating new jobs have been basically limited to replays of the Reagan "free enterprise" zone idea and attempts to modify or repeal the state's unitary method of taxing corporations to encourage multinational corporations to locate here by reducing their taxes.

The Federation's efforts to gain protections against plant closures have been met by vociferous opposition and no bill has succeeded in getting out of the house of origin.

Despite increases in U.I. benefits secured by the Federation since 1982, California has lost ground in terms of maximum benefit levels compared to levels paid by other states. In 1982, California paid higher maximum benefits than 35 other states. As of July 1984, it pays higher benefits than only 27 other states.

California's eligibility requirements remain the most lenient in the nation, nevertheless, employer contributions are also relatively low. Employers in 25 states paid a higher percentage of their taxable wage base in unemployment insurance contributions in 1983, compared to 1981 when only 19 states required higher average payments than California.

New legislation is needed to provide better protections and adequate benefits for those thrown out of work by the rapid fluctuations of our economic system:

1. The weekly benefit amounts should be increased so as to equal at least two-thirds of the worker's earnings in the highest quarter of earnings.
2. The trigger level for the state extended benefits program should be reduced from 6% to 5% of covered employment.
3. Extra benefits should be provided for dependents as in 10 other state plans.
4. The waiting week should be compensated retroactively after seven weeks of unemployment.
5. U.I. benefits should be available to strikers after seven days of strike or immedi-

ately if the employer is charged with unfair labor practices.

6. The taxable wage base (currently \$7,000 annually) should be increased to insure the adequacy of future benefits and proper solvency of the fund.

Adopted, p. 20.

VI UNEMPLOYMENT COMPENSATION DISABILITY INSURANCE

California's 38-year-old Unemployment Compensation Disability Insurance program is one of only five such programs in the nation. It provides wage-related benefit payments to workers who are suffering from injuries or illnesses not related to their jobs. It is wholly financed by an employee payroll tax on most private sector employees.

A few private sector employees are covered by "voluntary" private plans in lieu of the state plan. Private sector employees must be covered by either the state plan or private plan approved by the Director of the Employment Development Department. Some public sector employees have gained coverage under the state plan although unemployment disability insurance coverage for public sector employees is not mandatory.

In 1983 more than \$860 million in benefits was paid to over 600,000 California workers who were unemployed due to injuries or illnesses not related to their employment. Of these, more than 118,394 claims were based on disabilities related to pregnancy.

The California Labor Federation sponsored the original legislation on disability insurance and has been instrumental in securing various improvements in this essential program, including after years of struggle provisions to cover disabilities due to pregnancy. During the 1983 legislative session, the Federation sponsored legislation which increased the maximum weekly benefits from \$175 to \$224 and supported legislation which extended the maximum benefit period from 39 to 52 weeks.

Historically, disability insurance benefits have been adjusted to keep pace with increases in workers' compensation benefits. However, increases in neither program are automatic and both benefits fall far short of the ideal goal of replacing two-thirds of the injured employee's

average weekly wage. Disability benefits, like workers' compensation benefits should be tied to the state's average weekly wage and the maximum benefit amount should be set at an amount equal to at least 200 percent of the state's average weekly wage so as to provide most injured workers with a replacement of two-thirds of their regular wages and to avoid the biannual legislative battles to achieve needed cost of living increases.

In addition, the Employment Development Department should undertake a major education program to inform workers in California of their rights to disability benefits, particularly to inform women workers that they are eligible for the maximum duration of disability benefits for time lost from work due to childbirth and to inform agricultural workers, who from the statistics do not appear to be availing themselves of benefits, of their rights under the law.

Adopted, p. 21.

VII WOMEN'S RIGHTS

While women are a dynamic and growing segment of the labor force in America, constituting about 43 percent of all workers, they are denied full social and economic opportunity by pervasive and entrenched sex discrimination. The result is that the incidence of economic hardship is greater for women than for men.

—Female headed households represent 15 percent of all families, but half of all poor families.

—Over 90 percent of all Aid to Families with Dependent Children families are maintained by women.

—Three-fifths of working women earn less than \$10,000 per year and one-third earn less than \$7,000 per year.

—Eighteen out of the twenty lowest paid occupations are predominantly occupied by women. Older women and minority women are especially disadvantaged.

—Seventy-two percent of the elderly poor are women. The poverty rate for black, elderly women is 43.5 percent compared with 9 percent for white elderly.

—About half of female-headed black families live in poverty, and the poverty rate for

families headed by young, black women is a staggering 77 percent.

—Black women earn 54 cents and Hispanic women 49 cents for every dollar earned by men.

The Reagan Administration, through its budget cutbacks in Medicare, AFDC, food stamps and other social programs has hastened the development of what many have identified as the “feminization of poverty.”

In accordance with his general philosophy of deregulation, Reagan has also done damage to the cause of women’s rights by weakening affirmative action programs through cutting the Equal Employment Opportunity Commission staff by 50 percent, failing to fill key positions for long periods of time at the EEOC, the Office of Federal Contract Compliance and the Women’s Bureau of the Labor Department; filling vacancies with appointees who openly admit they do not believe in affirmative action; and opposing voluntary affirmative action programs through court action and refusing to prosecute cases routinely pursued in previous administrations.

In the area of women’s issues, Reagan has acceded to the New Right. For example, the Republican Party platform condemns the Equal Rights Amendment despite overwhelming support given ERA across the country.

The Reagan Administration and its New Right allies pose the greatest threat to the free exercise of civil, economic and political rights of America’s female population the U.S. women’s movement has ever faced. The next few years will be critical in determining the outcome of this struggle and whether women will once and for all be able to participate as full fledged American citizens with equal rights in a democratic society. Organized Labor cannot afford to stand on the sidelines of this fight. The fate of all American workers is inextricably tied to the fortunes of women workers in this battle. It is crucial that we win this fight.

California has seen the same attacks on women’s rights as the nation at large, particularly in the area of social benefits. Rights gained through the efforts of the Federation in the legislature to disability leaves for pregnant workers have also come under attack in the courts, where a federal judge ruled that the state’s provisions governing pregnancy leave were in conflict with the federal law because they did not provide equal rights for men. This case is under appeal by the state’s Fair Employment Practices Commission and the Federa-

tion is sponsoring legislation to overturn the decision.

Some progress has been made at the state level in beginning to implement the concept of comparable worth in the public sector and in strengthening state anti-discrimination laws prohibiting sexual harassment in the workplace. However, the Deukmejian Administration remains firmly opposed to implementing the concept of comparable worth in the private sector. Legislative proposals to improve child care for working parents are awaiting the Governor’s signature.

In addition to addressing women’s issues in the legislative and judicial arenas, the labor movement must increase its efforts to improve the status of women workers in the areas of its primary activity: organizing and collective bargaining.

Despite a growing sensitivity within organized labor towards the particular needs of women workers, the nation’s proportion of women workers who are union members has been declining since 1950, from approximately 15% to 12%. However, the value of union membership to women workers has never been greater. One study performed by the E.E.O.C. during the late 1970’s found that union membership represented an average annual increment of \$650.00 to women workers and also brought important improvements in health benefits and supplementary fringe benefits.

A good union contract is not only the most effective guarantee against economic exploitation, but it is also the basis upon which true workplace equality can be built.

We urge our affiliated unions to work to attain pay equity through collective bargaining agreements that upgrade undervalued job classifications, and when a union determines that such factors as legal limitations or the employer’s bargaining policy make it necessary, to seek pay equity through administrative and judicial redress.

The organization of women workers also has important implications for the growth of a strong labor movement. Many female workers are employed in nonunion but rapidly expanding sectors of the economy, like electronics, finance and services. If the labor movement is to survive, the needs of these workers must be addressed. To meet this challenge, the California Labor Federation urges that its affiliates make a growing commitment to organize women workers. It is essential that the declining female membership trend be reversed if or-

ganized labor is to remain an important force in America.

To combat the other problems women workers may face, the Federation's women's activities unit will continue to coordinate and encourage involvement of women in the labor movement statewide, as well as pursue California Labor Federation-supported legislation to remove institutional barriers and discriminatory practices in all phases of employment and non-work activities.

Specifically, the Federation supports coalitions with women's rights groups to either secure legislation or to achieve the following objectives which:

1. Prohibit discrimination against women workers because of pregnancy since pregnant workers should be allowed to work as long as they are able to do so;
2. Would support the Equal Rights Amendment recently reintroduced in Congress. We also favor introduction of an ERA measure through the state legislature. We must make the ERA one of the main struggles of the 1980's for organized labor;
3. Improve equal opportunity for women in employment and promotion;
4. Encourage the full participation of women in all trade union activities, including the encouragement of trade union women's involvement in the Coalition of Labor Union Women, (C.L.U.W.);
5. Provide free quality child care to meet the needs of all working women and heads of single parent households who require such services;
6. Support the principle of equal pay for work of comparable value and its expansion in the workplace. For far too long, women have been shunted into jobs which, if measured fairly, would be highly rated and deserving of a higher level of compensation than presently received for performing such jobs;
7. Establish paternity leave benefits within California state law;
8. Prohibit the forced sterilization of women;
9. Strong support for state legislation and increased collective bargaining protection to combat sexual harassment in any form in the workplace.

We join with the national AFL-CIO in calling for the passage of a package of federal legislation that:

- Prohibits discrimination in insurance and pensions;
- Corrects the inequities in Social Security benefits for homemakers and women with interrupted careers;
- Provides more complete protection for women in private and federal civil service pension plans;
- Improves the tax credit for child care provisions of the 1981 Tax Act;
- Improves child support enforcement;
- Increases funding for Title XX child care services and job training as positive measures to enable poor women to become self-supporting;
- Restores funding to other social programs including AFDC, food stamps, and Medicaid in which the Reagan Administration cuts have severely harmed women.

Adopted, p. 21.

VIII SOCIAL SECURITY

The Social Security Act of 1935 represented Roosevelt's response to the demand for government sponsored old age and sickness insurance in a country which had just been made painfully aware of the failings of the private marketplace. The system now provides retirement, disability, medical and survivors' benefits to over 36 million people. About 90 percent of Americans will be eligible for benefits at some time in their lives. For over half of the labor force, Social Security benefits are the sole source of retirement income.

It is indicative of the truly right wing character of the Reagan administration that, during the worst recession since the 1930's, its response to financial troubles in the Social Security system was to call the system itself into question and to call for reductions in benefits. Reagan was more interested in providing tax breaks to the wealthy and in encouraging those with adequate incomes to take care of themselves through tax sheltered Individual Retirement Accounts than in protecting the vast majority of working people and retirees who have no feasible alternative to the Social Security system.

Fortunately in 1981, the AFL-CIO, in coali-

tion with dozens of allied organizations was successful in blocking Reagan's \$182 billion package of benefit cutbacks which would have reduced benefits for future retirees, postponed annual cost-of-living adjustments for current retirees, slashed benefits for those who retire at 62 and eliminated benefits for many disabled workers.

Instead of hurting retirees by cutting benefits, the AFL-CIO proposed the following measures to stabilize and reinforce the financing of Social Security:

—Use of general tax revenues to finance 50 percent of the Social Security Medicare fund, and reallocation of a portion of Social Security's disability and hospital insurance trust funds to the old-age retirement program. The United States is one of the few advanced industrial nations in which general tax revenues are not used to finance retirement benefits.

—Legislation to allow the three Social Security trust funds to borrow among each other, in order to provide flexibility in handling short-term cash shortages. Congress approved this measure in December 1981.

—Insulating Social Security from the effects of recessions. High unemployment can severely reduce Social Security payroll tax contributions, so the AFL-CIO urged Congress to authorize use of general revenues to compensate the Social Security trust funds during recession. In fact, the Federation noted, this guarantee that Social Security be funded from general revenues when necessary should be written into law. A similar provision was part of the Social Security Act from 1944–50.

—Reagan, worried about the political repercussions of the mass protests engendered by his failed plans to cut the program, created a bipartisan commission to study Social Security's finances and to make recommendations.

Recommendations of the bipartisan commission are the foundation of the changes adopted by Congress in 1983 which are outlined below.

Key changes in the Social Security program are . . .

—A delay in last year's cost-of-living benefit increase for six months. This delayed the July 1, 1983 COLA increase to January 1, 1984. Future increases will be once a year on January 1.

—Moves forward one year the 1985 rate increase of $\frac{3}{10}$ of 1 percent. Workers will continue to pay at the present rate by a *general revenue* appropriation. Employers will pay the

additional 0.3 percent tax. The 1990 scheduled increase (.5) would be partially moved forward (.36) for the years 1988–1989. Thus, workers will bear no new additional tax burden for five years and the total additional burden will consist of a two-year partial acceleration of an already scheduled tax increase.

—Starting in the next century, a gradual rise in the retirement age to 67 by the year 2027.

—A requirement that new federal employees join the Social Security system.

—Retirees would pay income tax on half their social security benefits if their adjusted gross income plus half their benefits exceed \$25,000 for individuals or \$32,000 for couples.

The Social Security Amendments of 1983 should bring peace of mind to workers and the elderly, for they have been assured that the social security cash benefit program will be made secure for now and in the future. The legislation should at last put to rest the claim by the Administration and others that only horrendous cuts could "save" the social security system.

However, the final legislation includes some provisions the National AFL-CIO strongly opposed, including, mandatory coverage of newly hired federal employees and an increase in the normal social security retirement age from 65 to 67 in the next century.

Raising the retirement age constitutes a breach of faith for workers who have paid contributions during their working lives confident of receiving promised benefits. It will work a particular hardship on the many workers forced out of the labor market because of poor health or unemployment. Before this provision takes effect, the National AFL-CIO will be monitoring the health and job prospects of older workers to determine whether to seek its repeal.

Putting the system on a sound financial basis was essential and had to have priority, but other changes to improve the program are also urgently needed.

Social security benefits not just workers but the entire nation. Therefore, some general revenues, which are raised by more progressive taxation, should be used to help finance the system. We emphatically oppose such sources of funding as sales or value-added taxes which would bear heaviest on those least able to pay.

Congress should establish an independent Social Security Administration to better insulate the agency from political and budget ma-

nipulation.

The social security program should be modified to deal more equitably with income protection for women. Though the social security law treats equally men and women with the same work and earnings record, the basic structure of the program is not fully suitable for current work patterns in which women move in and out of the labor force and family relationships change. We support the concept of earnings sharing for resolving many of the social security problems of special concern to women. It recognizes marriage as an economic partnership and accords to each marriage partner the right to retirement income based on half of the total retirement credits earned by a couple during their marriage.

The new social security legislation did include some improvements targeted to help certain groups of widows, divorced women and disabled women. Because of the urgency of the program's financing problems, Congress could not give the women's issues greater consideration. These issues should be dealt with in a comprehensive fashion at the earliest opportunity to better relate the program to changing work and family patterns.

Legislation to deal with abuses of the Continuing Disability Investigation Program is imperative. The Social Security Administration has improperly narrowed standards by which eligibility for disability benefits is evaluated and by this procedure is terminating the benefits of tens of thousands of disabled persons. Legislation must be enacted quickly to ensure fair, accurate and humane reviews for all disability beneficiaries.

The Federation intends to continue to fight vigorously now as in the past, to strengthen basic social security protections for American workers.

Adopted, p. 21.

IX HEALTH CARE

The United States has long lagged behind other industrialized countries in the provision of comprehensive, high quality health care for our nation's citizens. Instead of a national health insurance program, health care in the U.S. is obtained through a hodge podge of plans, public and private, depending upon whether an individual is indigent, elderly, has suffered an industrial or non-industrial injury,

is insured by an employer, or is able to purchase health insurance individually. The result of this patchwork of health insurance programs is that health care is often inaccessible or unaffordable to those who need it the most—the poor, the elderly, and the sick.

The labor movement has been in the forefront of the move towards health insurance in the United States, first through local union sickness benefits and, in 1877, through the first national sick benefit plan, adopted by the Granite Cutters Union. Since World War II, the number of unionized workers covered by health insurance, and the scope and quality of that coverage, have greatly increased because of labor's collective bargaining successes.

Now we are at a turning point in the nation's health care system. The cost of medical care has risen to 10% of the gross national product. At the bargaining table, workers are forced to choose between wages and health insurance. Working people who fought for the right to decent health care are being blamed for "creating a demand for costly services." Hospital workers are particularly singled out as the cause of increased expenditures, despite the fact that payroll costs have been decreasing as a percentage of hospital costs for the past ten years.

The causes of the crisis in health care today are complicated: the "usual, customary, and reasonable" system of payments provides no incentive for physicians, hospitals, and insurance companies to hold costs down; the trend in medicine towards specialization has driven the cost of care up while creating a shortage of primary care physicians; controls on hospital construction and the purchase of expensive equipment have been inadequate; and, perhaps most important, the emphasis on treating disease rather than preventing it has led to billions of dollars spent for hospitalizations that could have been avoided.

The California Labor Federation remains convinced that the the only way to assure all Americans access to quality health care they can afford is through the enactment of universal, comprehensive national health insurance. Until that goal is won, we will do all in our power through both federal and state legislation, collective bargaining, and community action to fight cutbacks, control costs, and improve health services for all people.

On the Federal level, the California Labor Federation supports S. 2424 and H.R. 4870, introduced by Senator Edward M. Kennedy

and Congressman Richard Gephardt. The Kennedy-Gephardt bill is a comprehensive, across-the-board cost containment program which also provides adequate funding for Medicare without increasing employee taxes and out-of-pocket costs. We will continue to oppose further cutbacks in essential Medicare and Medicaid health care services and any effort to introduce means testing into the Medicare program. We will oppose the Administration's plan to reduce health spending by placing an arbitrary ceiling on tax-free employer contributions to employee health insurance plans. We will support adequate public funding for home health care services and decent wages for workers involved in providing such services. Organized labor will work with consumer organizations to encourage the development of a more comprehensive and accountable regulatory system which would effectively ensure that nursing home residents receive quality care in a safe environment.

In California, the California Labor Federation endorses the concept proposed by State Controller Ken Cory, which would set minimum statewide standards of comprehensive health care service for all group purchasers and set maximum rates for the required levels of service. We will oppose all efforts to reduce medical benefits and efforts to dismantle the reporting and control systems for hospital expenditures set up under the Brown administration.

In accordance with national AFL-CIO policy, the California Labor Federation recommends that its affiliated unions join local health care coalitions and, when appropriate, form their own labor coalitions to combat employer efforts to cut back on bargained health benefits. Further, coalitions can take a progressive role in reshaping the way health care is delivered by encouraging preventive medicine, use of outpatient procedures, and home health care. Labor coalitions can also serve as resources for local unions who are negotiating benefits.

Local affiliates are encouraged to join forces at the bargaining table by combining health benefits trust funds and other purchasing groups to create a larger purchaser pool. The greater our collective numbers, the greater our power to determine the cost, scope and quality of our health insurance coverage. We also urge affiliates to bargain for reductions in health insurance premiums by incorporating into contracts such cost-containing programs

as pre-certification for all non-emergency hospital admissions, mandatory pre-admission testing, mandatory second surgical opinions, incentives for outpatient care and, whenever appropriate home health care and hospice care.

Adopted, p. 21.

X WELFARE

The task of our government should be to eliminate poverty. The actions of the Reagan administration have increased it. Reagan's war against the poor and the working people of America has thrown millions into poverty. The poverty rate went up 28% between 1979 and 1983. About 35 million people in the wealthiest nation on earth now live in poverty, some 9 million more than in 1979 and more people than at any time since the War on Poverty began in the mid-1960s. The amount of money it would take to raise the incomes of all poor families to the poverty level, after counting the monies they receive from existing programs, increased from \$31 billion in 1980 to \$45 billion in 1982.

The poor have borne the brunt of the Reagan recession. The real disposable incomes of the poorest one-fifth of families fell by nearly 8% from 1980 to 1984 while the richest one-fifth of families reaped almost a 9% gain in income. The middle fifth experienced about a 1% gain. Reagan's policies have reversed the trend toward more equal income distribution over the last two decades. His policies have helped the affluent and hurt the poor and the middle class.

Reagan-proposed budget cuts that would have reduced annual federal spending for social programs by over \$75 billion by 1985, or more than one-sixth below prior levels. Congress granted most of his spending cut requests in the 1982 budget, but rejected most further cuts in the 1983 and 1984 budgets. As a result the reductions enacted by fiscal year 1985 will total about 10 percent less than prior levels—about half of what the President wanted.

Reagan's cuts have pushed 493,000 families off of the Aid to Families with Dependent Children program according to the General Accounting Office. These AFDC reductions have also resulted in the loss of health coverage (Medicaid) to some 660,000 children according to a study by the Children's Defense Fund. Its

study also showed that the cuts also resulted in an increase in the number of pregnant women receiving late or no prenatal care. Not surprisingly, twenty states in 1982 reported increased death rates for infant populations. Ninety one million people have been cut from the Food Stamp program. All who remain on it have had their benefits reduced. Cuts in child nutrition programs have meant the following: the number of children receiving school lunches each day fell by 3 million, including one million low-income children; half a million fewer children now participate in the school breakfast program, and half a million fewer low income children receive summer lunches. These cuts come at a time of mounting clinical evidence of serious health problems among poor children who lack enough to eat.

Cuts in job training have resulted in great harm, especially to minorities and women. Of the 300,000 who lost their public service employment jobs, virtually all were low income and half were minorities; half were women.

Day care programs have also suffered with about 150,000 poor families losing child care as the result of Reagan's budget reductions. The number of poor and minority students receiving compensatory education assistance to overcome problems in reading and mathematics has declined by about 500,000. This, at a time when an estimated 13 percent of America's 17 year olds are functionally illiterate.

The Reagan attacks on our long established income maintenance programs have not only been directed against the recipients of social service benefits. Labor has also been a target. The government's income maintenance programs have weakened the employer's ability to depress wages by means of economic insecurity, especially by means of manipulating the relative numbers of people searching for work. By cutting these programs and increasing the numbers of people willing to take any job at any wage, Reagan reduces labor's bargaining power.

Special note should also be taken of the effect of Reagan's programs on women and minorities; both groups have suffered disproportionate real income losses during the Reagan term. This may not be surprising, since two fifths of all families headed by women are poor and thus dependent to some extent on government benefits. However, according to the Urban Institute, black families fared worse than one would expect based on their generally lower income status.

At the state level, Governor Deukmejian shares much of Reagan's philosophy regarding social programs.

His budget for such programs:

Cut - \$77 million to provide comparable worth pay equity adjustments for state and university employees

Cut - \$12 million for various child care services

Cut - \$109.7 million for special education and infant development programs

Cut - \$9.5 million for family planning programs

Cut - \$30 million for health services for medically indigent adults

Cut - \$25.5 million for child health and welfare services

Cut - \$5.7 million for senior nutrition and other social services

Cut - \$10.4 million for local mental health services

Cut - \$7.1 million for foster care

Cut - \$20.2 million for additional AFDC payments

Cut - \$35.3 million for Medi-Cal services

The Federation calls for a rollback of all of the Reagan and Deukmejian budget cuts in social services and a renewed commitment to aiding America's poverty population. First and foremost, this means that the federal government must foster economic policies with full employment as the number one objective. Second, specially targeted programs must be devised which meet the need of (1) those employed at jobs which do not pay enough to keep them out poverty; (2) those fulltime workers who are unable to find fulltime employment and (3) those single parent households with dependent children who are unable to take jobs out of the home and are existing on sub-poverty incomes.

Safe, healthy jobs at adequate wages must be created in both the public and private sectors. Universal child care must be provided to help those single parents who are willing and able to work. For those who cannot work because of age, disability or other reasons, benefit payments sufficient to provide a decent standard of living for themselves and their dependents must be guaranteed.

We oppose anti-worker and exploitive proposals like workfare which require welfare recipients to work off their welfare payments, as well as all other proposals which fail to meet

the needs of the poverty stricken and fall short of the comprehensive welfare reform this nation desperately needs.

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 and state policies for rapid economic growth and expanded job training.
2. A federal income maintenance program for those people who are unable or cannot be expected to be employed or for those workers who are on strike, with payments raised as quickly as possible to not less than the poverty level. The Federation solidly supports the principle that it is the duty of the state in a democratic society to provide an adequate level of subsistence for all segments of California's population which depend on such benefits for their survival.
3. A permanent public services job program and training and placement services for those who could work in paid jobs but lack the education or skills.
4. A strengthened unemployment insurance system with decent benefit and eligibility standards including benefits for strikers.
5. Food stamps for anyone in need, including strikers.
6. Federally and state-financed child care centers with educational health and nutritional services for children of working and welfare parents.
7. Federal fiscal relief for state and local governments which bear financial burdens due to their current welfare.

Adopted, p. 21.

XI

CONSUMER PROTECTION

The California Labor Federation is deeply concerned over damage to consumer protection programs and continuing threats posed by a hostile administration and its business allies.

"Regulatory relief" for business must not be allowed to undermine or destroy the programs designed to assure the safety of consumer products, the prevention and punishment of unfair or deceptive trade practices or the consumer's right to full and accurate information about goods and services in the market. The consumer needs continuing protection against

unfair monopoly pricing and redress against exploitation in the terms and costs of consumer credit. These are areas in which individual buyers are easily put at a disadvantage and in which government has both a right and a duty to regulate in behalf of the buying public.

We oppose the assumption of regulatory power in the White House through the Office of Management and Budget where political pressures operate in secrecy to the detriment of consumer programs.

The continued erosion of purchasing power and living standards due to renewed inflationary pressures and persistently high unemployment underscores the need for substantive action to protect consumers as well as increased organization and education to enable consumers to better protect themselves.

This Federation supports the establishment of a Federal Department of Consumer Affairs to coordinate and supplement the consumer related activities of other national agencies and to represent consumer interests in the proceedings and decision making of other government agencies. We reject, however, all diversionary efforts such as attempts to place labor-management relations within the purview of this proposed agency.

Consumer interest programs such as those operated by the Federal Trade Commission, the Consumer Product Safety Commission, the Food and Drug Administration, the Food Safety and Inspection Service of the Department of Agriculture as well as the state Department of Consumer Affairs must be fully funded, vigorously enforced, and staffed with officials committed to the purposes of the programs with which they are charged. Consumer rights under such statutes as the Consumer Credit Protection Act and the National Bankruptcy Act must be fully maintained.

The recent discovery of ethylene dibromide (EDB) in food mixes has pointed up the need for better enforcement of statutes protecting our food from contamination by cancer causing ingredients and the need for stricter regulations in this area.

We support the long overdue enactment of no-fault automobile insurance. The prohibition against the marketing of group casualty insurance should be removed and the entire insurance industry subjected to comprehensive study by Congress and the California legislature to expose abuses and recommend remedial actions.

Whenever automation and computer technology are introduced into transactions involving the public, the California Labor Federation calls for government regulated consumer and job protections standards, to prevent fraud, deteriorating work conditions and other needless hardships on consumers and workers.

The California Labor Federation also supports efforts to:

1. Abolish false and misleading advertising and to require labels to show ingredients, nutritional values, expiration dates, durability and unit price.
2. Provide that all lenders on consumer borrowing be subject to usury laws which provide a reasonable maximum rate of interest. We also oppose the annual fees banks and other financial institutions have been charging customers for the privilege of using credit cards.
3. Oppose legislation which reduces consumer and worker protections with regard to products liability, the burden of financial and legal responsibility in instances of injuries resulting from the use of a product. We especially oppose efforts to repeal the state Supreme Court "Sindell" decision concerning the right of victims of defective medicines and drugs to sue pharmaceutical companies for damages.
4. Oppose any and all attempts to eliminate or restrict lifeline utility rates, subsidized rates on a minimal life supporting amount of energy which aids low income, low energy users and rewards those consumers who conserve energy.
5. Oppose all forms of the variable interest rate home mortgages.
6. Support expanded consumer education programs in schools, consumer and non-profit organizations, as well as reiterating our endorsement of the Consumer Federation of California.
7. Prohibit auto deficiency judgments in California. We also support the reinstatement of the Federal Trade Commission regulations insuring the good working condition of used cars sold to the public.
8. Enact legislation to permit the creation of a Consumers' Utility Board (CUB) to present testimony and lobby on behalf of consumers before the Public Utilities Commission on gas, electric and oil rate

hikes and on telephone rate increase requests. Such legislation must recognize the key protective role collective bargaining plays for workers in the utility industries.

9. Support proposals which would provide state supervision of the cable antenna television industry (CATV), insuring real consumer protection for California's citizens.
10. Oppose any efforts to eliminate the Consumer Advisory Commission to the Department of Consumer Affairs and support adequate funding for the Commission.

Adopted, p. 22.

XII LABOR LEGISLATION

Our hard won laws to protect the rights of working people to organize into unions and bargain collectively are in jeopardy by reason of anti-union administrative policies.

Employers now feel free to violate these laws with impunity, knowing that procedural delays will prevent enforcement for years and that even then the price of settling will be cheap.

Not only has Reagan gutted the National Labor Relations Act by his appointment of anti-labor ideologues to the Board and his anti-labor administrative policies, thus hampering the ability of organized labor to protect the rights of workers, he has also stripped the Department of Labor of its role as the defender and protector of the individual workers. The NLRB and the DOL have become the outposts of management.

The Reagan administration has also followed industry's bidding to:

1. Gut the administrative regulations implementing the Davis-Bacon Act. The AFL-CIO Building and Construction Trades Department has succeeded so far in blocking most of the regulatory changes in court.
2. Erode the regulatory and enforcement protections of the National Occupational Safety and Health Act and all similar laws.
3. Support viciously anti-labor amendments to the Hobbs Act which would virtually prohibit strikers from picketing.

4. Support funding cuts and legislation to weaken health programs for miners and maritime workers and weaken the National Longshoremen Retirement Act.
5. Smash the Professional Air Traffic Controllers Union (PATCO) when they tried to exercise their unalienable rights to withhold their labor.
6. Amend regulations for Medi-care funding to allow hospitals to use federal funds to hire labor management consultants to break unions and prevent workers from organizing.
7. Support new bracero programs which lead to the further exploitation of farm workers and undermine the organizing efforts of the United Farm Workers Union.
8. Attack the rights of postal workers to bargain collectively by unilaterally implementing a two-tier wage system and by threatening to fire anyone who exercises the right to withhold labor.
9. Support a sub-minimum wage for teenage workers.

The Federation strongly opposes these and the many other anti-labor acts of the Reagan administration.

The ascendancy of the Reagan right has shifted the policy agenda of our nation; the interests of corporations are now more important than those of workers; the issues to be addressed now concern the needs of business rather than the needs of the people; the supply side of corporate investment tax incentives and increased profitability schemes has achieved hegemony over the demand side of improving the wages and working standards of the American people.

One distressing development of this ideological shift has been the growing desertion of organized labor by many legislators who in the past were well known supporters of working people's rights. This continued betrayal cannot be condoned. One positive response to this struggle for workers' rights has been the growing cooperation among natural allies in opposition to the corporate domination of the political arena: minorities, consumer, church, environmental and women's organizations and organized labor, which this fight has nurtured.

The California Labor Federation makes a renewed commitment to Labor Law Reform. We will persevere in our support for legislation which will end unnecessary delays in the reso-

lution of unfair labor practices; provide more complete compensation to employees when they are harmed by the illegal acts of their employer; gain assurance that when employees request a vote on union representation a timely election is held; and for the denial of federal contracts to those who repeatedly and willfully violate employee rights.

We want to take the profit out of breaking the law in labor management relations. It is a sad commentary on the private enterprise system when thousands of companies large and small, decide to break the law because the penalties for getting caught are less costly than compliance with the weak law requiring the protection of the legal and human rights of their workers.

The California Labor Federation recognizes that we are engaged in a bitter struggle with our well financed, profit motivated, corporate enemies. This Federation declares that it will not rest until we win this war to protect the rights, dignity and liberty of all American workers.

On the national level, we demand the repeal of the "right to work" law, Section 14 (b) of the Taft-Hartley Act. We also urge the revival of the situs picketing legislation modeled on the vetoed Construction Industry Collective Bargaining Act of 1975 which was again defeated in 1979, which would provide situs picketing for building trades workers.

The California Labor Federation reaffirms its commitment to the National Davis-Bacon Act which insures the adequate compensation of construction workers, and to all of California's analogous prevailing wage protections. We view the Reagan administration's erosion of the National Davis-Bacon regulations as a betrayal of America's working people and as a brazen attempt to reduce the wages and working conditions of our nation's construction workers.

We will continue to support strengthened legislation at the federal level and in California further limiting the use of strikebreakers in the resolution of work stoppages.

We will also continue to press for labor legislation which will facilitate the achievement of economic and social justice on the job and in the labor market, as well as to maintain a constant vigil to guard against all efforts to erode the gains we have already made. Toward these ends, we urge the enactment of the following measures.

1. Extend full national collective bargaining rights to all public employees with the right to strike.
2. To obtain an increase in the state's minimum wage.
3. Prohibit discrimination in employment or promotional procedures on the basis of pregnancy at the state level.
4. Require under state law, hotels, restaurants, bars and taverns to post a bond sufficient to guarantee wages and benefits of their employees for two weeks.
5. Provide basic protection at the state level to workers victimized by plant shut-downs.
6. Permit agency shop clauses to be negotiated in higher education employee collective bargaining contracts. For school employees, in the event of a bargaining impasse, the union should have the right to finance an agency shop election on its own.
7. Extend successor clauses to all bargaining contracts legislatively at the state level.
8. Register and monitor the activities of labor management consultants at the state level with strong penalties for their violation of state or federal labor law.
9. Abandon bogus "in-plant" or so-called parallel apprenticeship and/or training programs.
10. Design a state licensing law for movie projectionists to insure safety in our theatres.
11. Expand the state "Right to Know" law on toxic substances to allow unions to obtain information on hazardous chemicals and extend the law when it expires.
12. Continue to seek legislation to prohibit compulsory overtime with approval of affected unions.
13. Extend the state right to refuse polygraph tests without reprisal to all public employees.
14. Eliminate subminimum youth and learner rates under the IWC which only serve to maintain cheap labor and remove young and new workers from the ranks of those who should earn a "proper living wage."
15. Prevent public education institutions from encouraging and soliciting strike-breaking activity on the part of its students in labor disputes.

16. Provide more jobs for the presently unemployed by amendment to the FLSA to reduce the standard workweek to 35 hours and to raise the penalty for overtime to double time on a daily and weekly basis to encourage employers to hire additional workers rather than to schedule overtime work.

The California Labor Federation opposes and urges the Legislature to reject:

1. Efforts to permit private industry to profit from the use of convict labor;
2. Any legislation to reduce or eliminate minimum wages under the authority of the I.W.C.

Adopted, p. 22.

XIII AGRICULTURAL LABOR

California's unique Agricultural Labor Relations Act of 1975 was the culmination of years of struggle in the fields and on the boycott picket lines. The law provided the framework for the establishment of normal collective bargaining relationships in the state's largest business. Scores of elections were held and the farmworkers overwhelmingly chose the United Farmworkers of America, AFL-CIO as their bargaining representative.

In the legislative arena, a series of bills to modify the ALRA were introduced by grower friendly representatives, many of them Democrats from agricultural districts. These measures were generally aimed at eliminating the Act's "make whole" remedy and at repealing the union shop provisions of the Act. The growers who had long resisted inclusion of farmworkers under the National Labor Relations Act, now attempt to gut the ALRA by "conforming" it to the national act, which has shown itself incapable of protecting workers interests in the non-agricultural sector.

The Federation, in coalition with the UFW, has succeeded in defeating all of the growers' attempts in the last two years to weaken the ALRA.

In the administrative arena, however, the growers have been more successful. The Governor, despite strong legislative resistance, slashed the ALRA budget by \$2.5 million in 1983 (more than one quarter of its previous budget). Legislative efforts to restore the cuts in both 1983 and 1984 were vetoed. Staff cuts numbered 50. The Board, as of May 1984, had

a backlog of over 1,000 cases, almost double the average of the previous four years. David Stirling, the Governor's appointee to the position of General Counsel to the Board, has consistently favored the interest of the growers in the name of "bringing balance" back to the agency. The Federation and the UFW opposed his confirmation, but the Senate voted 25 to 11 in favor of it. His most egregious action was his attempt to settle a case with Abate Farms for \$1.1 million, approximately one tenth of what the case was worth. The Board fortunately rejected his settlement.

Unless a concerted effort is made to defend the ALRA and ensure the proper functioning of the Board which administers it, the law will cease to operate to protect the rights of farm workers to organize and bargain collectively.

The California Labor Federation in coalition with the United Farm Workers urges the state legislature to:

1. Strengthen existing laws restricting the use of strikebreakers during agricultural labor disputes.
2. Move the regulation of agricultural pesticides from the Department of Food and Agriculture to Cal OSHA.
3. Authorize substantial increase in the Agricultural Labor Relations Board's budget and accompanying procedural legislation to expedite their decisions on unfair labor practices.
4. Reject legislation which would limit the ability of farm labor unions to set up membership-financed political campaign funds and legislation which would weaken the Act in any other way.

Only when agribusiness and anti-union growers understand that the continued oppression of one group of workers will not be tolerated by the overwhelming majority of working people in California will real justice and democracy be established in this state's agricultural industry.

Even as the farmworkers are struggling to secure decent contracts, mechanization, much of it researched and developed by the University of California at the taxpayers' expense, threatens to destroy thousands of their jobs during the next decade. The University has spent \$1.6 million of public money on 29 different projects attempting to mechanize 13 different crops affecting 176,000 farmworkers.

The California Labor Federation supports legislation which calls for a social impact state-

ment before research on agricultural mechanization receives public funds. We also endorse UFW measures to require a tax on job-displacing machines to pay for unemployment compensation, retraining and placement in new jobs for the affected workers.

Adopted, p. 24.

XIV PUBLIC EMPLOYEES

Public employees, federal, state and local, comprise about 15% of the labor force in California. A relatively high percentage of them are unionized, over 40% as opposed to only about 20% for the state's non-farm work force as a whole. Many employee associations have become affiliated with AFL-CIO unions, the most recent being the California State Employees Association representing 80,000 state civil service and state university workers which affiliated this year with the Service Employees International Union.

The need for unity represented by such affiliations is greater than ever. The recession and the attendant squeeze on governmental finances coupled with an anti-union administration in Washington have placed public employees on the defensive. Reagan has now followed up on his attack on the Professional Air Traffic Controllers Organization which resulted in the firing of 12,000 workers for exercising their right to withhold their labor with an attack on the postal workers.

The Postal Administration unilaterally implemented a two-tier wage structure and other take aways while threatening to fire any postal worker who goes on strike. Fortunately, Congress acted immediately to overturn the two-tier wage system. The Federation condemns the Reagan Administration's labor relations policies and supports the rights of federal employees, as well as other public employees, to strike when they deem it necessary.

In the California legislature, efforts to deny Los Angeles transit employees the right to strike and efforts to deny representation rights to ALRB field examiners were defeated in the Assembly. A measure to give public workers the same protections enjoyed by private sector workers against polygraph tests was vetoed by the Governor. A bill to extend the jurisdiction of the Public Employment Relations Board to cover unfair labor practices by local agencies was defeated in the Senate. Measures directed

toward implementation of the concept of comparable worth for state civil service and higher education employees were signed.

Collective bargaining elections at the University of California, made possible by the Berman Act of 1978 were finally held in 1983 with AFL-CIO unions winning bargaining rights in several units, despite a well financed anti-union campaign by the University.

All public sector jurisdictions, due to the efforts of the Federation and its affiliates, in particular, those representing public employees, are now covered by one form of state collective bargaining law or another. All of the laws, except that covering higher education employees, provide for the negotiation of agency shop agreements. Only employees of the state and of the various public education systems are currently covered under the jurisdiction of the Public Employment Relations Board. Consideration should be given, in consultation with the affected affiliates, to creating a more uniform system of state public employee collective bargaining law.

Despite labor's success in achieving the statutory right to bargain for all of California's public employees, the exercise of this right still meets with strong resistance by many public agencies, especially when it becomes necessary for public employees to withhold their labor. The most recent manifestation of this resistance is Proposition A on the ballot in Los Angeles which would ban strikes by county employees and outlaw amnesty agreements.

The Reagan recession and the lingering effects of Proposition 13 have made bargaining difficult for public employees even when employees accept the process. Salary adjustments have often not kept pace with inflation and layoffs and hiring freezes have occurred in many jurisdictions.

Added to these fiscal problems faced by government employees is the new, Reagan-inspired drive to privatize public services—to turn the National Weather Service into a private enterprise; to create a voucher system to provide tax support to private schools; to turn over the operation of public water supplies to private management. These schemes are also becoming popular within California as evidenced in proposals at various levels of government to contract out work traditionally performed by public employees—to private profit making firms. Higher costs of services, poorer quality of services, decreased account-

ability, and increased corruption within government are all known to be results of contracting out services traditionally provided by government. Contracting out of public services does not solve the problems of government; it aggravates them.

The attack on government has also been an attack on public employees. To counter the popular resentment against government, which tends to be an abstract resentment rather than one directed at any one of the particular services performed by government, it is necessary to create a fair and equitable system of taxation, so that the cost of government falls most heavily on those with the greatest ability to pay—the corporations and wealthy individuals. The Federation supports efforts to create such a system. We also support the efforts of public employee unions to make government services more effective by correcting wasteful and inefficient management practices.

To insure the survival of public sector unionism, it is also critical for public employee unions to form support coalitions with their client groups, including welfare recipients, seniors and general working class constituencies. The objectives of public employees and working people are essentially the same and both groups are being attacked by federal and state budget cutbacks. Without such coalitions the living standards of public employees and the social services available to communities will only continue to deteriorate.

This Federation believes that the distinction between public and private workers, so loudly proclaimed by right wing politicians, is totally artificial. Regardless of whether the boss is a local school board, or the plant manager of a multinational corporation, the people under their supervision are all workers. All employees, whether in the public or private sector, are entitled to the same rights of a fair wage, adequate fringe benefits, a healthy environment and safe working conditions, and adequate recourse from workplace abuse, including the grievance process and the inviolate right to strike.

As a first step in this direction, this Federation urges that full collective bargaining rights be extended to all public employees throughout the nation.

Towards these goals and in order to secure greater protection for public workers, we also seek the following action:

1. Liberalization of existing collective bar-

- gaining rights for all government workers, including the inviolate right to conduct work stoppages;
2. Adoption of legislation permitting the negotiation of an agency shop for all public employees;
 3. Adoption of legislation prohibiting the contracting out of work traditionally performed by public employees;
 4. Strict enforcement of prevailing rate laws in work performed under public contracts;
 5. Reform of the federal Hatch Act to extend full political rights and safeguards to federal employees as are enjoyed by all other American citizens.

Adopted, p. 24.

XV CIVIL RIGHTS

The Reagan Administration has set back labor's efforts to achieve full economic and political justice for our nation's minorities and women. The depressed economic conditions of the late 1970's and 1980's have eroded the meager income gains achieved earlier by minority and women workers. Black unemployment is once again over twice that of white workers and over 40% of all black teenagers cannot find work. According to Census Bureau statistics for 1983, the median income for all black families was 56% of what white families earn, down from the 1970's peak of 61% and 2% below the pre-Civil Rights Act figure of 1964. Latino workers generally suffer one and one-half times the unemployment rates experienced by whites. The median income for Latino families is still only 64% of what white families earn.

Women workers still have not made significant inroads into male dominated occupations, with over 80% of all women workers remaining in "female" jobs. The male-female income differential continues to grow, with women now earning only 62% of what men receive. As of 1983, 29% of all black families and 23% of all Latino families had incomes below the poverty level.

The policies of the Reagan Administration are designed to exacerbate these serious inequities. Cutbacks in federal social programs not only reduce the aid which the heavily feminized and minority poor need to survive,

they also add to high unemployment rates of these groups as such budget cuts result in the disproportionate layoffs of minorities and women. The California Labor Federation continues its opposition to the administration's program to punish our nation's poor and minorities.

But the Reagan Administration's attack on minorities, women and workers in general extends far beyond budget cutting. Reagan and his New Right allies have:

1. Severely cut back funds for Equal Employment Opportunity Commission affirmative action enforcement.
2. Revised previous IRS policies banning tax exemptions to schools which discriminate against minorities or women.
3. Opposed the Equal Rights Amendment.
4. Supported legislation to prevent federal judges from hearing educational busing cases.
5. Supported the concept of "free enterprise" zones which will introduce third world working conditions in our cities' ghettos.
6. Supported a guestworker program to exploit foreign workers in agriculture while eroding away the bargaining power U.S. farmworkers now exercise on wages and working conditions.
7. Supported the proposal for a subminimum wage for teenagers.
8. Expanded the powers of the CIA and other intelligence services to spy on U.S. citizens.
9. Supported a revision of the federal criminal code which would threaten the civil rights of all American citizens.
10. Supported a revision of the Freedom of Information Act which would make it more difficult for citizens to obtain information that affects their lives from government agencies.
11. Insulted all Americans by maintaining close diplomatic relations with the racist Republic of South Africa, especially in light of that nation's recent efforts to destroy the growing black South African union movement.
12. Allowed the Immigration and Naturalization Service to check the citizenship status of Latino Americans through the use of voter registration rolls.
13. Reagan and his New Right have contin-

ued the detention of Haitians who are refugees from the despotic government of their home country, in blatant and brutal disregard for their human rights.

The California Labor Federation, AFL-CIO, stands with our nation's minority and feminist communities in opposing the Reagan Administration on all of these issues. The Federation is also gravely concerned about the rise of the New Right movement in America, which has encouraged other racist groups like the American Nazi Party and the Ku Klux Klan to resurface as well. All of these groups pose a threat to our liberty and justice. There is no place for racism, anti-semitism or sexism in this nation. Such philosophies and activities must be opposed by all who believe in equality. Because of the current political climate, minorities and women, more than ever, need to unionize if they are to protect their civil rights and living standards.

The labor movement offers women and minority workers the means to exercise fully their civil rights granted by law and to defend themselves against economic hardship, racism, sexism and sexual harassment in the workplace. To achieve this objective, the Federation calls on all affiliates to make a renewed, committed effort to organize female and minority workers. Minority union workers fare considerably better than minority nonunion workers. Not only are their incomes higher, but within the ranks of union members, the income gap between white and nonwhite workers is less than among their nonunion counterparts. Also, minorities in the unionized, middle-aged blue collar category are less likely to experience unemployment than their nonunion counterparts.

Only by organizing and participating in collective bargaining can minority and women workers protect what gains they have already achieved and make further advances in terms of equal employment and equal incomes.

All workers are entitled to suitable employment at a fair wage. To reach this objective, full employment must be achieved. Full employment is absolutely essential for minorities and women to attain work, experience, and seniority in better jobs, and thus fully participate in the mainstream of the American economy. Minorities and women have suffered the most from the mismanagement and social neglect that have characterized the nation's economic policies. It takes a healthy and expanding economy to provide training, education opportunities, and jobs to give real meaning

to the Equal Pay Act, the Economic Opportunity Act and the Civil Rights Act.

We firmly support job opportunity for all workers through federal and state action whenever the private sector fails to assure full employment. In addition we support the following:

1. Full economic, social and political justice for Blacks, Hispanics, Asians, Native Americans or any other persons, irrespective of their race, color, creed, ethnicity, national origin, sex, sexual orientation, age, mental or physical disability;
2. Full support to the continuing efforts to see the Equal Rights Amendment placed into the U.S. Constitution;
3. Expansion of training and employment for youth and for those programs oriented towards skill training, like the Job Corps and the Neighborhood Youth programs;
4. Full educational opportunities for all while providing additional resources for schools located in depressed areas;
5. Support for existing affirmative action policies and their full enforcement;
6. Continuation of our close relationship and cooperation with the Recruitment and Training Program (RTP), the Labor Education Advancement Program (LEAP) and the Human Resources Development Institute (HRDI);
7. Increased support and cooperation with the Leadership Conference on Civil Rights, A. Philip Randolph Institute, Labor Council for Latin American Advancement, National Urban League, National Association for the Advancement of Colored People, Coalition of Labor Union Women and similar community organizations that have visions of a just and fair society;
8. Active involvement of retired union members in senior organizations such as the Federation of Retired Union Members and the Congress of California Seniors and continued efforts by the Federation's Senior Action Program in organizing retired workers on issues reflecting the concerns of the aging.

XVI HOUSING

The American dream of owning one's own home has now become unrealizable for the majority of American families. In California, not only can the median income household not afford median priced housing, but in many areas of the state households with incomes substantially above the median cannot afford to buy the average home. The cost of a median priced home in California has risen from \$63,713 in 1977 to \$113,848 in 1984. Interest rates also skyrocketed from an average rate of 9.16% in 1977 to an average rate of 14.65% in 1984. Mortgage payments in 1977 for a median priced home averaged \$717. They now average \$1,126. In 1977, about 45 percent of California's households had a sufficient income (\$16,660) to afford to buy a median priced home. In 1984 only 29 percent make the \$45,040 required to purchase one.

During the last decade, the housing situation in California has become worse than that in the nation as a whole. In 1974, a median priced home in California cost about the same as it cost anywhere in the country. Today it costs about \$40,000 more to buy such a home in California than in the rest of the country. In the nation as a whole, 43% of households can afford to purchase a median priced home, as opposed to only 29% in California.

If the single family housing market is bad, the rental housing market is worse, and rapidly deteriorating. In California renters already comprise 45 percent of all households and this number is growing steadily. As more middle income working people are unable to purchase a single family home, they must obtain rental housing. This creates greater competition and hardship for the poor, minorities and the elderly, those groups who still make up the bulk of all renters. Living conditions for those low income groups will only get worse as fewer housing units in any suitable condition are available at a price working people can afford.

During the period from 1970 to 1982, gross rents increased at the rate of 16% a year. The lack of affordable rental housing coupled with high unemployment rates have forced thousands of Americans to live in the streets. The Department of Housing and Urban Development estimates the number of homeless at 250,000 to 350,000. Other estimates place the number in the millions.

At the same time we face a critical housing

shortage, unemployment in the construction industry has soared, averaging over 20 percent in 1983, a telling commentary on the irrationality of our free market economy.

The key cause of the current housing crisis has been the monetary and regulatory policies of the Reagan administration. The Reagan administration's economic strategy of wringing inflation out of the economy by tightly controlling the money supply and hence the amount of money available for loans has gridlocked interest rates at stratospheric levels never before seen in modern U.S. economic history. Coupled with this monetarist fetishism has been the continued deregulation of almost every aspect of national financial market activity. This deregulation has forced savings and loan associations, which represent the primary sources of mortgage funding, to jack up mortgage interest rates in order to stem the loss of funds to higher yielding money market accounts and treasury bills. This runup in mortgage rates to the 14%-15% range has resulted in the exclusion of the bulk of the U.S. public from mortgage financing. This situation has now been exacerbated by the recent U.S. Supreme Court decision permitting the elimination of some assumable mortgages. This decision represents a blatant attempt to bolster the profits of the U.S. mortgage credit industry. It insures that for the 1980's, the single family home will be nothing but a hollow hope for the vast majority of young American households.

As deregulation forced S&L's to raise interest rates in order to keep and attract deposits, they were presented with an additional dilemma. Being locked into lower interest rate long term mortgages issued during the 1960's and 70's, savings and loan associations soon experienced a severe profits squeeze. This squeeze has already resulted in a massive wave of forced mergers and bankruptcies. There are now few stable private sector financial institutions geared exclusively to the housing market which will be able to provide mortgage credit to the American people at affordable interest rates. This number will decline further throughout the 1980's as funds seek more profitable loans outside of the housing market.

At the very least, the Federation believes that selective credit regulation measures as authorized under the 1969 Credit Control Act should be implemented to stabilize mortgage interest rates. Ideally, the federal government should begin to design alternative mortgage institutions like a national mortgage bank to in-

sure a future supply of housing credit at affordable interest rates. America's housing market has reached such dire straits that we can no longer rely on a profit making private sector mortgage credit industry to meet the sheltering needs of U.S. workers.

To insure future living space for Californians, the Federation also demands greater federal and state intervention in the critical rental housing construction market. Government must make a renewed commitment to every facet of rental housing industry, from accelerated public ownership and maintenance of existing units, to financing construction itself. This new state intervention must be redesigned and implemented in a manner that the housing needs of working people receive first priority.

Therefore, the California Labor Federation urges the following actions to be taken by Congress:

1. Mandate the implementation of selective credit regulations to avoid sharp declines in the availability of credit for housing because of tight money and high interest rates generally.
 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. Merge all failing savings and loan associations with additional federal funds into a democratically controlled national mortgage bank to provide housing credit for U.S. workers.
 4. Make a major U.S. commitment to properly designed and administered public housing for workers, the elderly and the poor. Immediate action should be taken to bring the level of federal assistance for housing back to what it was in the 1970's—enough to assure the construction of at least 200,000 new housing units a year.
 5. Enact a mortgage and rent relief program to protect the unemployed from the loss of their homes through mortgage foreclosures and evictions from rental housing.
- In California we support coalition efforts within the state legislature to:
1. Encourage local public entities to offer deferred payment, interest-free loans to low-income homeowners for rehabilitation.
 2. Supplement existing low and moderate-income construction and rehabilitation program funding with additional state revenue.
 3. Amend Article 34 of the state constitution to remove the onerous, costly and unnecessary requirement of holding a referendum before low-income public housing can be developed.
 4. Oppose all forms of variable interest mortgages and all mortgage instruments which shift the burden of financial risk from the lender to the consumer.
 5. Expand the use of employee pension funds for housing construction.
 6. Prohibit discrimination in housing against single parent households, students, families with children, the aged, and minority peoples.
 7. Provide that renters cannot be evicted without just cause.
 8. Require strict building safety, health and plumbing codes enforcement in construction and rehabilitation.
 9. Ban the use of plastic pipe in all housing construction.

We reject the Governor's program of trying to stimulate housing construction through accelerated tax depreciation allowances for developers. When tax monies are to be used for funding housing they should be used to fund it directly, not in a manner which redistributes income upwards to those who already have more than their share.

The Federation will also continue to oppose vigorously all efforts to take the option of rent control away from local government when inflationary conditions in the housing market require such controls to protect working people, the poor and fixed income people from exploitation by landlords and speculators. Rational local rent controls offer the only defense renters can obtain on a short term basis against rent gouging, in the absence of massive state and federal funding for low cost housing for those who are the victims of unlimited rent increases. Further, local control is the logical way since the housing occupancy issue differs from community to community.

XVII EDUCATION

Throughout its history, the California labor movement has recognized the primary role that a public school system plays in the advancement of a free and democratic society. Labor was a major force in destroying the notion of education being the privileged preserve of the rich alone and has consistently worked to expand and improve the offerings of the public education system.

Education is an investment in the future of America, one that rewards all of us through a better trained, more productive work force and a well informed citizenry. The goal of the California Labor Federation is to insure equal access to all levels of education for every person who seeks and can benefit from that education. We seek further to eradicate forever all barriers of race, sex, ethnicity, finance and neighborhood through state and federal programs which provide equality of access.

We firmly support quality educational instruction at all grade levels in all public schools. The best way to maintain such quality is to insure that all public school personnel are organized and covered by collective bargaining agreements. We also believe that the quality of education bears absolutely no relationship to the age, sex, race, ethnicity or political beliefs of the instructors or other school personnel. The California Labor Federation firmly opposes any employment discrimination in our public schools based on any of the above criteria.

We view with alarm the reduced commitment to education at *both federal and state* levels. The Reagan administration's obsession with cutting back social services has not spared our nation's education system. Reagan's 1985 federal outlay proposals for education reduce funding by 20% below the already inadequate levels. Evidence indicates that these funds are not being replaced at state and local levels with the result that about 1 million (20 percent) fewer children were served under compensatory education programs for disadvantage students in school year 1983-84 than in 1979-80. During a period where our nation's flagging world economic leadership is of utmost concern to America's working people and when a renewed commitment to education is viewed as a key component to solving our economic ills, the Reagan government has proposed to wipe out the Department of Education, cut back

student aid grants, student loans and funds for vocational and adult education. The labor movement will continue to fight these cuts as a threat to the future well-being of America's working people.

At the state level, reduced funding for education because of Proposition 13 and other tax cuts has serious implications for California's future economic vitality and the general welfare of its working people. The California Labor Federation recognizes that SB 813, which was enacted in 1983, brought substantial new funds to kindergarten through high school education, but not enough to restore the cutbacks of the past ten years. We call for a continued commitment to our schools and propose that new revenues be generated from a more progressive income tax system to maintain future educational funding at adequate inflation-proof levels.

We firmly oppose any attempt to implement an educational voucher system within the California educational system and we explicitly reject proposals to create a private school tuition tax credit. Combined with already serious cutbacks in educational funding, these proposals can only further weaken public education in California. The Federation is especially concerned about the many variations of the voucher proposals. Such voucher proposals would erode California's public school system and weaken the already declining amount of upward mobility among occupational and income groups achieved through educational access. This upward mobility, which has always given America's poor a hope for a better future, is highly valued and must be preserved at all costs.

The California Labor Federation opposes all racial and ethnic segregation in public schools and embraces busing as a support method to rectify such illegal and morally unjust situations.

We urge the adoption of legislation to attain the goal of free, high-quality, comprehensive early childhood education and child care services for all children who need them.

This Federation believes vocational education must be related to actual employment and training needs. These programs can only be developed in consideration of local economic conditions, the area rate of unemployment and employment trends.

The Reagan cutbacks in college financial aid and the rising costs of university education are

threatening to turn our state's system of higher education into a haven for the rich alone. In particular, we call for funding increases for community colleges to match those for the University of California and the State Universities and Colleges. The ultimate goal for this state, and for the rest of the nation, must be free college tuition in higher education if all working people are to be assured of equal opportunity in the future.

The California Labor Federation will also make every possible effort to protect collective bargaining rights for all teachers and school employees. Unionization is the most dependable way to correct the erosion of purchasing power and working conditions which has occurred during the past twelve years. Quality education is not possible while the skilled professionals who actually do the work are underpaid, overworked and are without the basic human rights to which all workers are entitled.

In reaffirmation of our support of quality education for all citizens as a civil right, we specifically endorse:

1. A roll back of all state and national cuts in educational funding;
2. Universal early childhood education and child care within the public schools;
3. Continuation of the growth of adult and life long education;
4. Small enough class sizes so teachers can provide individualized instruction and help;
5. Programs designed to dramatically reduce the current high rate of student truancy and drop-outs through expansion of remedial, clinical and guidance services so that children who come to school suffering the burdens of poverty can be reached and helped;
6. Presentation of organized labor's contribution to this nation's history in lectures, discussion and textbooks;
7. Opposition to the growing tendency by higher education institutions to "casualize" teaching jobs by these schools' refusal to grant tenure to a greater number of instructors and by the replacement of full permanent tenured job slots with one year and other short term appointments;
8. Free universal public education.
9. Support for the allocation of funds to expand the arts on an equitable basis with other disciplines throughout the public school curriculum from preschool through adult education;
10. Adequately funded programs to meet the educational needs of non-English speaking students;
11. Adequately funded programs for the education of the developmentally disabled, and
12. Opposition to the policy of granting tax exemptions to schools which discriminate on the basis of race.
13. Elimination of a \$50 tuition imposed on Community College students in 1984.

Adopted, p. 24.

XVIII

THE ENVIRONMENT & WORKER SAFETY AND HEALTH

The Reagan Administration's commitment to protect and enhance corporate profits came into immediate and stark conflict with the legislative and administrative agencies which had been developed over the past several years to protect our natural and human resources.

Although none of the people Reagan appointed to carry out his plans to dismantle and deregulate, James Watt, Secretary of the Interior, Anne Gorsuch Burford, chief of the Environmental Protection Agency and Thorne Aughter, chief of the Occupational Safety and Health Administration, are still in office, the damage done to environmental and worker protections has been considerable and, despite strong protests by the environmental and labor movements, there is no evidence of any basic policy change on the part of the Reagan Administration.

Prior to Reagan's taking office, the EPA, which was created by President Nixon in 1970, was already backlogged. Deadlines for writing standards regulating air and water quality were being missed. Almost no progress had been made in regulating hazardous pollutants and little in the case of toxic water pollutants. Compliance was lax. Reagan's response to this situation was to exacerbate it by drastically cutting the EPA's budget. This year real spending on the EPA has been reduced by over 50 percent from 1980 levels. Spending for water quality has been reduced by nearly two-thirds, for air quality by 48 percent, for control of hazardous wastes by 22 percent. Federal aid to the states for the operation of EPA mandated pro-

grams was also cut by 44% between 1981 and 1984.

Like the EPA, OSHA has been crippled by a combination of budget cuts and top administrators who have no commitment to the statutory goals of their agencies. OSHA enforcement activity has decreased dramatically. From fiscal year 1980 to fiscal year 1983, the number of actual workplace inspectors declined by 16%, serious citations dropped 47%, willful citations were down by 92% and assessed penalties were off nearly 80%. During this same period, the number of workers covered by OSHA inspections dropped 45%, down from 3,699,862 workers covered in 1980 to 2,032,274 in 1983. The number of field inspectors dropped from 1289 in 1980 to 880 in 1983 and over one third of the OSHA field offices have been closed. A strong congressionally mandated enforcement program has been replaced by a voluntary compliance approach. OSHA is now more concerned with not offending employers than with guaranteeing that workers receive the protections afforded to them by law.

OSHA has also failed its duty to set adequate protective standards. A recently proposed asbestos standard, for instance, would fail to cover about 85 percent of exposed workers. A weak "Right to Know" standard, which is being challenged by the national AFL-CIO in court, would preempt stronger laws in several states, including California, would exclude transportation, construction and service workers from coverage and would allow employers an easy escape from their responsibilities through a very broad "trade secret" exception.

Under Reagan, the Occupational Safety and Health Administration has forgotten that its client is the American worker, not the American corporation.

At the state level, developments under the Deukmejian administration have paralleled those at the federal level. The same philosophy prevails—business interests come first.

The State Department of Food and Agriculture has consistently and forcefully resisted legislative efforts to improve its regulation of dangerous pesticides. Nevertheless, public pressure and persistent lobbying by California Rural Legal Assistance, the California Labor Federation and numerous environmental and health groups did succeed in achieving the enactment of a compromise measure, the Birth Defects Prevention Act of 1984, to require the Department to fill some of the "data gaps" on

the health effects of some 200 of the active ingredients in pesticides. Several bills to tighten controls over toxics, supported by a similar coalition, have passed the legislature. The Governor's cuts of almost \$10 million in the toxics program budget proposal by the legislature do not indicate a commitment to solving serious environmental problems such as the drastic threat to the state's drinking water supplies posed by toxic wastes.

In his first year in office, Deukmejian cut the Cal OSHA budget by \$4.9 million dollars which resulted in a loss of 86 positions most of which were involved in compliance activities. To its credit, the legislature restored the monies and positions in its version of the budget, only to have them vetoed by the Governor. Extensive oversight hearings by the Assembly Labor and Employment and the Senate Industrial Relations Committees succeeded in creating enough pressure to gain legislative restoration of 63 positions in the 1984-85 budget, but, despite a budget surplus, 33.5 of these were vetoed by the Governor.

Perhaps even more damaging to the effectiveness of the state OSHA than the budget cuts is the attitude of the administration toward worker safety. It relies more on the good will of employers than on a strict enforcement program to achieve compliance with the law. New standards to protect workers remain bottled up in the proceedings of the OSHA Standards Board. The "Right to Know" Act remains basically unimplemented. The Division actively opposes bills to protect video display terminal workers and workers exposed to carcinogens. Hours of staff time are wasted under a duplicative regulatory review program instituted by the Governor. Just as at the federal level, our safety and health laws are being gutted through a combination of administrative action and inaction.

Resistance to Federation efforts to improve safety and health laws to keep pace with newly developing technology has also come from the legislature. In 1984, the Federation's measure to provide safeguards for video display terminal operators was defeated on the Assembly floor, even after it had been amended to greatly reduce its scope. Both Democrats and Republicans were apparently influenced by heavy lobbying by the high tech industry, the airlines, the banks, the insurance companies, the newspaper publishers, and the phone companies to cast their votes against the bill.

The California Labor Federation supports

the efforts of the national AFL-CIO to protect the laws protecting our environment and the health and safety of our workers from legislative and administrative attacks and to achieve effective enforcement of these laws. We recognize the need for a balance between the efforts to clean up our environment and the need for jobs. But the actions of the Republican administrations in Washington and Sacramento are neither motivated by the desire to preserve jobs nor by the desire to preserve the environment, but by the desire to benefit business.

At the state level the Federation supports:

1. Increased funding for Cal/OSHA to ensure strict enforcement and full implementation of the law.
2. Renewal and improvement of the "Right to Know" statute which expires in 1986 and defense of the state's right to provide stronger protection in this and all areas of health and safety than those provided by federal law or regulation.
3. Effective implementation of the "Right to Know" statute and education of workers as to their rights under this law by Cal/OSHA.
4. The field posting of pesticides used in agriculture and coalition efforts to place the regulation of agricultural pesticides under control of Cal/OSHA.
5. The development of a comprehensive solid waste management resource recovery system. We vigorously oppose efforts to institute a simplistic ban on nonreturnable beverage containers. Such a ban not only ignores the major litter problems we face but would also result in the elimination of thousands of permanent jobs in the bottle and can industry. Such legislation is insensitive to the social costs of economic dislocation bottle and can workers would be made to suffer as they experience unemployment, are forced to accept low wage jobs and are uprooted from their communities.
6. The establishment of a state land use policy which would prioritize public housing for low and middle income people. We reject the concept of blanket no-growth housing ordinances as essentially racist in nature and discriminatory against all working people.
7. That emergency response personnel must be afforded access to inspect the MSDS (Material Safety Data Sheets) of any user,

manufacturer, producer or seller of a hazardous substance.

8. Greater state control over the disposal of toxic wastes to insure long term safety and to minimize the future incidence of birth defects. The costs of toxic cleanups and damage to the environment should be borne by the industry, not by the public at large.

Adopted, p. 24.

XIX ENERGY

Adequate energy supplies at a just price for all of America's needs remains a principal challenge for our nation during the 1980's. Yet, the energy policies proposed by the Reagan administration represent a major step backwards from our country's ability to meet the energy challenge during the remainder of the 20th century.

The basic premise of the Reagan government's energy policy is that the market mechanism is the most effective and equitable system to allocate total energy supplies to different segments of the population and to determine the price each source of energy should bear. Because of this policy bias, our nation's energy policy will continue to be selfservingly dictated by the energy industry and income will continue to be redistributed from working people to big business. For example, the administration has proposed to accelerate the deregulation of natural gas which began with legislation passed in 1978. The suggestion, if it becomes reality, will cost every household in America at least \$400 a year in higher prices and will redistribute \$80 billion from working people to the energy companies during decontrol's first 3 years of operation.

The poor and the elderly suffer the most under the burden of high energy prices. They pay nearly 30 percent of their incomes for home energy needs, leaving little for other necessities. In winter months, the low-income family may pay as much as 50 percent of their monthly income for heat. While experts have estimated the need for fuel assistance at \$5 billion, Congress has appropriated less than \$2 billion, and the administration wants to cut that to only \$1.3 billion. The other major low-income assistance program, home weatherization, is funded at such a low level that it will take well into the next century to insulate every

home.

The Reagan administration has also cut funding for solar energy development and energy-conservation research and has rejected the use of gasoline rationing powers in the event of a future gas shortage. During future oil shortages, who gets energy will be dictated solely by how much money a person has, and the willingness of people to pay exorbitant prices.

The California Labor Federation stands firmly opposed to all of these proposals and to the free market philosophy on which they are based. To speak of free market solutions when less than a dozen oil companies control the pricing and supply of oil and natural gas from well head to the consumer and when utilities continue, with endorsement by regulatory agencies, to escalate prices to users of their services blaming this increase on various factors, including increasing fuel costs is an absolute travesty and a total insult to the intelligence of the American people.

Instead the Federation urges Congress to pursue more extensive regulation of the pricing, supply and investment decisions of energy companies and utilities. Should pricing abuses continue, there will be an inevitable expansion of public ownership in these key economic sectors. During the short run, working people can no longer afford to leave energy decisions which affect their lives and the future health of their communities, simply to the profit motivations of big business. We must begin the fight to democratize energy pricing allocation and investment decisions by supporting proposals like the establishment of the Citizens Utility Board, if the U.S. is ever to be assured of safe, clean forms of energy in ample supplies at fair prices.

It is crucial that we succeed in formulating a rational democratic energy program calling for balanced, planned economic growth. Our failure to devise and articulate such a program will fuel future inflationary pressures, the continued waste of our natural resources and generate intensified levels of social conflict over the distribution of resources and income.

Along these lines the Federation calls for a two pronged program of increased conservation and the accelerated development of alternative energy sources. To encourage energy conservation, the California Labor Federation supports:

1. A fair and equitable gasoline rationing

system to be available when needed and which does not discriminate against working people and the poor.

2. The increased government funding of research geared towards the development of more effective energy conserving technologies, products and services, including fusion technologies.
3. The establishment of temperature and lighting standards which could be effectively enforced in industry and commercial buildings and which would lead to energy conservation in heating, lighting and cooling.
4. Mandatory energy efficiency standards for major appliances and for all buildings.
5. Automobile mileage efficiency standards should be strengthened and adequately enforced and government research on improving auto fuel efficiency should be initiated and adequately funded.
6. The expansion of subsidized mass transit and the retooling of industry to build more mass transit and insure that transit fares remain affordable.
7. Completion of the national highway system and the expansion of California's freeway network.

Conservation, by itself may not provide sufficient quantities of energy to insure full employment levels of economic activity, stable prices and a clean environment. The development of popularly controlled alternative energy sources is an absolute necessity. Highest priority must be given to renewable energy sources: solar, wind, tidal, hydroelectric and geo-thermal. Various technologies are already available to harness these sources and these energy forms generally pose minimal environmental dangers. Some commitment should also be made to new areas of power generation like waste matter, oil shale, tar sands and other synthetic fuels. These resources must be developed at a careful pace because environmentally suitable technologies are not available in many instances.

To avoid any shortfall in energy availability, resources like nuclear energy and coal cannot be ignored despite their environmental dangers. Adequate attention and safeguards must be given to ensure the cleanest possible use of coal. Stringent regulations for the use of nuclear power must be maintained.

- More comprehensive safety inspections, li-

censing procedures and government regulation must be implemented to minimize the probability of nuclear accidents. There must be increased research on viable solutions to the serious problem of nuclear waste storage. The California Labor Federation opposes the construction and operation of nuclear power facilities which may be threatened by earthquake faults.

It is also time for the U.S. government to take a controlling role in oil importation agreements and negotiations with exporting countries. Such government intervention should lower energy prices by cutting oil company profits. In addition, at least 50% of oil imports should be carried on U.S. flag tankers to create U.S. jobs and upgrade the status of our merchant marine. We also urge continuation of the Alaskan oil export ban.

The Federation also endorses:

1. A state oil severance tax at the well-head to protect California's natural resources and to ameliorate the state fiscal crisis. California is the only major oil producing state without a significant oil severance tax.
2. The reinstatement of a federal windfall profits tax on oil and natural gas. However, we emphatically reject the linkage of any windfall profits tax with any proposal to deregulate natural gas prices.
3. Opposition to the Federal Energy Regulatory Commission's attempt to deregulate natural gas prices administratively.
4. Stronger environmental safeguards on energy derived from coal and nuclear energy sources.

Adopted, p. 24.

XX COMMUNITY CONCERN AND SERVICE

Crimes of assault and theft are on the increase, and wage-earning Californians are among their most frequent victims. While such a policy would certainly not end all crime, the California Labor Federation believes that the achievement of full employment for all at a just wage and good working conditions would go further to reduce criminal activities than any other proposed solution. We especially oppose programs whose purported aims are to reduce crime but threaten the basic civil liberties of the American people.

Alcoholism and drug abuse are serious threats to job performance and job-site safety as well as to the life and health of millions of Americans. Enlightened approaches to these problems and to the reduction of their ravages, seeking their ultimate elimination, are legitimate concerns for labor unions, councils and this Federation.

It is the constitutionally mandated function of our American government to "promote the general welfare." Beyond that there is an 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 human-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 and drug abuse, particularly where they intrude upon the work site and affect occupational safety.
3. Cooperation consistent with the interests of the trade union movement is urged in United Fund 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.
4. Cooperation with pro labor organizations committed to the elimination of bias stemming from prejudice against people because of their ethnic background, sex, religious conviction or national derivations.
5. Both at home and beyond our shores, working people and the poor too often suffer calamitous deprivation through natural disaster. The California Labor Federation, supports such causes as relief for earthquakes, drought, and famine victims around the world.
6. Cooperation with programs for the bene-

fit of the elderly.

7. Cooperation with community and local labor groups to gain access to Cable T.V. and other media and to encourage media work by organized labor to advance working people's interests.

Adopted, p. 24.

XXI RIGHTS OF THE DISABLED

There are 47 million Americans who have disabilities including cancer, heart disease, back problems, multiple sclerosis, blindness and other visual impairments, deafness and impaired hearing, mental retardation, mental illness, and other physical and mental disabilities. Recent advances in medical science and technology assure that individuals who previously would not survive a disabling condition can now look forward to an average life span.

Historically, persons with disabilities have faced discrimination based on the general public conceptions that disabled persons are sick and unable to work or are not intellectually capable of participating in the mainstream of life. These prejudices have resulted in massive segregation in state hospitals, nursing homes, segregated and inferior educational institutions, and have resulted in massive unemployment and underemployment.

A recent survey of the civilian labor force in California determined that while almost 80% of non-disabled persons were in the labor force less than 45% of all disabled persons considered themselves in the labor force. Within that same year approximately 72% of all non-disabled individuals were employed while less than 35% of all disabled individuals were employed. These statistics were underscored by the fact that while 45% of the men were employed, less than 28% of disabled women had found employment.

Similar to other segments of the labor force, disabled workers suffer from high levels of unemployment and even higher rates of underemployment, the latter being part time work or the under utilization of skills.

Persons with disabilities are still largely unemployed or relegated to low paying non-union jobs in industry.

During the past decade the independent living movement has emerged to provide services and resources so persons with disabilities can

become independent and self-supporting and participate in state and federal vocational rehabilitation programs. Through the efforts of the independent living programs and state and federal rehabilitation programs, persons with disabilities have been able to achieve a place in the mainstream of society where they can make a lasting contribution.

Historically, the labor movement has always had a strong concern for workers who became disabled and unable to continue in their customary occupation or who must retrain into a new occupation. In order to promote the employment of persons with disabilities the California Labor Federation will continue to support legislation removing institutional barriers and discriminatory practices in all phases of employment and non-work related activities.

In addition, we specifically support:

1. Continued enforcement of federal legislation prohibiting discrimination against individuals with disabilities including the Education of all Handicapped Children Act (94-142) and the Rehabilitation Act including Section 501, 503, and 504 with existing regulations and will oppose any revisions that weaken existing compliance requirements.
2. Legislation prohibiting discrimination against persons with disabilities by local transit providers who receive federal financial assistance since persons with disabilities have the right and need for access to transportation in order to obtain employment.
3. The adoption of a national health policy which will include provisions for a continuum of health care delivery systems embracing children, adults and the elderly, and which will provide benefits for all persons with disabilities without respect to age disability or income.
4. The expansion of independent living programs to assure that persons with disabilities receive counseling, guidance and training to enter appropriate occupations.
5. Enactment of federal legislation to provide in-home support services to qualified persons with disabilities. This ensures that disabled persons can remain in their homes thus eliminating a substantial portion of the costs associated with institutionalized care.

6. Efforts to secure equal opportunity for disabled women in employment and promotions.
7. The continuation and expansion of efforts to bring union representation to sheltered workshops for persons with disabilities.
8. State legislation to amend the Fair Employment Act to include mentally handicapped persons as a protected group.
9. Continued and expanded State and County support of community programs for the mentally disabled to ensure that those individuals have adequate services to continue to live outside of institutions.
10. Continued and expanded State funding of rehabilitation and vocational rehabilitation programs so that disabled individuals have the maximum opportunity of entering the work force.
11. Accessibility by qualified disabled individuals to union employment and apprenticeship programs.
12. The inclusion of non-discrimination on the basis of disability clauses in collective bargaining agreements.

Adopted, p. 25.

RESOLUTIONS

Freeze Natural Gas Prices

Resolution No. 1—Presented by California State Council of Carpenters, San Francisco; and State Building and Construction Trades Council of California, Sacramento.

Whereas, The current explosion in natural gas prices is stifling the economy and devastating low and moderate income families; and

Whereas, The Reagan Administration is attempting to further increase prices which would cause additional job loss to California and the nation; and

Whereas, The natural gas industry is reaping enormous profits from deregulation while also imposing "take or pay" contract provisions which force pipeline companies to buy higher cost gas and pass those added costs on to consumers, even though low cost gas is available; therefore be it

Resolved, That the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, fully support the efforts of the AFL-CIO and the Citizen/Labor Energy Coalition to win the Natural Gas Consumer Relief Act (HR 2154), which calls for a freeze and roll-back of natural gas prices to January 1982 price levels, while also forcing an end to unjust contract provisions for high cost gas; and, be it further

Resolved, That we communicate this resolve to our federal congresspersons and call on them to co-sponsor HR 2154 (Author Rep. Gephardt).

Referred to Committee on Resolutions
Adopted, p. 24.

Bankruptcy Law

Resolution No. 2—Presented by California State Council of Carpenters, San Francisco; and State Building and Construction Trades Council of California, Sacramento.

Whereas, Recent decisions of the United States Supreme Court have weighed heavily in favor of the corporate structure in America to the detriment of the working people; and

Whereas, These decisions are intended solely to relieve the employer from his obligations as a responsible manager guided by the collective bargaining process; and

Whereas, The recent court decisions allow the employer to make business determinations for profit purposes only, disregarding workers' health and safety; and

Whereas, The Supreme Court has recently proven its willingness to distort current bankruptcy law allowing employers to avoid standing collective bargaining agreements and long term responsibility for their workers' safety; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, immediately contact state and federal legislators and participate in the development of legislation that would strictly outline the use of bankruptcy law and the employer's responsibility to the workers during the period of reorganization; and be it further

Resolved, That the California Labor Federation, AFL-CIO, notify each labor organization of state and national stature and solicit their active assistance in these efforts.

Referred to Committee on Resolutions
Filed with comment, p. 25.

Extend Sugar Support Program

Resolution No. 3—Presented by Central Labor Council of Contra Costa County, Martinez.

Whereas, California is one of the major sugar producing states of the nation, being a leader in the growing and processing of sugar beets and in the refining of Hawaiian raw sugar; and

Whereas, The Domestic Sugar Price Support Program, adopted in 1981 as part of the Agriculture and Food Act of 1981, has made it possible for California farmers and processors to maintain the production of domestic sugar as an important California activity, giving employment to thousands of union members in this and other states; and

Whereas, The present support program will expire with the 1985 crop, leaving domestic producers and their employees vulnerable to subsidized and low wage foreign competition and to prices well below American costs of production; therefore be it

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, support an extension of the Sugar

Support Program for not less than five additional years; and be it further

Resolved, That the California Congressional delegation be formally advised of the adoption of the foregoing resolution, and that each of them be urged to support such an extension of the program.

Referred to Committee on Resolutions
Filed with comment and subject matter referred to incoming
Executive Council, p. 26.

Approved by Executive Council, p. 44.

Social Security

Resolution No. 4—Presented by Printing Specialties and Paper Products No. 388M, Rosemead.

Be it resolved, By the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that a National Health Insurance System providing quality medical care for all is a necessity; and be it further

Resolved, To improve the condition of the aged and disabled, we support a further major increase in Social Security benefits, an increase in the taxable wage base, contribution from General Revenue and a reduction in the waiting period for permanent disability benefits.

Referred to Committee on Resolutions.
Adopted, p. 21.

Uniform Unemployment Insurance

Resolution No. 5—Presented by Printing Specialties and Paper Products No. 388M, Rosemead.

Whereas, Only 11 states have dependency allowances and also with as many variables as there are programs; therefore be it

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, call upon the national AFL-CIO to sponsor federal legislation calling for the enactment of a uniform unemployment insurance code applicable to all states, which would include dependency allowances.

Referred to Committee on Resolutions.
Adopted as amended, p. 20.

Work Permits

Resolution No. 6—Presented by Printing Specialties and Paper Products No. 388M, Rosemead.

Whereas, Work permits are generally issued to students without regard to labor disputes; therefore be it

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation,

AFL-CIO go on record as opposing the issuance, by any school, of a "Work Permit" to any minor child seeking employment on any job where a labor dispute or contract negotiations are in progress; and be it further

Resolved, That the California Labor Federation go on record as opposing the active participation of any tax supported school program being used to train any minor child, or dispatching him/her for training to any employer where his/her employment would displace a union member from a job.

Referred to Committee on Resolutions.
Adopted, p. 24.

Plant Closure

Resolution No. 7—Presented by Printing Specialties and Paper Products No. 388M, Rosemead.

Be it Resolved, By this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the employer is to give three (3) months notice of a planned shutdown and provide other benefits; and be it further

Resolved, That including wages and relocation expenses, companies that failed to give notice of a shutdown would be fined \$1,000 per employee.

Referred to Committee on Legislation.
Adopted, p. 30.

Legal Detention Not A Disqualifying Factor

Resolution No. 8—Presented by Printing Specialties and Paper Products No. 388M, Rosemead

Be it Resolved, That this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO introduce amendments to the U.I. Code, whereby "Legal Detention," if the claimant is found not to be guilty shall not be a disqualifying factor in his availability or, as a definition, in the pursuit of a determination of a voluntary quit or discharge.

Referred to Committee on Legislation.
Adopted, p. 30.

Strengthening Medicare

Resolution No. 9—Presented by International Ladies' Garment Workers', Locals 55, 84, 96, 97, 270, 451, 482, 512, Los Angeles; Ladies' Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies' Garment Workers' No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest Dis-

trict Council, I.L.G.W.U., San Francisco.

Whereas, The Health Care System in this country is woefully inadequate to meet the needs of the average American working person; and

Whereas, Many in our society are unemployed, underemployed, disabled, elderly, or children in such families who have no recourse to job-related health care coverage; and

Whereas, Medicare is the only recourse to any semblance of health care for these many people who are the victims of an uncaring, unjust economic system; and

Whereas, the privileged few through their right-wing political representatives have continually sought to weaken Medicare, inadequate as it is; therefore be it

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, endeavor to protect and improve the Medicare system.

Referred to Committee on Resolutions.
Adopted, p. 21.

Improve Social Security System

Resolution No. 10—Presented by International Ladies' Garment Workers', Locals 55, 84, 96, 97, 270, 451, 482, 512, Los Angeles; Ladies' Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies' Garment Workers' No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U., San Francisco.

Whereas, The earning ability of the average American has begun decreasing as the economy changes; and

Whereas, This appears to be a trend that will continue into the future causing increasing economic hardship for the vast majority of the American people; and

Whereas, This has left many working people increasingly unable to provide a decent living for themselves and their families and provide for their old age in spite of their best efforts made at great sacrifice due to factors such as a virulent anti-labor campaign and chronically high unemployment; and

Whereas, Social Security's safety net to remedy this situation is under continuing threat of being torn asunder by the reactionary policies of the current Administration; therefore be it

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, work towards the improvement and protection of the Social Security System.

Referred to Committee on Resolutions.
Adopted, p. 21.

National Health Care

Resolution No. 11—Presented by International Ladies' Garment Workers', Locals 55, 84, 96, 97, 270, 451, 482, 512, Los Angeles; Ladies' Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies' Garment Workers' No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U., San Francisco.

Whereas, The health care situation in the United States is a cause of great suffering and hardship for all but the very rich; and

Whereas, The situation of every skyrocketing health care cost goes on unabated and in many cases wipes out the personal savings of those least able to afford it; and

Whereas, The monopolistic medical profession has demonstrated its complete disregard for the drastic hardship this causes for the rest of society, and has made no efforts to exercise social responsibility, but instead has shown itself to be most concerned with the protection of its own privileged economic elitism; and

Whereas, The law of supply and demand does not operate in the medical realm where in spite of decreasing use of medical services and increasingly vacant hospital beds, the medical profession continues to raise costs and passes them on to the patients; and

Whereas, The United States, to its shame, remains the only Industrial Democracy in the world where health care is not considered a right although it is the richest country in the world; therefore be it

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, advocates a system of National Health Care in the United States and work towards its attainment.

Referred to Committee on Resolutions.
Adopted, p. 21.

A. Philip Randolph Institute

Resolution No. 12—Presented by International Ladies' Garment Workers', Locals 55, 84, 96, 97, 270, 451, 482, 512, Los Angeles;

Ladies' Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies' Garment Workers' No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U., San Francisco.

Whereas, A. Philip Randolph's life and work are an historic contribution to and symbol of cooperation of black community and organized labor idealism and practical activism for the advancement of civil rights, human rights and all working people everywhere; and

Whereas, The A. Philip Randolph Institute is an institution which carries on his work through systematic organization, membership of working people and labor leadership concern with the problems of black people and other disadvantaged people; and

Whereas, The A. Philip Randolph Institute works within the councils of the labor movement at every level; therefore be it

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, endorse the A. Philip Randolph Institute and urge affiliated unions to co-operate with its programs.

Referred to Committee on Resolutions.
Adopted, p. 25.

Labor Council for Latin American Advancement

Resolution No. 13—Presented by International Ladies' Garment Workers', Locals 55, 84, 96, 97, 270, 451, 512, Los Angeles; Ladies' Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies' Garment Workers' No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U., San Francisco.

Whereas, The Labor Council for Latin American Advancement (LCLAA) is an authentic voice of the Hispanic-American community in the United States; and

Whereas, LCLAA is devoted to the cause of trade unionism as the best hope for Hispanic-American progress; and

Whereas, LCLAA believes in expanding the participation of Hispanic-Americans in the labor movement and its processes for promoting equality, opportunity and dignity for all; and

Whereas, Hispanic-Americans are a numer-

ous and important element in the life of California and the Southwest U.S.; and

Whereas, Hispanic-Americans encounter discrimination and various impediments and barriers to equal access to jobs, education and housing; and

Whereas, LCLAA believes in working with organized labor as a vital ally in public education, social action, and community co-operation to help Hispanic-Americans and other groups and individuals in America; therefore be it

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, applaud the LCLAA for ideals, far-reaching programs and co-operation with trade unionism; and urge affiliated bodies to support its efforts.

Referred to Committee on Resolutions.
Adopted, p. 25.

Jewish Labor Committee

Resolution No. 14—Presented by International Ladies' Garment Workers', Locals 55, 84, 96, 97, 270, 451, 482, 512, Los Angeles; Ladies' Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies' Garment Workers' No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U., San Francisco

Whereas, The Jewish Labor Committee (JLC) has, since its founding in 1933, been unswervingly committed to common goals and shared mutual aspirations with organized labor and co-operated in joint programs with organized labor; and

Whereas, The JLC aids the labor movement in efforts to organize the unorganized; and

Whereas, The JLC has endeavored to enlist community support for labor law reform and other priority projects of organized labor; and

Whereas, The JLC has sought to promote recognition of and reciprocal support for common concerns of community groups and organized labor; and

Whereas, The JLC supported the U.S. Labor Movement in its international programs to advance trade unionism and democracy in every area of the world; and

Whereas, The JLC has backed the free labor movement in its opposition to communism, fascism and other totalitarian and ultra-reac-

tionary movements, institutions and states which stifle free trade unionism, repress democracy and exploit working people; and

Whereas, the JLC leadership, membership, staff and affiliated organizations are drawn from organized labor and labor oriented movements; and

Whereas, the JLC engages in far-flung programs of education, public relations, and social action to advance civil rights, equal opportunity and improved living and working conditions for all; therefore be it

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, endorse the Jewish Labor Committee, commend it for its enduring forward-looking philosophy and program, and urge support for its activities.

Referred to Committee on Resolutions.

Adopted, p. 25.

Coalition of Labor Union Women

Resolution No. 15—Presented by International Ladies' Garment Workers', Locals 55, 84, 96, 97, 270, 451, 482, 512, Los Angeles; Ladies' Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies' Garment Workers' No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U., San Francisco

Whereas, the Coalition of Labor Union Women (CLUW) has worked for the betterment of working women everywhere; and

Whereas, CLUW is the most representative body of trade union women as a group; and

Whereas, Women constitute an increasing percentage of the work force and union members; and

Whereas, Women have been victims of discrimination in the work force in the past and still suffer injustices in terms of wages and other conditions; and

Whereas, CLUW works towards the elimination of these problems; and

Whereas, CLUW recognizes the importance of comparable worth and child care for working women; therefore be it

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, support and encourage membership

and participation in CLUW.

Referred to Committee on Resolutions.

Adopted, p. 21.

Coalition Building

Resolution No. 16—Presented by International Ladies' Garment Workers', Locals 55, 84, 96, 97, 270, 451, 482, 512, Los Angeles; Ladies' Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies' Garment Workers' No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U., San Francisco

Whereas, Now more than in the past, there is a need for the American Labor Movement to build bridges to other progressive groups in coalition for the purposes of organizing, workers' rights, and effective political action; and

Whereas, Many of these progressive groups have come into being in large part through the past assistance of organized labor; and

Whereas, In a time of increasing assault on the labor movement from diverse right-wing groups in coalition, it is necessary for trade unionists to forge a united front and take the offense in closer unison with our political allies who share our concern and commitment to social change, economic justice, civil rights, democracy in the work place, and improvement of the general welfare against the selfish aspirations of the privileged few; therefore be it

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, urge its affiliated unions to work in coalition for our common goals with liberal/progressive groups such as those representing women, blacks, Latinos, minorities, the elderly, those of a minority sexual orientation, the underprivileged, the handicapped, consumers, environmentalists, progressive religious groups, and all those concerned with mutual interests of social justice and economic democracy.

Referred to Committee on Resolutions.

Adopted, p. 25.

Civil Rights

Resolution No. 17—Presented by International Ladies' Garment Workers', Locals 55, 84, 96, 97, 270, 451, 482, 512, Los Angeles; Ladies' Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies' Garment Workers' No. 215, San Francisco; South-

ern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U., San Francisco

Whereas, The American Labor Movement has a strong and proud tradition of supporting civil rights for all people. It is the responsibility of unions to guarantee that workers shall be judged on the merit of their work and not by what they do in their private lives; and

Whereas, Dismissal and harassment of workers for reasons unrelated to job performance have been used to intimidate workers from unionizing. Legislation prohibiting discrimination based on sexual orientation is consistent with the principles of the California Labor Federation, AFL-CIO, and a person's right to privacy; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, protest any personnel actions taken against any worker merely on the basis of sexual orientation; and be it further

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, support the enactment of federal, state and local legislation that would guarantee the civil rights of all persons regardless of sexual orientation in employment, housing, credit, public accommodations and public services.

Referred to Committee on Resolutions.
Adopted, p. 24.

Child Care for Working Women

Resolution No. 18—Presented by International Ladies' Garment Workers', Locals 55, 84, 96, 97, 270, 451, 482, 512, Los Angeles; Ladies' Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies' Garment Workers' No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U., San Francisco.

Whereas, The lack of adequate and affordable child care facilities causes unnecessary economic distress among families with working mothers; and

Whereas, Women are often kept from gainful employment which they seek out of necessity rather than choice because they have no one to take care of their small children; and

Whereas, It is harmful to the individuals involved, and to the economy as well; and

Whereas, A large and growing percentage of the American work force is composed of working mothers; therefore be it

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, call for and support the enactment of federal and state legislation to broaden child care services both in scope and quality.

Referred to Committee on Resolutions.
Adopted as amended, p. 21.

Imports in the Garment Industry

Resolution No. 19—Presented by International Ladies' Garment Workers', Locals 55, 84, 96, 97, 270, 451, 482, 512, Los Angeles; Ladies' Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies' Garment Workers' No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U., San Francisco

Whereas, The textile and apparel industries, America's largest factory employers, face extinction from ever increasing imports which have already eliminated hundreds of thousands of jobs; and

Whereas, During the last twenty-five years, six hundred and sixty thousand job opportunities have been lost in the apparel industry alone because of greater levels of import penetration; and

Whereas, The present nine hundred and fifty thousand jobs in apparel are in serious jeopardy as imports of textiles and apparel continue to increase; and

Whereas, Because of the continuing flood of imports, unemployment in the apparel industry is far above the national average so that in 1982, when the national average was 9.7 per centum, unemployment in this industry was 15.4 per centum, and five years ago, when the national average was 6.1 per centum, unemployment in apparel was 9.3 per centum; and

Whereas, The destruction of jobs in the textile and apparel industries is a national tragedy with widespread consequences because—

(1) there are more production workers employed in this sector of the economy than the combined total of workers in basic steel, auto assembly, and chemical industries; and

(2) the overwhelming number of workers employed in this sector are women and minorities with few other skills and limited opportu-

nities for alternative employment; and

(3) other industries which might have offered alternate employment such as electronics, steel and auto have also been severely damaged by imports; and

(4) a rise in unemployment in this sector of the economy is quickly reflected in rising welfare and relief rolls and other costly social ills; and

Whereas, Apparel imports continue to increase only because of the low wages paid in countries such as Hong Kong (\$1.18 per hour), South Korea (63 cents per hour), and Mainland China (16 cents per hour); and

Whereas, Past policies, such as cutting taxes or increasing transfer payments, designed to stimulate the economy by increasing consumer demand, won't work in the textile and apparel industry because they will result in purchases of more imports and will provide no benefit to the domestic market; and

Whereas, The multifiber agreements entered into by the United States in the past have not resulted in a live-and let-live policy for the textile and apparel industries, but have resulted in a much faster growth of imports than of domestic production, so that in 1982, a recession year, as the American market for apparel grew at a slow 1.8 per centum, imports expanded by 5.5 per centum while domestic production fell by 10.2 per centum; and

Whereas, The apparel industry in California is a major employer with 140,000 garment workers in its work force; now therefore be it

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, endorse the ILGWU Import Rollback Resolution in the United States Congress calling for the President to rollback the percentage of the American Apparel market now occupied by imports, provide three hundred and fifteen thousand American workers with jobs, and prevent the annihilation of America's textile and apparel industries.

Referred to Committee on Resolutions.
Adopted, p. 19.

Video Display Terminals

Resolution No. 20—Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, The Video Display Terminal Operator Occupational Safeguards Act, AB 3175 was defeated in the California Legislature, June 14th, by a vote of 25-37; and

Whereas, AB 3175, authored and introduced by Assemblyman Tom Hayden (Dem) was made possible through the efforts of the California Labor Federation, AFL-CIO, and the VDT Coalition; and

Whereas, The VDT Act would mandate adjustable desks and chairs; 15-minute breaks for every hour on the VDT; proper lighting to reduce glare; metal shielding to block radiation; ability to transfer to another job during pregnancy; VDT inspections twice a year; annual eye exams provided by the employer, and free special eyeglasses; and

Whereas, Operators of VDT's are the largest single source of health complaints received by the National Institute of Occupational Safety and Health; and

Whereas, Unexplained birth defect clusters have occurred in ten VDT workplaces in the United States; and

Whereas, It is estimated that there are over ten million video display terminals in use throughout the United States and the number increases daily, thereby increasing the danger to the health and safety of its operators; and

Whereas, A massive corporate campaign led by "Silicon Valley", the Printing Industries of Northern California; California Bankers Association; California Newspaper Publishers Association; Hewlett-Packard, IBM and the Air Transport Association were able to swing some Democratic votes against the Bill; and

Whereas, In addition to other opponents of the Bill the Computer Business Equipment Manufacturing Association is hiring people to coordinate efforts to defeat VDT legislation throughout the country; and

Whereas, Their strategy is to claim that legislation is not necessary, and that joint/management workshops should be established instead; and

Whereas, Continued support of organized labor, led by the AFL-CIO in California is needed; and

Whereas, Special emphasis must be made towards educating Democrats and Republicans concerning the effects VDT's have on operators; and

Whereas, AB 3175 has been referred back to the Labor and Employment Committee for interim hearings; and

Whereas, Support is needed at the interim hearings which are scheduled, and a larger

turnout in Sacramento the next time the Bill comes to the floor for a vote; and

Whereas, Proposition 24 may limit the funds spent on interim hearings, and financial support is needed now more than ever; and

Whereas, Supporters of the Bill have not given up the struggle and every effort is being put forth to win this battle which directly affects the health and safety of so many people; now therefore be it

Resolved, That the California Labor Federation, AFL-CIO, continue its support for VDT legislation and ask the national AFL-CIO for assistance in lobbying and/or financial aid to guarantee passage of the Bill; and be it finally

Resolved, That the AFL-CIO assist the VDT Coalition in winning the support of the Democrats who voted against the Bill, (Assemblymen Areias, Chacon, Clute, Condit, Farr, McAlister, Papan, Peace, Robinson, Vicencia, N. Waters and Young).

Referred to Committee on Resolutions.

Re-referred to Committee on Legislation, p. 19.

Adopted, p. 32.

Absentee Ballot

Resolution No. 21—Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, A great many of our present problems are the result of the election of the president of the United States and the governor of the State of California; and

Whereas, We are stressing the registration of union members and their families so that we will be able to remove these problems by electing a replacement for both of them as soon as possible; and

Whereas, In order to accomplish this it is necessary to not only register but also necessary to vote a ballot; and

Whereas, Anyone legally registered to vote in California may apply for, receive and vote by absentee ballot; and

Whereas, Many people will vote an absentee ballot who would not go to the polls to vote, therefore be it

Resolved, By this the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that all local unions should mail two absentee ballot applications to the residence of each member of their respective locals.

Referred to Committee on Resolutions

Adopted as amended, p. 26.

Phelps-Dodge Workers

Resolution No. 22—Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, The Phelps-Dodge workers in the copper industry have been on strike in Arizona for almost a year; and

Whereas, The strike involves thirteen unions including one United Association Local; and

Whereas, The workers were forced out on strike in order to resist company demands that would take away benefits, conditions and dignity which were won against brutal industry strategies of terrorism, armed assaults and mass murder in the early part of this century in such landmarks of labor history as Cripple Creek, the Ludlow Massacre, mass kidnapping and deportation of unionists from Bisbee, Arizona; and

Whereas, The tactics of Phelps-Dodge, one of the larger monopolies in copper products are reminiscent of the militarized union busting of past years, with the importation of scabs and the mobilization of the National Guard against lawful pickets, the eviction of striking workers from company housing in company towns and efforts to deny strikers and their families medical care by forcing company doctors to withhold treatment from their lifelong patients; and

Whereas, The Phelps-Dodge strikers remain steady at their picket lines month in and month out suffering harassment and arrest at the hands of company dominated law enforcement; and

Whereas, The Building Trades are among the prime users of copper products; and

Whereas, The union busting by Phelps-Dodge in Arizona is part of the nationwide pattern that has emerged so sharply under the Reagan Administration, affecting workers in all industries and, most keenly, in the building trades; therefore, be it

Resolved, By the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that we call upon all of our members ordering, receiving and handling copper products to avoid Phelps-Dodge products where possible and use material produced by other companies.

Referred to Committee on Resolutions.

Adopted, p. 25.

CAL/OSHA Funding

Resolution No. 23—Presented by State

Building and Construction Trades Council of California, Sacramento.

Whereas, the California Occupational Safety and Health Act has provided protection on the job for California workers since its enactment in 1973; and

Whereas, The Deukmejian Administration's budget proposals have consistently cut the appropriations for the administration of the law whereby there have not been sufficient investigators to review complaints, there have not been sufficient investigators to file complaints where they have been necessary; and

Whereas, Cal/OSHA has a continuous need to provide protection in the work place, therefore be it

Resolved, By the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the California Labor Federation notify Governor Deukmejian and the California State Legislature that its members support the continued and expanded funding of the Cal/OSHA Administration.

Referred to Committee on Resolutions.
Adopted, p. 22.

Building Permit Listing Requirements

Resolution No. 24—Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, It is becoming increasingly more difficult to obtain information concerning construction in the housing and light commercial industry; and

Whereas, This information is absolutely essential in policing the agreements; and

Whereas, The only recourse organized labor presently has to a signatory contractor is through the grievance procedure, which is lengthy; and

Whereas, We have no method of obtaining information from a non-union contractor, therefore be it

Resolved, By the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that we seek legislation which would require any developer, owner-builder or builder-contractor to supply a complete list of their subcontractors and suppliers to the appropriate building permit office before any building permit can be issued. All information

shall be open to public information or made public.

Referred to Committee on Legislation.
Adopted, p. 32.

Boycott of Continental Airlines and Wilson Foods Corporation

Resolution No. 25—Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, With the war the union members are waging in the United States for the right to organize unions and to collectively bargain with employers in good faith, it is time for us, as good union members, to mount an offensive to battle the great injustices being brought to bear upon all union members everywhere; and

Whereas, This offensive should therefore be waged with the weapons which have won and are, at this moment, winning the battles for the rights of people everywhere; these being economic sanctions and lobbying efforts by the local unions and all members of these locals. These methods have won, and are still winning, such battles as the United Farm Workers Organizing Drive and the J.P. Stevens Organizing Drive; and

Whereas, In light of our present Federal Administration's efforts to encourage the defeat of Unionism in the United States, it is time to fight back against the tyranny being forced upon us; and

Whereas, AFL-CIO President, Lane Kirkland, recently labeled the Continental Airlines' and Wilson Foods Corporation's bankruptcy tactics, as approved by the U.S. Supreme Court as "... an engraved invitation for union busting!" Also, House Judiciary Committee Chairman Peter W. Rodino has sponsored a bill in the House of Representatives that would continue union contracts until such time a bankruptcy court found that such a drastic action was necessary to preserve jobs and make possible the financial re-organization of a failing company. AFL-CIO President Kirkland has asked for action to be taken by all unions; therefore be it

Resolved, By this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that all members of all affiliates will henceforth be encouraged to begin a boycott

of Continental Airlines and Wilson Foods Corporation.

Referred to Committee on Resolutions.
Adopted as amended, p. 25.

**State Contractors License Board Re:
Financial Responsibility**

Resolution No. 26—Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, The State Contractors License Board requires each licensee and new applicant to provide and maintain some form of surety bond in the amount of \$5,000.00 to protect homeowners, employees of the licensee, express trust funds and material suppliers; and

Whereas, Each licensee and new applicant for license must also provide a statement of financial responsibility, which statement is protected by the privacy act; and

Whereas, Our experience and history shows that in the majority of cases where it has been necessary to lean a contractor's surety bond for wages and express trust fund payments owed, the \$3,000.00 out of the \$5,000.00 surety bond for these preferred claims has proven to be inadequate; and

Whereas, Our experience and history shows that in these cases it has been extremely difficult if not impossible to recoup funds owed above the \$3,000.00 for preferred claims; therefore be it

Resolved, By the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the California Labor Federation, AFL-CIO, introduce legislation calling for any licensee to provide a full and complete financial statement to the State Contractors License Board; and be it further

Resolved, That if a licensee whose surety bond has been liened and payment by his surety bond made but is not sufficient to pay the total demand owed, the statement of financial responsibility for that licensee shall be made available to any individual, express trust fund or bonding company involved and suffering damages, to provide access to any assets of the licensee for restitution of any funds still owing.

Referred to Committee on Legislation.
Adopted, p. 32.

**State Contractors License Board Re:
Bankruptcy**

Resolution No. 27—Presented by State

Building and Construction Trades Council of California, Sacramento.

Whereas, The United States Supreme Court's ruling on bankruptcy law has given unscrupulous employers another weapon to circumvent collective bargaining agreements, and bring severe economic damage to the employees covered by collective bargaining agreements; and

Whereas, The construction industry in California, with 180,000 licensed contractors, is one of California's largest industries and the most fragmented and diversified, with the vast majority of contractors employing less than five employees; and

Whereas, The State Contractors License Board receives over 25,000 new applications each year; and

Whereas, These numbers of contractors, with the new bankruptcy ruling, poses a serious threat, not only to the wages and benefits of our members, but also the legitimate and responsible contractors and the public; therefore be it

Resolved, By the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the California Labor Federation, AFL-CIO, introduce legislation and/or work cooperatively with the Contractors License Board to provide some type of penalty and safeguards against any licensee filing a bankruptcy proceeding, to protect the employees of the licensee and the public as much as possible from bankruptcy damages.

Referred to Committee on Legislation.
Adopted, p. 39.

Raise Taxable Wage Structure

Resolution No. 28—Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, The taxable base for Disability Insurance was raised to keep up with increased costs and benefits up to \$17,000; 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 even the Social Security tax basis; and

Whereas, A tax of only the first \$7,000 of earnings is a tax on less than a starvation wage (as identified by the federal government) and is not an applicable or logical comparable figure in today's cost of living; and

Whereas, Such a low taxable wage base precludes the application of good judgment and justification for establishing fair and equitable unemployment insurance compensation for California unemployed workers whose maximum benefits are so outrageously minimal that 34 states have and pay higher benefits which is a dichotomy of logic based on earning potential and standards of living in California; therefore be it

Resolved, That the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, authorize its offices 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 the same as Disability Insurance taxes which are paid by the employee.

Referred to Committee on Legislation.
Adopted, p. 31.

Amend Sections 1253 C and 1257 B of Unemployment Insurance Code

Resolution No. 29—Presented by State Building and Construction Trades Council of California, Sacramento.

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 Fifteenth Biennial Con-

vention 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, AFL-CIO, 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. 31.

Health Care

Resolution No. 30—Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, Illness, disease, disability—occasional and/or protracted and/or chronic and/or catastrophic—are a major problem of American life; and

Whereas, Health care costs are an intolerable burden on most Americans and are increasing alarmingly; and

Whereas, Health plan coverage achieved through collective bargaining and by other means can neither by itself meet all exigencies nor reach all people's needs; and

Whereas, Present health care systems discriminate against and impose disproportionate costs on the families of minorities, the low income and the working poor; and

Whereas, The primary standard for measuring the success and adequacy of a health care program should be the physical, mental, and financial well-being of the patients; and

Whereas, Federal government umbrella planning and funding is essential to provide adequate health care for all Americans; and

Whereas, Such federal programming should be directed to promoting research, providing health personnel, expanding facilities, and controlling the quality of health care delivery and above all assuring availability of funds to pay for the health needs of every individual American; and

Whereas, Such a program should include preventive as well as remedial medical care; and

Whereas, Such a federal umbrella health plan should involve existing public and pri-

vate, local and state, health projects and institutions; therefore be it

Resolved, That the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, favor enactment of federal legislation to assure adequate, comprehensive health care for every American.

Referred to Committee on Resolutions.
Adopted, p. 21.

Interest Rates

Resolution No. 31—Presented by State Building and Construction Trades Council by California, Sacramento.

Whereas, The delegates to this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, represent thousands of skilled workers from throughout California whose jobs are endangered by continued high interest rates; and

Whereas, The delegates are aware that a primary cause of high interest rates is the federal government's lack of commitment to the traditional American dream of individual home ownership; and

Whereas, Interest rates are maintained at a high rate by the Federal Reserve in the mistaken belief that thwarting home buying and disrupting the construction industry will depress the economy and somehow lower the rate of inflation; and

Whereas, High interest rates are causing unemployment in the building industry, its allied trades and thousands of industries and businesses associated with the success of the home building industry; and

Whereas, High interest rates are primarily a politically determined phenomena created, authorized and allowed to continue by our elected representatives and those who by right ought to be responsible to them; therefore be it

Resolved, that the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, urge our Governor, the California Legislature, President, our elected representatives in Congress to direct and concentrate their efforts on legislation and policy that will lower the interest rates on the purchase of owner-occupied housing and thereby facilitate a return to full employment and the realization of the American dream of home ownership for those who so desperately need and desire it.

Referred to Committee on Resolutions.
Adopted, p. 19.

Minimum Wage

Resolution No. 32—Presented by California State Council of Service Employees, San Francisco.

Whereas, The State minimum wage of \$3.35 per hour has not increased since January 1, 1980; and

Whereas, The cost-of-living has increased substantially during this period; and

Whereas, The current minimum wage is not sufficient to provide working people an adequate standard of living; therefore be it

Resolved, That the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, support legislation providing that effective January 1, 1985 the State minimum wage will be pegged to the average manufacturing wage rate for the State during the preceding year, such figure to be updated each subsequent January 1.

Referred to Committee on Legislation.
Adopted, p. 30.

Minimum Benefits

Resolution No. 33—Presented by California State Council of Service Employees, San Francisco.

Whereas, Current State law contains no provisions guaranteeing employees health insurance benefits, pensions, paid sick leave, paid vacations or paid holidays; and

Whereas, Many employers throughout the State of California do not provide their employees such benefits; and

Whereas, Such benefits are essential components of an adequate compensation package for employees in any occupation or industry; and

Whereas, Government health insurance, disability insurance, retirement benefits, and other social benefit programs do not adequately fill this gap; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, sponsor and support legislation requiring all employers in the State of California to provide employees with minimum health insurance, pension, sick leave, vacation, and holiday benefits.

Referred to Committee on Legislation.
Adopted, p. 39.

Unjust Discharge

Resolution No. 34—Presented by Social

Services Union No. 535, Oakland; Electronic, Electrical, Technical, Salaried and Machine Workers No. 1502, I.U.E., Long Beach; Electronic, Electrical, Technical, Salaried and Machine Workers No. 1511, I.U.E., Norwalk.

Whereas, There is a need to repeal Section 2922 of the California Labor Code granting near-absolute authority to employers to "terminate at will"; and

Whereas, There is also a need to support legislation that would provide a state mediation and arbitration system to handle claims of unjust discharge for those employees not covered by union contract or civil service systems; and

Whereas, About 70% of America's work force has no basic contractual or legal right to protection from unjust discharges by their employers. The common law for the last hundred years, as mirrored in Section 2922 of the California Labor Code permits an employer to "terminate at will" any employee at any time. As one court typically stated it, "for good cause, for no cause, or even for cause morally wrong"; and

Whereas, Only employees under union contracts and under civil service law have the needed basic job protection from unjust discharges. For over forty years nearly all union contracts have had grievance and arbitration systems in them with a neutral arbitrator authorized to make final and binding decisions instead of the employer; and

Whereas, Organized employers are now proposing legislation to change the Labor Code because recent court rulings have reduced their authority to "terminate at will" and have awarded large damages to discharged executives. Employers want claims of unjust discharge removed from the courts and want to substitute a very inadequate system of arbitration in the Labor Code; and

Whereas, Employers would thereby win substantial relief from very extensive law suits and large damages but employees would win very little relief from unjust discharges under their arbitration proposal; and

Whereas, Currently, other organizations (unions, ACLU, California Bar Association) are proposing legislation for arbitration systems that would provide real remedies for victims of unjust discharge not covered by union contracts or civil service. These systems would be similar to those systems in union contracts; and

Whereas, Unions have had a long and successful history of fighting for arbitration systems by contract and have won substantial relief for members unjustly discharged. Millions of American workers have benefited with a greater measure of job security and justice; and

Whereas, In the coming struggle in the California legislature unions will be forced to protect our union arbitration systems from the employers' proposals which would seriously undermine them. The employers' self-interest demands that they hold onto their authority and their money, rather than favor an arbitration that is fair and just; and

Whereas, Unions will also have the opportunity to support legislation in the public interest that will guarantee an arbitration system for those not covered that is based on the fairness and justice of systems in union contracts. Unions are uniquely qualified to lead this fight because of our historical commitment to justice and our success in developing arbitration systems that are effective; therefore be it

Resolved, That the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, support legislative proposals that would repeal Section 2922 of the California Labor Code, that would replace it with a system of mediation and arbitration similar to those in union contracts, and that would cover those Californians without such basic job protection.

Referred to Committee on Legislation.
Adopted as amended, p. 30.

The United Way

Resolution No. 35—Presented by Social Services Union No. 535, Oakland.

Whereas, Organized labor has long supported the efforts of the United Way of America and its predecessor organizations at the national and local levels; and

Whereas, Employees of United Way agencies have increasingly sought to organize for purposes of collective bargaining; and

Whereas, Several United Way-supported employers in California have hired union-busting consultants to resist the efforts of their employees to organize; and

Whereas, Local and national United Way officials have failed to take effective action to prohibit such union-busting activities; therefore be it

Resolved, That the California Labor Federation, AFL-CIO will not endorse or support the United Way of America or its local affiliates until and unless United Way adopts and enforces effective prohibitions on the use of union-busting consultants by United Way-supported agencies; and be it finally

Resolved, that the California Labor Federation, will attempt to have the AFL-CIO and central labor bodies throughout California adopt a similar position with regard to its future support of United Way.

Referred to Committee on Resolutions.
Filed with comment and subject matter referred to incoming Executive Council, p. 34.

Railroad Safety

Resolution No. 36—Presented by United Transportation Union, California State Legislative Board, Sacramento.

Whereas, The railroad industry is an industry where due to the environment in which operating employees are required to work in and around, it is a dangerous industry inherently; and

Whereas, The safety of employees operating on, near and around railroad moving equipment is essential, given the hazardous nature of the employment industry; and

Whereas, The general public benefits from safe railroad operations, especially safe railroad operations when taking into consideration ever increasing movements of hazardous materials on railroads; and

Whereas, Railroad safety is enhanced by the presence of an occupied caboose on all freight trains within the State of California; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, make every effort to secure legislation that would require an occupied caboose on the rear of every train operating in California.

Referred to Committee on Legislation.
Adopted, p. 30.

Expand Rail and Other Passenger Service

Resolution No. 37—United Transportation Union, California State Legislative Board, Sacramento.

Whereas, It has been firmly established by a variety of regulatory and public bodies that the continuation and expansion of the Peninsula Commute Service operated jointly by the Cali-

fornia Department of Transportation and the Southern Pacific Transportation Company is in the best interests of the people of California; and

Whereas, The protection and enhancement of all employees directly and indirectly involved in the operation of the San Francisco to San Jose Peninsula Commute Service are enhanced by both the continuation and expansion of this rail commute service; and

Whereas, A variety of alternatives are presently being studied jointly by the Metropolitan Transportation Commission and the California Legislature for meeting the present and ever increasing demand for transportation in the San Francisco to San Jose Peninsula corridor; and

Whereas, The California Legislature and the Metropolitan Transportation Commission have identified certain alternatives to the transportation demand in this San Jose to San Francisco corridor which would include expansion and continuation of the present rail commuter passenger service between San Francisco and San Jose by both increasing frequency of trains, as well as increasing available public transit to the train stations along the Peninsula corridor; and

Whereas, Increases in both train and transit service in this corridor will increase employment opportunities because of this increased service; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record and make every effort to support and have adopted by the agencies involved any proposition or alternative which will not only keep present rail commute passenger service intact along the San Francisco to San Jose corridor, but will allow for expansion of the availability of rail service, as well as other support transit modes in the San Francisco/San Jose corridor.

Referred to Committee on Resolutions.
Adopted, p. 26.

Support California Literacy Campaign

Resolution No. 38—Presented by Alameda County Central Labor Council, Oakland.

Whereas, Adult illiterate California residents are unable to participate fully in the social, political and economic life of our state and the labor movement; and

Whereas, It is in the best interests of the labor movement and our society to help stop the

spread of illiteracy in California; and

Whereas, Existing services cannot entirely address this situation, and there is a need for greater efforts to help eradicate this distressing problem; and

Whereas, Many public libraries, under the direction of the California State Library, are taking significant steps to combat adult illiteracy by their participation in the California Literacy Campaign; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, does hereby support the California Literacy Campaign to combat adult illiteracy; and be it further

Resolved, That the California Labor Federation, AFL-CIO, does hereby urge its affiliates and leaders of the labor movement to join in supporting this important program.

Referred to Committee on Resolutions.
Adopted, p. 26.

Workers' Compensation Benefits

Resolution No. 39—Presented by Electronic-Plastic and Metal Production Lodge No. 1518, Oakland; Communications Workers No. 9402, Concord; Electrical Workers No. 1245, Walnut Creek.

Whereas, There can never be totally adequate compensation for industrial accidents and occupational diseases; and

Whereas, Death and disability, pain and suffering cannot be measured by money; and

Whereas, It is known that the current maximum benefits for total disability in California are \$224 per week and this amount is only 59 percent of the State Average Weekly Wage (SAWW); and

Whereas, It is known that this maximum amount ranks 44th in the United States; and

Whereas, It is known that this maximum precludes 52 percent of California workers from receiving the intended two-thirds of loss wages replaced; and

Whereas, California workers receive no payment for lost fringe benefits due to industrial injury or disease; and

Whereas, The Report of the National Commission on State Workmen's Compensation Laws recommended in 1972 that the maximum for total disability payments be set at 200% of the SAWW; and

Whereas, California law has no automatic

adjustment of the benefit maximum which would adjust for changes in the cost of living; and

Whereas, Injured workers must usually pay their attorney's fees from their benefit awards which further erodes the amount of compensation available to them; and

Whereas, Injured workers are often forced to rely solely on workers' compensation benefits as their post-injury means of support; therefore be it

Resolved, By the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that State law should be amended to provide that benefits available to injured workers be provided at a rate such that the maximum be at least 200 percent of the State average weekly wage (\$380 in 1984); and be it further

Resolved, That State law should be amended to make such benefit levels automatically indexed to the cost of living as measured by the State average weekly wage; and be it finally

Resolved, That the definition of wages be amended to include fringe benefits lost due to industrial injury or illness, or alternatively that employer contributions to fringe benefits be continued during the time of disability due to injury or disease caused by the job.

Referred to Committee on Legislation.
Adopted, p. 31.

Wage-Loss Concept Under Workers' Compensation

Resolution No. 40—Presented by Electronic-Plastic and Metal Production Lodge No. 1518, Oakland; Communications Workers No. 9402, Concord; Electrical Workers No. 1245, Walnut Creek.

Whereas, There can never be totally adequate compensation for industrial accidents and occupational diseases; and

Whereas, Death and disability, pain and suffering cannot be measured by money; and

Whereas, It is known that business lobbyists including a California Manufacturers Association-sponsored Coalition for Compensation Reform, and the California Workers Compensation insurers are both advocating changes in the Workers Compensation system in California; and

Whereas, It is known that said groups are asking California employers to contribute \$1

million to lobby for such change; and

Whereas, It is known that the focus of such change will be to restrict compensation to a so-called "wage loss" concept; and

Whereas, Under such a system injured workers do not receive permanent partial disability payments except in extreme impairment cases; and

Whereas, There are currently 75,000 cases per year in California where workers currently receive permanent partial disability payments under workers' compensation; and

Whereas, In the State of Florida where, in 1979, "wage loss" became the method of compensation for disability, the amount of benefits awarded to injured workers dropped from \$91 million in 1979 to \$54 million in 1982; and

Whereas, Many types of disability are not necessarily pegged to earnings at work but involve other than economic reductions in a person's standard of living, as in noise-induced hearing loss, or industrial exposures leading to sterility; and

Whereas, The wage-loss concept requires detailed records be kept on each injury to facilitate future evaluation of the amount of lost wages between a worker's former job and present employment; and

Whereas, The state Division of Industrial Accidents staffing for overseeing and administering workers' compensation cases suffers greatly already as documented by the statistic that the average delay between first day of disability and payment of total disability indemnity is 25.2 days while the prescribed standard is 14 days; and

Whereas, The state administration has no systemwide computerized record system to track individual workers' compensation cases so as to assess wage-loss, and does not expect to implement any computerized system over the next two years; and

Whereas, The Joint Legislative Study Committee on Workers' Compensation (established by ACR 49, 1983) which was supposed to analyze the adequacy and equity of workers' compensation benefits in California, failed to keep its vow to hold frequent regional public forums on workers' compensation throughout the spring and summer, but nevertheless plans to issue a report in November, 1984; therefore be it

Resolved, By the Fifteenth Biennial Convention of the California Labor Federation,

AFL-CIO, that the Federation oppose any changes to a "wage loss" system unless such system shall include: that the burden of proof be on the employer to show that wage loss suffered by a claimant is not due to the industrial injury or illness; that there be no statutory limits on benefit duration as currently exists in Florida; that benefits be indexed to increases in the State Average Weekly Wage; that there be no dollar for dollar cutoff of compensation when a person attempts to return to work; and be it further

Resolved, That compensation shall be awarded according to a special schedule in cases of serious disfigurement, loss of member or loss of bodily function.

Referred to Committee on Legislation.

Adopted, p. 31.

Compensation for Occupational Disease

Resolution No. 41—Presented by Electronic-Plastic and Metal Production Lodge No. 1518, Oakland; Communications Workers No. 9402, Concord; Electrical Workers No. 1245, Walnut Creek.

Whereas, Approximately 10,000 Californians die each year as a result of work-related diseases, and many thousands more are disabled; and

Whereas, It is known that workers in certain industries suffer considerably higher rates of disease than the population at large, due to exposures to hazardous substances; and

Whereas, The present California Workers Compensation system compensates less than 5% of workers suffering from occupationally-related diseases; and

Whereas, Most occupational disease claims are challenged, the burden of proof is on the employees to demonstrate the work-relatedness of disease, leading to major delays in receipt of benefits even in those cases where a claim is ultimately awarded; and

Whereas, Many substances are known to adversely affect worker health, but only asbestos-related diseases are specifically recognized in California as compensable; and

Whereas, Many workers do not file compensation claims for occupational disease because they are not educated as to the potential relationship between exposure and adverse health effects; and

Whereas, The current compensation system is not structured to recognize or deal ade-

quately with occupational disease; and

Whereas, Other income support systems (such as social security and welfare) pick up the costs of compensating workers disabled due to work-related illnesses, shifting the costs of occupational disease from employers to workers and the general public; therefore be it

Resolved, By the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation seek legislation to improve workers' compensation for occupational disease through the establishment of a Division of Occupational Disease Compensation in the State government.

The functions of the Division of Occupational Disease Compensation shall be:

1. To develop presumptive standards for compensation eligibility for occupational diseases, and establish a mechanism for the regular up-dating of the disease presumption schedule.
2. To collect, maintain, and analyze statistical information pertinent to occupational disease compensation, and to make such data available to the Department of Health Services and NIOSH for research purposes.
3. To educate workers and employers about occupational disease, and legal rights to compensation for such disease; and be it further

Resolved, The occupational disease claims shall be initially reviewed by a neutral administrative body, and in cases where the evidence of a work relationship is equally balanced with that for other causes of disease, the benefit of doubt shall be given to the claimant; and be it finally

Resolved, That filing or award of claims for occupational disease compensation shall not abridge the rights of a claimant to pursue third party liability suits.

Referred to Committee on Legislation.
Adopted, p. 31.

Worker's Right to Sue and Employer's Negligence

Resolution No. 42—Presented by Electronic-Plastic and Metal Production Lodge No. 1518, Oakland; Communications Workers No. 9402, Concord; Electrical Workers No. 1245, Walnut Creek.

Whereas, California's workers' compensation law forbids a worker from suing his or her

employer for on-the-job injury or occupational disease in most cases; and

Whereas, Workers' compensation is the exclusive legal remedy for these injuries or diseases even if they are caused by the gross or criminal negligence of an employer; and

Whereas, Workers' compensation is the exclusive legal remedy for an injured worker against his or her employer even if the injury was caused by the employer's willful disregard of an OSHA rule or other known hazard; and

Whereas, Workers' compensation does not compensate for pain and suffering caused by an industrial injury or disease, or any other loss other than the ability to compete in the labor market; and

Whereas, California workers' compensation benefits are among the lowest in the nation; and

Whereas, Workers' compensation insulates employers from the consequences of their negligence by relegating their employees to workers' compensation benefits; and

Whereas, Employers who are insulated from lawsuits have little or no financial incentive to maintain a safe and healthy workplace; and

Whereas, The toll of industrial accidents and occupational diseases in California has reached epidemic proportions and workers' compensation is not an incentive to make work safer; and

Whereas, Workers' compensation was originally considered an historic bargain by which workers gave up their right to sue their employers in exchange for swift, certain and reasonable benefits; and

Whereas, Workers' compensation benefits are no longer swiftly delivered, certain in amount, nor reasonable in amount; therefore be it

Resolved, By the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that state law should be changed so that workers who are injured or made sick on the job as a result of their employer's gross negligence, criminal negligence or willful violation of an OSHA rule should be allowed to sue their employer in civil court with all the same rights and duties of other plaintiffs in other civil actions; and be it further

Resolved, That the worker's right to sue should be available only when the injury or disease has been caused by the fault of the em-

ployer and that in any case such right should not take the place of workers' compensation but be an added remedy to it.

Referred to Committee on Legislation.
Adopted, p. 32.

Administration of Workers' Compensation

Resolution No. 43—Presented by Electronic-Plastic and Metal Production Lodge No. 1518, Oakland; Communications Workers No. 9402, Concord; Electrical Workers No. 1245, Walnut Creek.

Whereas, Private insurance companies and self-insurance administrators (hereinafter called insurers) are primarily responsible for the administration of California's workers' compensation system; and

Whereas, The interests of insurers are directly adverse to the needs of injured workers; and

Whereas, California's current workers' compensation system is fraught with delays and subject to interminable litigation which benefits only insurance companies, trial attorneys and evaluating physicians; and

Whereas, In states which have an exclusive state fund, benefits are delivered more promptly to injured workers and at a lower cost to employers; and

Whereas, It currently takes approximately two (2) years to process a litigated workers' compensation case; and

Whereas, The vast majority of workplace injuries involving any significant disability are litigated under California's system; and

Whereas, California's current system offers no significant protection for injured workers but provides hundreds of millions of dollars of profits to the private insurance industry; therefore be it

Resolved, By the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that California workers' compensation system shall be underwritten and administered solely by an exclusive state compensation fund.

Referred to Committee on Legislation.
Filed with comment and subject matter referred to incoming Executive Council, p. 32.

Benefit Delivery in Workers' Compensation

Resolution No. 44—Presented by Electronic-Plastic and Metal Production Lodge

No. 1518, Oakland; Communications Workers No. 9402, Concord; Electrical Workers No. 1245, Walnut Creek.

Whereas, The California Constitution (Article XIV, Section 4) specifies that workers' compensation shall be administered to accomplish substantial justice in all cases expeditiously; and

Whereas, Workers injured in the course and scope of their employment are in immediate need of financial and medical support to cure or relieve from the effects of their injury; and

Whereas, Under our present system of workers' compensation, it takes approximately two (2) years to process a case; and

Whereas, Seventy-five percent (75%) of all permanent disability cases are litigated; and

Whereas, Injured workers must currently rely on State Disability Insurance and Social Security Disability to see them through a workplace injury; and

Whereas, There are no adequate protections to provide benefits to injured workers during the course of litigation and appeal of a workers' compensation case; and

Whereas, The present system of workers' compensation has been manipulated by private insurance companies who are motivated to delay or deny benefits in the interests of increasing profits; all to the direct and immediate disadvantage of injured workers; therefore be it

Resolved, By the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that disability benefits cannot be terminated except by an actual return to work, agreement of the parties or a hearing and order of a workers' compensation judge; and be it further

Resolved, That disability benefits shall be paid every two weeks so that injured workers can count on receipt of financial benefits on a regular basis; and be it further

Resolved, That the medical care provided or recommended by the treating physician shall be paid within thirty (30) days; and be it further

Resolved, That trial of a workers' compensation case shall be held within thirty (30) days of request by an injured worker and a judge's decision shall issue thirty (30) days from submission of the case; and be it further

Resolved, That benefits initially awarded to

an ill or injured worker, awarded at trial, must continue pending the final outcome of an appeal by the defendants; and be it further

Resolved, That attorney fees for an injured worker be paid by the defendants in cases where the defendants initially deny benefits; and be it finally

Resolved, That injured workers have a civil cause of action for bad faith against workers' compensation insurers or administrators in appropriate cases.

Referred to Committee on Legislation.
Adopted, p. 32.

South Africa

Resolution No. 45—Presented by California State Council of Service Employees, San Francisco.

Whereas, The United Nations General Assembly declared South African apartheid "a crime against humanity," and that investment in South Africa "encourages the apartheid policies of that country"; and

Whereas, Representatives of several hundred million unionists meeting under UN-ILO auspices called for the elimination of stock of companies investing in South Africa from pension funds; therefore be it

Resolved, By the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation recommend that the policy of the State of California be that no pension funds administered by, or on behalf of, the State of California, or any agency thereof, shall be invested in corporations or other business entities that do business in South Africa until such time as apartheid is abolished in South Africa, and Black people are given full political and civil rights by the government of South Africa.

Referred to Committee on Resolutions.
Adopted as amended, p. 20.

Chile

Resolution No. 46—Presented by California State Council of Service Employees, San Francisco.

Whereas, The International Confederation of Free Trade Unions convened last year in Madrid a Conference on Chile. It pointed out the "appalling number of political and trade union leaders being arrested, tortured, assassinated and deported"; and

Whereas, As was pointed out to the UN

Commission on Human Rights by a representative of the ICFTU, "the harsh and systematic repression directed against democratic trade unionists by the Chilean authorities" continues; therefore be it

Resolved, By the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the California Labor Federation act, and suggest to all local unions that they also act in the following way:

To The Ambassador of Chile, Washington, D.C.

We support the demands of the Chilean labor movement (1) release all prisoners imprisoned because of their union activities; (2) end the state of emergency; (3) early elections; (4) return of political exiles; and (5) end to censorship.

Referred to Committee on Resolutions.
Filed with comment, p. 20.

Corporate Rulers and Plant Closings

Resolution No. 47—Presented by California State Council of Service Employees, San Francisco.

Whereas, The California State Council of Service Employees agree with and adopt an editorial in California AFL-CIO News (Dec. 16, 1983) which said,

"It is the corporate rulers who own and thereby control the American system."

"It is they who own Administrations that preach world democracy while in alliance with South Africa, El Salvador, Chile, and the two Chinas."

"It is they who decry revolutionary action in nations they have economically and socially ravished in Latin America, Africa and the Middle East."

"It is they who protest the menace of imported products while concealing their own power in the cannibalism of international trade"; and

Whereas, The California State Council of Service Employees add to the indictment by the editorial, the following:

It is they who seek the most depressed wage levels in the world, much as water seeks its own level.

It is they who use the U.S. Government to overthrow democracies, and to establish and/or support the bloodiest of union destroyers and people killers, such as Pinochet of Chile,

Marcos of the Philippines and General Evren of Turkey.

It is they who close their U.S. plants, or operate with less production and employment, or fail to open new plants or install new machinery because of their investment, or subcontracting in countries where the union destruction results in wage rates often only 5-10% of U.S. Levels; therefore be it

Resolved, By the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation will breathe life into the editorial's profound observations and its prophecy that these activities of the corporate rulers, "henceforth must never be" by the following demands on the President, the Congress, and the State Department:

Deny *all aid and loans* to countries which prevent or substantially curtail labor's right to organize, engage in collective bargaining, and strike, or deny to their people basic human rights. Remove all tax benefits which are granted corporations as a result of their investment or subcontracting in such countries. Prohibit all plant closings where it can be demonstrated that the closing is due to the transfer of production, or subcontracting in such countries.

Referred to Committee on Resolutions.
Adopted as amended, p. 20.

Support For 1984-85 United Way Campaign

Resolution No. 48—Presented by Los Angeles County Federation of Labor, 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 pol-

icy of financing, supporting and participating in existing social service agencies rather than to establish direct social services of their own; and

Whereas, Support for United Way 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 policymaking boards, councils and other committees of United Way and their federated service agencies; and

Whereas, the AFL-CIO, through its Department of Community Services on the staff of United Way has worked together with the United Way and its member agencies for the benefit not only of union members, but also for the total community; and

Whereas, In California several central labor bodies have labor representation on the staff of United Way and Red Cross in established Community Service Departments as a permanent part of the full-time staff members on the United Way payroll and the Red Cross payroll, devoted to a year round program of education, health and welfare referral services, strike assistance, etc. to union members and their families; and

Whereas, The 290 United Way member agencies and 13 chapters of the American Red Cross are joined together in a campaign partnership in business and industry with local affiliates of the American Cancer Society (California Division); American Diabetes Association (Southern California Affiliate, Inc.); American Heart Association (Greater Los Angeles Affiliate); American Heart Association (Greater Long Beach Chapter), American Lung Association of Los Angeles County (excluding the Long Beach and Pasadena Chapters); City of Hope; Crippled Children's Society of Los Angeles County; Mental Health Association in Los Angeles County; Myasthenia Gravis Foundation, Inc. (California Chapter); and the National Multiple Sclerosis Society (Southern California Chapter); and

Whereas, It is United Way policy, by action taken by the National Assembly of Voluntary Health and Social Welfare Organizations, a federation of 37 national voluntary health and social welfare organizations, including the United Way and Red Cross, to respect the right of their employees of member agencies to join unions of their own choosing for the purpose of collective bargaining in good faith; and

Whereas, It is United Way policy to honor all designations of individual donors, allowing each freedom to choose, and is a continuing program, to be made available to all donors for as long as they elect to make designations; and

Whereas, The support of labor is extremely important to United Way in planning for the future social needs of our community; and

Whereas, Hundreds of thousands of residents in the community, including many members of organized labor and their families, will be served through the United Way Campaign and the agencies and services it supports; therefore be it

Resolved, That the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, call upon its affiliated local unions and their membership in all communities where United Way or other united campaigns exist, in accordance with the type of fund-raising federation approved by the Labor Movement in the respective communities, and provided that these agencies adhere to accepted labor-management policies with respect to their own employees, urging the participation of Organized Labor in these activities, and loyally, actively and generously to support the local United Way or other federated fund-raising campaign.

Referred to Committee on Resolutions.
Adopted as amended, p. 34.

Boycott Basic Tool and Supply Company

Resolution No. 49—Presented by Molders and Allied Workers No. 164, Oakland.

Whereas, The workers at Basic Tool & Supply Company and the International Molders Union, Local No. 164, began an organizing drive approximately two and a half years ago, battling an anti-union campaign in which the Company spent over \$70,000, resulting in a signed contract in December, 1983, with the Company president pleading poverty and agreeing to negotiate an increase in wages on May 1, 1984; and

Whereas, On May 1, 1984, the Company president again pleaded poverty, even though the Company admitted they have a lot of business and purchased a new computer system, then retained the services of the law firm Littler, Mendelson, Fastiff & Tichy in an attempt to break the Union; and

Whereas, Despite threats and intimidations,

the workers at Basic Tool & Supply Company went out on strike on May 7, 1984; and

Whereas, The morning of the strike, the Company president recruited strikebreakers to work during the strike chaperoned by 3 paddy wagons, a large number of squad cars and more than eight motorcycles with the strikebreakers being escorted into the plant, continuing this procedure each morning since; and

Whereas, The Company president has a friend (by his own admission) in the Alameda County District Attorney's office and the Company's admission of "pull" with the Oakland Police Department, numerous attacks, physical assaults and violent provocations on picketers by Company guards, strikebreakers and the Oakland Police Department has resulted in over 50 arrests including the Union Business Agent, the Union Organizer, the Central Labor Council's Secretary-Treasurer, and the incarceration of two pregnant female workers who were "strip searched"; and

Whereas, There were no arrests made to those who were really responsible for the provocations and instead arrested strikers making false charges against them; and

Whereas, The strikers and the Union leaders have twice appeared before the Oakland City Council to denounce the police tactics and a Federal lawsuit has been filed against the Oakland Police Department and another against the Company for violation of civil rights; and

Whereas, The morale of the strikers and their determination to win this strike (now in its 17th week) is very high now; therefore be it

Resolved, By the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that a national boycott of Basic Tool & Supply Company be implemented.

Referred to Committee on Resolutions.
Filed with comment, p. 25.

In Support of Textile Workers in the Philippines

Resolution No. 50—Presented by Molders and Allied Workers No. 164, Oakland.

Whereas, The Reagan Administration continues to support dictators in Third World Countries, such as Marcos in the Philippines, who suppress the basic rights of labor in order to attract foreign investment, thus contributing to plant closures and unemployment here in the U.S.; and

Whereas, The California labor movement

has often expressed its solidarity with workers in Third World countries who are organizing and standing up for their rights against incredible odds; and

Whereas, Hundreds of millions of our tax dollars have been given by the U.S. government to the Marcos government in the form of military aid, in direct conflict with the 1983 AFL-CIO Convention Resolution opposing aid to any government that suppresses the basic rights of trade unionists; and

Whereas, The 2,000 workers of the Artex Development Corporation, a textile company in Metro Manila, the Philippines, receive less than \$2.00 a day, workers who have served six months as apprentices have not been given regular workers status, and adequate safety devices have not been provided; and

Whereas, The Artex Workers Union went on strike beginning in April, 1984, in an attempt to correct these injustices; and

Whereas, On June 30, 1984, 1,000 military troops attacked the Artex picketline to transport struck goods out of the plant, injuring several workers, and again on July 9, 1984 about 1,000 police and army troops attacked the picketline, arrested 22 people, and left 7 workers dead and 30 in serious condition; and

Whereas, We have always condemned the use of violence by management and the government anywhere to crush a trade union strike or picketline; therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, in support of the Artex Workers Union, demand that the Marcos government halt military intervention in labor disputes in the Philippines, and immediately release all workers and union representatives detained or arrested in connection with the Artex strike; and be it further

Resolved, That the California Labor Federation, request the AFL-CIO to investigate the situation and support the ongoing Artex workers' strike by publicizing this case through AFL-CIO and international labor channels; and be it finally

Resolved, That the California Labor Federation, request the AFL-CIO to bring this case to the attention of Congressional members responsible for the continued military assistance to the Marcos government and urge them to determine the extent to which the military in the Philippines is used to violently bust strikes and the extent to which this activity is financed

by U.S. military aid.

Referred to Committee on Resolutions.

Adopted as amended, p. 20.

Video Display Terminal Legislation

Resolution No. 51—Presented by Office and Professional Employees No. 3, San Francisco.

Whereas, It is estimated that over 10 million video display terminals are in use in this country in both public and private sector employment; and

Whereas, Employer emphasis in utilization of such equipment has been on increasing productivity with little or no attention given to the physical and emotional health hazards of employees; and at present there are no state or federal standards covering video display terminal work; and

Whereas, A bill sponsored by the California Labor Federation, AFL-CIO, (AB 3175) in the current legislative session which would have assured safe and healthful working conditions for persons employed as VDT operators by establishing minimum health standards and imposing employer compliance with such standards, suffered defeat in the Assembly due to last minute heavy corporate lobbying efforts; and

Whereas, There remains a compelling need for this type of legislation; now, therefore be it

Resolved, That the California Labor Federation, AFL-CIO, be commended for having sponsored such legislation; and be it further

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation support continued efforts by the Federation for enactment of this desperately needed protective worker legislation.

Referred to Committee on Legislation.

Adopted, p. 32.

Women's Equity Legislation

Resolution No. 52—Presented by Office and Professional Employees No. 3, San Francisco.

Whereas, The California Labor Federation has been a strong advocate in the sponsorship and support of legislation to assure equity for women; and

Whereas, Through the efforts of the Federation an impressive number of bills have been enacted to benefit women, in particular, in-

cluding; (1) establishment of state disability benefits for normal pregnancy, (2) various comparable worth measures, (3) prohibition of industrial homework in garment production, (4) prohibition of discrimination in hiring or promotion on the basis of a female worker's pregnancy or related condition, (5) prohibition against employers requiring sterility as a condition for employment and (6) prohibition of sexual harassment in the workplace; and

Whereas, This legislative support was advanced during a period when such advocacy was not generally considered by many to be an appropriate posture for labor to assume; now, therefore be it

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, take this occasion to commend the officers of the Federation, and most particularly John F. Henning, the organization's Executive Secretary-Treasurer, for a proud and outstanding record of achievement with respect to enactment of women's equity legislation in California; and be it finally

Resolved, That this convention encourage and support such continued efforts on the part of the Federation.

Referred to Committee on Legislation.
Adopted, p. 32.

Reconsidered and amended, p. 39.

White Collar Organizing Fund

Resolution No. 53—Presented by Office and Professional Employees No. 3, San Francisco.

Whereas, In recent years there has been an historically significant change in the structure of our nation's labor force with white collar workers now outnumbering blue collar workers; and

Whereas, Millions of white collar workers are victimized by low wages and deplorable working conditions; and

Whereas, White collar workers—predominantly women and minorities—would be greatly benefited by unionization; and

Whereas, The rate of trade union organizing success among white collar workers has not kept pace with the rapidly increasing numbers of such workers in our nation's labor force; and

Whereas, The organization of white collar workers would therefore serve not only to improve the economic position of such employ-

ees but would significantly increase the strength and effectiveness of the entire trade union movement; now, therefore be it

Resolved, By the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that we call upon the Executive Council of the national AFL-CIO to establish an Organizing Fund for the organization of white collar workers; and that the Organizing Fund be made available, upon request, to affiliated International Unions in a manner and amount to be determined by the Executive Council; and be it finally

Resolved, That review and monitoring procedures be instituted to assure proper utilization of such funds and the attainment of a successful organizing effort among the white collar workers of our nation.

Referred to Committee on Resolutions.
Adopted, p. 26.

Oppose Subminimum Wage for Youth

Resolution No. 54—Office and Professional Employees No. 3, San Francisco.

Whereas, The Reagan administration proposal for a subminimum wage for youth is a thinly veiled attack upon the minimum wage structure as a whole; and

Whereas, The basic concept behind minimum wage legislation is the right of workers to a "living wage"; and

Whereas, Sixty-seven percent of workers receiving minimum wages are women, many contributing to the support of families; and

Whereas, Proponents of the subminimum wage have conceded that it would have relatively small impact on the enormous problem of youth unemployment, currently running at 23% overall, and exceeding 50% in the black communities; and

Whereas, It is questionable whether such measures would result in any increase in the number of workers employed; and

Whereas, Passage of a subminimum wage for youth would place in direct competition two groups which have faced long-standing discrimination on the job market—youth and women; and

Whereas, The ensuing competition would be divisive and would depress the wage standard for all workers; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, oppose the introduction of a

2-tier minimum wage and fight to increase the minimum wage to a standard compatible with the basic and original meaning of the phrase "living wage."

Referred to Committee on Resolutions.
Adopted, p. 22.

Repeal Taft-Hartley Act

Resolution No. 55—Presented by Office and Professional Employees No. 3, San Francisco.

Whereas, The Wagner Act passed in 1935 represented a great legal breakthrough for American workers, recognizing the legal right to organize and bargain collectively; and

Whereas, The Taft-Hartley Act passed in 1947 is an anti-labor law that reverses many of the great principles of the Wagner Act; and

Whereas, The Taft-Hartley Act falsely assumes that labor unions have gained parity and power with the giant corporations; and

Whereas, Taft-Hartley reduced protection against labor injunctions, allowed states to ban union shop clauses in contracts (through so-called "right-to-work" laws), outlawed solidarity actions by workers supporting the struggles of other workers, and, for a time, required loyalty oaths from elected union officials, such oaths being used in campaigns to split the labor movement, and, further, gave statutory license for employers to openly campaign against union organization in the workplace; and

Whereas, The decisive and cutting advantage which Taft-Hartley has given to the employer in blocking union organizing drives and causing a five-fold increase in decertification campaigns has caused union representation to fall from one-third of the work force in the 1950's (just after passage of the Act) to a present day figure estimated between one-fourth and one-fifth of the work force; and

Whereas, The economic crises of the past decade have created an increasingly vicious, manipulative application of the law aided by the Reaganite appointments to the NLRB; and

Whereas, This trend if allowed to continue will only increase and worsen; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, employ its resources toward the development of new national legislation that truly protects the right of workers to organize, encourages collective bargaining and places the law and the Labor Board on the side

of workers and their unions; and be it further

Resolved, That the California Labor Federation call upon the national AFL-CIO to mobilize a full-scale campaign to repeal Taft-Hartley.

Referred to Committee on Resolutions.
Adopted, p. 22.

Voter Registration and Mobilization

Resolution No. 56—Office and Professional Employees No. 3, San Francisco.

Whereas, Only 66.9% of eligible voters are currently registered; and

Whereas, Voter turnout in the 1980 Presidential election was approximately one half of those registered; and

Whereas, The 1980 Presidential election was decided by a margin of only 5% of the popular vote; and

Whereas, There are approximately 52 million eligible but unregistered voters in the United States; and

Whereas, The vast majority of these unregistered voters are among the poor, the nationally and racially oppressed minorities and among working people; and

Whereas, Massive voter registration and mobilization of voter turnout on November 6, 1984 is key to our efforts to defeat Reagan; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, and all affiliated locals and Labor Councils pledge their continued support, energy and resources to the creation of a tidal wave of new voters that will sweep Ronald Reagan out of the White House in November.

Referred to Committee on Resolutions.
Adopted, p. 26.

Income and Jobs Act (HR 5814)

Resolution No. 57—Presented by Office and Professional Employees No. 3, San Francisco.

Whereas, The recently introduced Income and Jobs Act (HR 5814) sponsored by Congressman Hayes (D-Ill.) and Conyers (D-Mi.) is one of the most extensive measures on aid to the unemployed; and

Whereas, The bill recognizes the right of all workers to a decent job; and

Whereas, This bill seeks a shortening of the workweek to 35 hours and a transfer of 1% of

the military budget to a jobs development program; and

Whereas, This bill calls for a jobs program that would rebuild the infra-structure of America (bridges, roads, etc.) as well as an increase in public services (childcare, healthcare, etc.); and

Whereas, These services are necessary and compatible with increasing the quality of life for employed as well as unemployed workers; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, will support HR 5814 and recommend its passage if such measure has support of the national AFL-CIO; further, that the Federation will participate in such national coalitions as are currently being built in support of this legislation and will encourage such participation by its affiliated locals and labor councils.

Referred to Committee on Resolutions.

Filed with comment and subject matter referred to incoming Executive Council, pp. 19-20.

Executive Order 9066

Resolution No. 58—Presented by Office and Professional Employees No. 3, San Francisco.

Whereas, Executive Order 9066 resulted in the incarceration of more than 120,000 persons of Japanese ancestry—both citizens and non-citizens; and

Whereas, The Commission on Wartime Relocation and Internment of Civilians chaired by Joan Z. Bernstein held extensive hearings and investigations throughout the country; and

Whereas, On February 24, 1983 the Commission released its findings that clearly states removal of persons of Japanese ancestry was a result of "race prejudice, war hysteria and a failure of political leadership"; and

Whereas, A growing number of community and labor organizations ranging from the Community Action Committee of Region 6 of the UAW to the American Bar Association have issued statements decrying the internment as a debasement of human and civil rights and supporting the victim's right of redress; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, add its voice to this cry for justice, and re-affirm its policy of defending and protecting the constitutional and civil

rights of workers regardless of race, sex, creed or national origin; and that legislation be enacted to prohibit the establishment of concentration camps for any purpose; and be it further

Resolved, That the Federation support the redress of this grievous and heinous treatment of Japanese-American people and participate in such coalitions as may be formed to educate and promote greater understanding of the violation of civil and human rights which occurred as a result of Executive Order 9066.

Referred to Committee on Resolutions.

Adopted, p. 26.

Repeal Boycott Sections of National Labor Relations Act

Resolution No. 59—Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, The right of organized labor to use secondary boycotts through peaceful picketing is restricted by the National Labor Relations Act, thereby granting management broad immunity in strike situations; and

Whereas, The prosecution of sanctioned strikes by labor unions has become more difficult because of the added protection to industrial conglomerates, merged industries, and monopoly arrangements; and

Whereas, The severe limitations imposed by this law prevents reciprocal aid within the labor fraternity aimed at preserving a decent standard of living for wage earners; now therefore be it

Resolved, That the California Labor Federation, AFL-CIO, reiterate its demand for repeal of all boycott sections of the National Labor Relations Act, and that no state law be passed which would prevent a labor organization from using the means of peaceful picketing against any firm allied with an Employer involved in a bonafide labor dispute.

Referred to Committee on Resolutions.

Adopted, p. 22.

Prohibit Mandatory Overtime

Resolution No. 60—Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, Unemployment in the State of California remains at a high level in spite of Federal and State programs aimed at having it reduced; and

Whereas, A growing and alarming trend has

been developing in many industries throughout the State whereby employers are demanding that employees work overtime as a condition of continued employment; and

Whereas, Many workers are presently being forced to work overtime against their wishes, while the pool of unemployed workers continues to grow; and

Whereas, In those industries where overtime is voluntary on the part of the worker the overtime is reduced, resulting in greater employment in these industries, which is then shared with workers who were either unemployed or underemployed, providing more workers with earned income, vacations and medical coverage, thus relieving the State and County governments of additional welfare costs; now therefore be it

Resolved, By the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the California Labor Federation introduce at the next Legislative session a change in the State Labor Code that would permit workers to refuse to work overtime without fear of reprisal from the Employer; and be it finally

Resolved, That the California Labor Federation, AFL-CIO, circulate information through its affiliates regarding the proposed change in law which would forbid mandatory overtime and requesting the support of all unions, and their active participation in developing programs to assist in its passage.

Referred to Committee on Legislation.
Adopted, p. 30.

Respect for Picket Line Not Disqualifying

Resolution No. 61—Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, In the event of a labor dispute, referrals by the Economic Development Department to alleged job openings at such places are not deemed suitable employment, and no referrals are to be made; and

Whereas, Such policy indicates that the State is acting in a neutral manner, and is not, nor does it intend to aid or interfere in a trade dispute; and

Whereas, Crossing or refusing to cross an established picket line by people unrelated to the dispute should, at the very least, have the same rights of opinion as the State has in their interpretation of suitability, without the threat of 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; now therefore be it

Resolved, That the Fifteenth Biennial 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 persons engaged in a bonafide labor dispute or persons who are respecting an established picket line shall not, for that reason alone, be declared ineligible for unemployment insurance benefits.

Referred to Committee on Legislation.
Adopted, p. 31.

Social Security Improvements

Resolution No. 62—Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, The purpose of Social Security is to allow the elderly and the disabled to retire with economic security; and

Whereas, Social Security is now under the most intensive attack in its history by the Reagan Administration; and

Whereas, The Social Security Amendments of 1983 do not bring peace of mind to the workers, the elderly and the disabled, but instead take away economic security; and

Whereas, These take-away changes include:

- 1) The delay in the Cost-of-Living Adjustment (COLA) from July 1983 to January 1984; permanently reducing benefits for an average of \$1,100 a person over the next seven years with the reduction falling most heavily on the oldest and lowest income segment of the populations;
- 2) An increase in the normal retirement age from 65 to 67;
- 3) The mandatory coverage of new Federal employees in Social Security thus creating a two-tier system of benefits for government workers;
- 4) Delaying Cost-of-Living benefit increases by one year whenever the Consumer Price Index rises by less than three percent (3 percent); and

Whereas, These benefit cuts are temporary band-aid solutions at the expense of the poor-

est of Americans; therefore be it

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, go on record on behalf of:

- 1) Undoing the Social Security Amendments of 1983;
- 2) Modifying the Social Security Act to deal more equitably with income protection for women;
- 3) Improve and help certain groups of widows, divorced and disabled women;
- 4) Legislation to deal with abuses by the Reagan Administration of the Disability Investigation Program;
- 5) The use of general revenues to supplement Social Security Funds;
- 6) The establishment of an independent Social Security Agency to insulate the Agency from political and budget manipulations; and be it further

Resolved, That affiliated local unions be urged to do all in their power to accomplish these ends.

Referred to Committee on Resolutions
Adopted as amended, p. 21.

Strikebreakers and Compulsory Arbitration

Resolution No. 63—Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, An ever-increasing number of employers are aggressively demanding huge takeaways or givebacks from unions as the price for a settlement, thus increasing the likelihood of a strike. The surge of high technology continues to make it easier for firms to operate with strikebreakers working behind a bonafide picket line as recognized by the NLRA; and

Whereas, When a union is forced into calling a strike, the members suffer the loss of income derived from wages and their families are immediately adversely affected in many different ways; and

Whereas, The continued operation of the business by the continual crossing of the picket line by strikebreakers usually results in emotional flareups and, in rare instances, brings confrontation or physical harm to strikers, strikebreakers, law enforcement officers and, on occasion to bystanders; and

Whereas, In direct proportion to the degree of flareups and violence during a labor dispute is the involvement of the law enforcement agencies. All too frequently the strained emo-

tions of the strikers cause them to react adversely, thus causing further complications to the situation; and

Whereas, When law enforcement agencies are used in a labor dispute, such utilization: places an increased burden on the taxpayers to pay additional costs which are sometimes staggering amounts; causes disruption of the normal and regular police activities which are to provide security for the community and its residents, particularly senior citizens and children; and reduces the availability of the police for many other unforeseen emergencies; and

Whereas, When a labor dispute occurs, the employer suffers losses of revenue due to the disruption of production schedules; loss of sales; interrupted sources of supply and in a myriad of other ways. It is not uncommon for damage to occur to the physical properties when violence rears its ugly head; and

Whereas, It has been shown that a labor dispute involves four different elements: the Union; the Employer; the Community and the law enforcement agencies. The effects are always of a negative nature—no real benefit accrues to anyone—everybody, including the consumer, is adversely affected; and

Whereas, It is the intent of this resolution to propose a solution designed to reduce the likelihood of a labor dispute occurring. In order to accomplish this goal, both the union and the employer shall be encouraged to place a high degree of importance on the peace and tranquility of the community and the best interests of the consumer; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, develop a comprehensive piece of statewide legislation that has for its purpose the accomplishment of the following objectives:

- 1) In the negotiation of a collective bargaining agreement, should either party feel that an impasse has been reached, such party may request the unresolved issues be submitted to final and binding arbitration.

- 2) No arbitration shall take place unless it is mutually satisfactory to both parties. Details to be followed pertaining to arbitration procedures shall be developed by the Legislature, in consultation with officers of the California Labor Federation, AFL-CIO; and various employer representatives.

- 3) Should the union reject the offer of compulsory arbitration, the employer may continue

to operate and the law enforcement agencies shall be obligated to provide ingress and egress to the establishment, in addition to continuing to provide protection of the property and maintenance of peace and tranquility.

4) Should the employer reject the offer of compulsory arbitration, the law enforcement agencies shall not be obligated to provide ingress and egress for workers; consumers; or those desiring to make deliveries. The enforcement agencies shall, however, continue to provide protection to the property of the employer, and maintain peace and tranquility.

5) A strikebreaker is defined as anyone working behind a picket line recognized by the NLR.

6) Finally, consistent with the intent of the legislation, where the negotiation of an agreement covering law enforcement agencies or fire departments results in a declaration that an impasse has been reached by either party, all unresolved issues shall be submitted to final and binding arbitration forthwith.

Referred to Committee on Legislation.

Filed with comment and subject matter referred to incoming Executive Council, p. 30.

Defeat of Reagan

Resolution No. 64—Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, Organized labor and the working people of this country have suffered greater losses during the past four years of the Reagan Administration than at any time since the passage of the Wagner Act almost 50 years ago; and

Whereas, President Reagan has made only anti-labor, employer oriented appointments to the National Labor Relations Board, thus completely eliminating that Agency as an impartial protector of the rights of workers; and

Whereas, President Reagan broke the strike of Air Traffic Controllers, putting the government in the position of a strikebreaker; and

Whereas, President Reagan vetoed a bill which would have extended the copyright law protection for the printing industry, thus endangering thousands of jobs or organized workers in the printing industry; and

Whereas, Under the Reagan Administration the many social programs designed to help working people are being seriously undermined and destroyed, including the reduction of benefits under Social Security and Medi-

care; and

Whereas, Another four years of the Reagan Administration will further weaken the labor unions in the United States and create further hardships for workers, the poor and the senior citizens; now therefore be it

Resolved, That this Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, go on record as urging the defeat of President Reagan at the November elections; and be it further

Resolved, That this Convention urge all affiliated locals to do everything possible during the coming months to guarantee the defeat of Reagan and the election of an Administration more responsive to the needs of labor; and be it further

Resolved, That among other activities affiliated local unions work to assure their members are registered to vote; and support COPE fund-raising activities.

Referred to Committee on Resolutions.

Adopted as amended, pp. 26-27.

Clarification Re: Special Elections

Resolution No. 65—Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, It is desirable to clarify the procedures for recommendations for candidates for certain offices to fill vacancies in a special election; Now Therefore be it Resolved:

At the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, the Constitution is amended as follows:

That "Article XIV, page 49, is amended by adding Section 9 to read:

"Section 9. The Executive Council shall have full power to act and make endorsements after consultation with the local COPE of a candidate in a special election to fill any vacancy for the Congress of the United States, and for the State Senate and State Assembly."

Referred to Committee on Constitution.

Adopted, p. 23.

Permit Participation by Union Retirees

Resolution No. 66—Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco.

In accordance with the desires of the national AFL-CIO and pursuant to rules applica-

ble to state and central local bodies it is desirable to provide nationally for dedicated retired union members to continue their effective participation in the aims and objectives of the labor movement; Now Therefore be it Resolved:

At the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, the Constitution is amended as follows:

Add to Article III, Section 1, page 8, a new subsection (e) reading as follows:

“(e) Union retiree groups, composed of members of affiliated local unions, may be affiliated with the Federation as determined by the Executive Council in accordance with the Constitution and the rules and regulations established by the Federation’s Executive Council.”

Referred to Committee on Constitution.
Adopted, p. 23.

Per Capita Increase

Resolution No. 67—Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, It is necessary for the Federation to have a greater income in order to meet its ongoing obligations; and

Whereas, An increase of 5¢ per month in per capita taxes for use by the Federation is essential; Now Therefore be it Resolved:

At the Fifteenth Biennial Convention of the California Labor Federation, AFL-CIO, the Constitution is amended as follows:

That Article XII, Section 1(a), line 4, page 31, is amended by striking 20¢ and inserting 25¢.

Article XII, Section 1(a), line 1 of the 2nd full paragraph, page 31, is amended by striking 15¢ and inserting 20¢.

Article XII, Section 1(a), page 32, last paragraph line 2, is amended by striking 1980 and inserting 1984.

Article XIV B, Section 3, page 39, 2nd paragraph is amended by deleting in the last two lines “four hundred and eighty cents: and inserting “six hundred cents.”

Referred to Committee on Constitution.
Adopted, p. 23.

Prevent Loss of Film Jobs

Resolution No. 68—Presented by California State Theatrical Federation, San Francisco.

Whereas, The State of California has repeatedly lost film productions; and

Whereas, The number of jobs affected has increased; and

Whereas, Said loss is greatly affecting the economy of the State of California as a whole; therefore be it

Resolved, That the full California Labor Federation go on record in support of Assembly Bills 2966 authored by Sam Farr and AB 3066 authored by Tom Hayden, Senate Bills 2293 authored by Sen. Herschal Rosenthal and SB 1875 authored by Alan Robbins.

Referred to Committee on Legislation.
Adopted as amended, p. 33.

South Africa

Resolution No. 69—Presented by Graphic Communications No. 3-B, San Francisco.

Whereas, The International Confederation of Free Trade Unions has recently declared that “Increased labor solidarity is especially important in the fight against apartheid (Free Labor world 2/84); and

Whereas, The program for the labor movement in the fight against apartheid was thought out and unanimously adopted by the world labor movement (including, of course, the ICFTU and the AFL-CIO) in Geneva at the call of the UN and ILO (Proceedings International Labour Conference, ILO, 26th Sitting); and

Whereas, That program provides unions should:

1) “Press on governments which have not yet done so to stop all kinds of aid to and investment in South Africa”

2) “Eliminate any investment of trade union members pension contributions and other trade union funds in companies or investment schemes with interests in South Africa,” Therefore be it

Resolved, This Fifteenth Convention of the California Labor Federation, request all local unions to support all legislation, federal, state and local, to accomplish the above-stated purpose. It further requests all local unions to make an analysis of their pension and health and welfare funds and their bank accounts, to see if any of the corporations involved have investments, interests or loans in South Africa. Such investments should be divested and such bank accounts withdrawn—unless the corpo-

ration or bank which is doing business in or with South Africa agrees to divest and discontinue such business.

Referred to Committee on Resolutions.
Adopted, p. 34.

Chile

Resolution No. 70—Presented by Graphic Communications No. 3-B, San Francisco.

Whereas, The International Confederation of Free Trade Unions convened last year in Madrid a Conference on Chile. It pointed out the “appalling number of political and trade union leaders being arrested tortured, assassinated and deported”; and

Whereas, As was pointed out to the UN Commission on Human Rights by a representative of the ICFTU, “the harsh and systematic repression directed against democratic trade unionists by the Chilean authorities” continues; therefore be it

Resolved, That this Fifteenth Convention of the California Labor Federation act, and suggest to all local unions that they also act in the following way:

To the Ambassador of Chile, Washington, DC

We support the demands of the Chilean labor movement (1) release all prisoners imprisoned because of their union activities (2) end the state of emergency (3) early elections (4) return of political exile (5) and end to censorship.

Referred to Committee on Resolutions.
Filed with comment, p. 34.

Corporate Rulers and Plant Closings

Resolution No. 71—Presented by Graphic Communications No. 3-B, San Francisco.

Whereas, We agree with and adopt an editorial in the California AFL-CIO News (Dec. 16, 1983) which said,

“It is the corporate rulers who own and thereby control the American system.”

“It is they who own the Administrations that preach world democracy while in alliance with South Africa, El Salvador, Chile and the two Chinas.”

“It is they who decry revolutionary action in nations they have economically and socially ravished in Latin America, Africa and the Middle East.”

“It is they who protest the menace of imported products while concealing their own power in the cannibalism of international trade.”

Whereas, We add to the indictment of the editorial the following:

It is they who seek the most depressed wage levels in the world, much as water seeks its own level.

It is they who cooperate with the US Government (it is much worse under Reagan) to overthrow democratic governments, and to establish and/or support the bloodiest of union destroyers and people killers, such as Pinochet of Cuba, Marcos of the Philippines and General Evren of Turkey—the list is actually much longer.

It is they who close their U.S. plants, or operate with less production and employment, or fail to open new plants or install new machinery because of their investment, or subcontracting in countries where the union destruction results in wage rates often only 5-10% of U.S. levels; therefore be it

Resolved, That we will breathe life into the editorial’s profound observations and its prophecy that these activities of the corporate rulers, “henceforth must never be” by the following demands on the President, the Congress and the State Department;

Deny *all aid and loans* to organize which prevent or substantially curtail labor’s right to organize, engage in collective bargaining and strike, or deny to their people basic human rights.

Remove all tax benefits which are granted corporations as a result of their investment or subcontracting in such countries.

Prohibit all plant closings where it can be demonstrated that the closing is due to the transfer of production or subcontracting in such countries.

Referred to Committee on Resolutions.
Filed with comment, pp. 34-35.

American Policy in Central America

Resolution No. 72—Presented by Service Employees No. 715, San Jose.

Whereas, United States foreign policy in Central America will be a major political issue in the fall elections, as it has been during the past four years, and even during the Democratic nominating process; and

Whereas, The trade union movement has long been active in the struggles of Latin American workers, and has been an active participant in our national debates over foreign policy in this area of the world; and

Whereas, The history of US policy in Central America is by-and-large not one of which we can be very proud. In fact, for most of our nation's history, Americans have viewed Central America in almost colonial terms, and American policy has tended to be of the gun-boat variety more often than not, mainly for the purpose of supporting military dictatorships and economic elites for the benefit of the American corporations, rather than for the benefit of the workers and campesinos; and

Whereas, This long history is a factor in how America is viewed by progressive forces in the region. We are often looked upon with extreme suspicion. And the Reagan Administration's rhetoric and policies reinforce those views. While American policy over the years has paid lip service to the development of democratic institutions and economic democracy, our actions often do not measure up to our principles; and

Whereas, Problems in Central America vary considerably from country to country. There are some basic underlying problems, however, which are responsible for many of the political situations we now face; and

Whereas, Rigid social structures, ruling elites unwilling to share political power with the masses, and the military establishments of the region, have all combined to block the democratic aspirations of Central Americans. Land holdings are concentrated in the hands of a small oligarchy that is supported by the military. The majority of Latin Americans live in poverty or near poverty conditions;

Whereas, American foreign policy should be geared to change the present situation, not prop up the status quo. Such change cannot be achieved overnight, but the United States must be firmly behind those forces that support democratic institutions, individual liberties, and economic empowerment;

Whereas, A major political problem facing the United States in Central America is that the failure of moderate change can lead to a polarization of factions, resulting in revolutionary responses to right wing governments. American policy cannot be a carte-blanche support of military regimes in order to avoid a takeover by such revolutionary forces. Indeed, it is the

continuation of American support for these regimes which is one of the major reasons for these insurgencies;

Whereas, Increased U.S. military activity in and around Central America in recent months has raised the issue of our involvement in a wider war in Central America. Reagan's threatening military gestures dim the prospect for reforms by encouraging the most repressive and anti-union rightist forces to continue violent attacks against democratic and progressive elements; and

Whereas, Our goals, therefore, must be the strengthening of democratic institutions, including free urban and rural trade unions, guarantees of civil liberties, civilian control of the military, economic development based on comprehensive land reform, and stringent standards of behavior for the reception of U.S. aid; therefore be it

Resolved, By the Fifteenth Convention of the California Labor Federation that based upon these principles and goals, the California State AFL-CIO specifically adopts the following positions on matters of concern to U.S. interests in this region:

El Salvador

The AFL-CIO has long called for the cessation of military aid to the government of El Salvador. We cannot condone assistance to a regime that has so blatantly trampled on the human rights of its citizens, murdered thousands of opponents, and delayed critical land reform projects.

The recent elections, which took place in an atmosphere of violence and intimidation, offer little hope for peace and reform. The results return a man to the presidency whose earlier administration was impotent in the face of military repression and violence by right wing death squads which resulted in the torture and death of tens of thousands of Salvadorans.

A genuine negotiated peace, such as that proposed by the Contadora group, cannot occur in the current atmosphere of violence and intimidation. Peace and social justice will not be achieved by supporting the present government to the exclusion of other political forces. The U.S. must end all aid to the Salvadoran government until a negotiated peace between all warring parties has occurred.

Nicaragua

The American trade union movement was a strong voice critical of the Somoza regime in

Nicaragua. When the Sandinista revolution succeeded, the trade union movement supported American aid to the new government. Impressive advances in literacy, health and education have been made, and trade union organization has been dramatically expanded. These gains are being eroded, however, by continuing war and the U.S. campaign of economic destabilization.

It should be noted that under Somoza only 6.5% of the entire work force was organized into unions, whereas presently 87% of the industrialized urban work force are. In present day Nicaragua, production is a big priority. However, due to U.S. government aggression in Nicaragua, workers often times lack raw materials or have to be away defending their country from counter-revolutionary groups. We therefore oppose the Reagan Administration's economic and military support for counter-revolutionary activities in and around Nicaragua. This would include the U.S. efforts to make the Catholic Church an instrument by which counter-revolutionary forces would attempt to reorganize politically. This culminates nearly five years of steadily increasing hostility towards the revolution by the Nicaraguan Catholic Church hierarchy in a frantic attempt to undermine the mass support of the Nicaraguan government and the Sandinistas. History has clearly demonstrated that such activities are not only futile, but counter productive. Nicaragua should be allowed the opportunity to resolve its own internal problems.

In this light, we fully support the November 4, 1984 elections in Nicaragua and condemn U.S. State Department attempts to organize a boycott of these elections. The scheduled elections have been received enthusiastically by many including Venezuela, Mexico and the West German Social Democratic Party. This exercise in democracy will see Nicaraguans

elect a President, Vice-President and parliamentary representatives who will all serve six-year terms and will be charged with drawing up a new constitution within 2 years.

Guatemala

We oppose the repressive campaign of the military regime against trade unionists in particular and the population in general. We also condemn the terrorizing destruction of Indian communities and oppose all aid to the Guatemalan regime; therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, calls for an immediate end of all U.S. aid to the governments of Guatemala and El Salvador; and be it further

Resolved, That the California Labor Federation, AFL-CIO, opposes all direct or indirect U.S. military intervention in Central America, including aid to Nicaragua counter-revolutionaries and the C.I.A. campaign of economic destabilization against Nicaragua; and be it further

Resolved, That the California Labor Federation, AFL-CIO, support the Contadora group and other efforts to produce a genuine negotiated settlement for peace in Central America, including the removal of all foreign troops and bases; and be it further

Resolved, That the California Labor Federation, AFL-CIO, rejects the conclusions and recommendations of the Kissinger Commission that are in conflict with positions taken by the AFL-CIO; and be it finally

Resolved, That this position be communicated to the AFL-CIO and be the basis for our active involvement in improving AFL-CIO policy in Central America.

Referred to Committee on Resolutions.

Adopted as amended, p. 35.

REPORTS OF OFFICERS

Report of the Executive Council

Oakland, Calif.
September 7, 1984

To: The 15th Convention of the California Labor Federation, AFL-CIO

Greetings:

Under the authority of the Constitution of the California Labor Federation, AFL-CIO, the Executive Council has met in regular session on eight occasions during the interim period following the July 19-21, 1982 convention in Anaheim, 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 7-8, 1982 at the San Francisco Hilton & Tower, San Francisco; March 9-10, 1983 at the Woodlake Inn, Sacramento; June 14-15, 1983 at the Woodlake Inn, Sacramento; August 16-17, 1983 at the Mansion Inn, Sacramento; December 8-9, 1983 San Francisco Hilton Hotel & Tower, San Francisco; March 29-30, 1984 Hilton Hotel, Fresno; June 26-27, 1984 San Francisco Hilton & Tower; and September 5-7, 1984 at the Hyatt Regency Hotel, Oakland.

Convening as the Standing Committee on Political Education, the Executive Council met on April 16-17, 1984 at the Sheraton Palace Hotel in San Francisco, and beginning on September 5, 1984, at the Hyatt Regency Hotel in Oakland.

LEGISLATIVE PROGRAM

The Executive Council's Standing Committee on Legislation met with its Advisory Committee at the Hilton Hotel in San Francisco Monday, November 29, 1982, to develop recommendations on legislative priorities for the State Legislature's 1983-1984 session to be submitted to the Federation's full Executive Council at its December, 1982 meeting.

The Advisory Committee on legislation was established, pursuant to action of the 1964 Convention for the purpose of assisting the Standing Committee on Legislation in establishing priorities for legislative proposals by the California Labor Federation, based on Convention Policy Statements and Resolutions adopted. The Advisory Committee is

appointed by the Executive Secretary-Treasurer and the President to assist the Committee on Legislation.

These are guided in drafting their recommendations by the provisions of the legislative review authority granted to the Executive Council under Article VIII, Section 4, of the Federation's Constitution which provides, in part, as follows:

"...Either the Executive Council or its Legislative Committee shall have the authority to review all resolutions adopted by convention action calling for the introduction of legislation, and the Secretary-Treasurer shall cause to be introduced only such legislation as the Executive Council or its Legislative Committee believes desirable and proper at the time the session of the legislature commences; provided that the sponsor or sponsors of the resolutions shall be notified accordingly; provided, further, that this limitation shall not apply to any resolution, adopted by the convention by at least a two-thirds vote, in which resolution it is expressly provided such proposed legislation shall be introduced without any further review by the Executive Council or its Legislative Committee."

Procedurally, the Advisory Committee made its recommendations on each appropriate Policy Statement and Resolution to the Legislative Committee, which in turn made its recommendations to the Federation's Executive Council. Final determination of the Federation's Legislative Program was made by the Council itself. The Legislative Committee and its Advisory Committee were confronted with the task of considering the 22 Policy Statements and several Resolutions adopted by the Federation's 14th Convention in July, 1982.

All recommendations requiring the introduction of legislation were placed in categories calling for introduction in the first year of the session, the second year of the session or for support of legislation introduced by others, consistent with Policy Statements and Resolutions adopted.

The Federation's Standing Committee on Legislation presented its recommendations to the Federation's Executive Council at its meeting December 7-8, 1982, at the Hilton Hotel & Tower in San Francisco.

California AFL-CIO trade union representatives requested to serve on the Advisory Committee included:

Fred Felix, Hotel Employees & Restaurant Employees; James Quillin, International Association of Machinists & Aerospace Workers; Dolores Huerta, United Farm Workers; Frank Kuberski, United Food & Commercial Workers; Dan Terry, International Association of Fire Fighters; Mattie Jackson, International Ladies' Garment Workers; Tom Stapleton, Operating Engineers Local 3; James S. Lee, State Building & Construction Trades Council of California; William R. Robertson, Los Angeles County Federation of Labor; Vernon Watkins, American Federation of State, County & Municipal Employees; Charles Reiter, Laborers' International Union; Jim Van Houten, Communications Workers of America; Timothy Twomey, Service Employees International Union; Jerry P. Cremins, Building & Construction Trades Council of Los Angeles County; Anthony L. Ramos, California State Council of Carpenters; J.L. (Jim) Evans, United Transportation Union, and Jack Crowley, San Francisco Labor Council.

1982 ELECTIONS

The 1982 convention at Anaheim endorsed a full slate of individuals for election to statewide office at the General Election. This came after recommendations from the Executive Council's Standing Committee on Political Education. Also endorsed were candidates for legislative, congressional and judicial offices. Of 14 statewide propositions on the ballot, the convention took "Yes" or "No" positions on nine.

AFL-CIO backed candidates and issues were winners in most instances. However, notably the State Federation's candidate for Governor, Democrat Tom Bradley, mayor of Los Angeles, lost by less than one percent of the total vote cast to Republican Attorney General George Deukmejian. Governor Edmund G. Brown Jr., Democrat endorsed by the State AFL-CIO, lost to Republican Mayor Pete Wilson of San Diego.

The State Assembly election reflected a 48 to 32 Democratic majority and the Senate a 25 to 15 majority.

The Federation issued for AFL-CIO members and their families a general election endorsement slate card, printed in 15 variations.

At the December, 1982, Council meeting, the Executive Secretary-Treasurer emphasized the importance of establishing a basis for communication with the new governor, explaining the complexities of working with a Democratic legislature and a Republican governor. He was authorized by the Council to invite the new governor to the next meeting of the Executive Council for an exchange of views. While the invitation was issued, it was declined.

1982 LEGISLATION

Leading labor triumphs in the 1982 session of the Legislature was enactment of a \$652 million increase in workers' compensation benefits, including a 100 percent boost in permanent partial disability payments and record increases in both temporary benefits and death benefit payments. This was the largest increase in the 65-year history of the program.

Also maximum weekly unemployment insurance benefits were raised by \$30 to \$166, the largest boost in the law's 47 years. An employment training fund for jobless workers was also provided.

With the Building & Construction Trades Council, the State Federation secured passage of a law authorizing use of public and private pension investment funds for low interest rate mortgage funds for "first time" home buyers and developers of low income housing, in cooperation with the California Housing Finance Agency.

Legislation was enacted as well requiring public employee pension and retirement funds to give first priority to investing not less than 25 percent of available funds in housing construction unless there was a conflict with certain fiduciary obligations.

A law was secured prohibiting sexual harassment in the workplace, long sought by women workers in California.

Other notable legislative victories in the session for the California Labor Federation provide for:

- Creation of the presumption of occupational cancer under the workers' compensation law for fire fighters exposed to carcinogens and afflicted with cancer within five years of employment.
- Nullification of the hostile court decision prohibiting lobbying activities by mem-

bers of the Commission on the Status of Women, a state government agency.

- Extension of the right to negotiate agency shop provisions to employees of the state government.

- Workers to receive an additional 26 weeks of unemployment insurance benefits when made jobless by plant closures and when participating in Employment Development Department approved training programs.

- Extension of the contractors' license law to federal lands and to certain independent worker contractors as well as extension of unemployment insurance coverage to all persons defined as employees under the contractors' license law.

- Increases in civil penalties for independent contractors who do not hold a valid state contractors license.

- Preventing insurance companies from discriminating against motor vehicle policy holders on the basis of occupation unless actuarial data shows a significant actual historical risk differential attributable to the occupation. The measure includes consumer protections concerning the definition of occupation and also allows periodic reviews by the state.

- Prohibiting Small Claims Court noise nuisance suits at the San Francisco airport until 1985 but permitting suits in the Superior Court.

- Speeding up the processing of claims in the administration of the Asbestos Workers' Compensation Fund and expanding benefit coverage to dependents in cases of death.

- Increasing pension and pilotage fee allowances for San Francisco Bay Area bar pilots.

- Upgrading the state's testing and evaluations of toxic building materials and creating a state air emission inspection program for California motor vehicles. This insures California's compliance with federal Environmental Protection Agency standards, freeing over \$200 million in federal funds for highway and other construction projects.

- Requiring school districts to process employee organization dues deductions to the labor organizations designated by school employees in a more timely manner.

- Authorizing school district governing boards to employ personnel in programs for services conducted under contract in catego-

rically funded projects which are not required by federal or state law.

- Requiring an advisory vote by all affected Los Angeles County employees on whether the county should withdraw from the Social Security System.

- Requiring school districts and community college districts to make deductions for the payment of service fees from certificated employees.

- Increasing the penalties for violations of Public Utility Commission orders concerning railway safety.

- Increasing funds for transit districts throughout the state.

- Denial of probation for persons guilty of committing felonies against public transit workers and occupants of public vehicles.

A large number of anti-labor bills directed at farm workers, building trades workers, industrial workers and public employees and at safety and hours protections for all workers were defeated either in committee or on the floor of the State Senate or Assembly.

Force for Progress 1982

These legislative accomplishments were published in a 37-page softbound book, **Force for Progress 1982**, which cited the gains of organized labor despite a conservative atmosphere prevailing in Sacramento. It recorded defensive victories against conservatives who view with contempt "the purposes of Labor and the needs of the low and middle income millions of America."

The latter included defeat of legislation to permit private employment of inmate labor in state prisons. Other anti-worker proposals stopped included reduction of the coverage of the State Industrial Welfare Commission, elimination of the unitary tax on foreign multinational corporations, limiting farm worker organizations' ability to collect political contributions from its members, and cutting the time for filing unemployment discrimination charges with the Fair Employment Practices Commission.

There was disappointment with the rejection of comprehensive plant closure protections for workers of attempts to provide bonding protection for culinary workers and failure to regulate union-busting labor-management "consultants."

1983 SESSION

The 1983 session of the Legislature illustrated the consequences of the narrow failure of our endorsed candidate for Governor to win election in 1982. While 26 AFL-CIO backed bills were adopted by the Democratic Legislature, eleven of these were vetoed by Governor Deukmejian.

He also made drastic budget cuts in such worker protection agencies as the State Occupational Safety & Health Agency (Cal/OSHA) and the Agricultural Labor Relations Board. As with other worker related agencies, these reductions mean reduced enforcement and denial of employees' rights.

Enacted were AFL-CIO backed bills which provided for:

- An increase in the maximum weekly benefits under unemployment compensation disability insurance from \$175 to \$224, restoring parity between DI benefits and workers' compensation temporary disability benefits.
- An increase in the maximum disability benefit period from 39 weeks to one year.
- Extended funding for a demonstration project to aid laid off workers affected by plant closure by providing an additional 26 weeks unemployment benefits while they are in approved training programs.
- Protection for underground waters from contamination by hazardous substances leaking from poorly constructed or designed storage tanks.
- Doubling civil penalties that may be imposed on employers for serious, repeated or willful violations of OSHA regulations.
- Preventing local government agencies from using salary-setting policies which prohibit consideration of comparable worth of work performed.
- Requiring California State University trustees and University of California regents to review and analyze female-dominated jobs in their jurisdictions and report the findings to the Legislature.
- Setting up an 11-member task force statewide to address elimination of pay inequities for women workers in private employment.
- Allowing disputes over unit determination in the Santa Cruz Transit District to be resolved by the State Department of Industrial Relations.

- Increased license fees for farm labor contractors and required license examinations to cover safe work practices related to pesticide usage.

- A minimum civil penalty of \$50 per day for initial violation of minimum wage provisions, and \$100 for subsequent violations.

- Increased penalties against employers who fail to pay wages when due.

- Creation of a financial base for the California Senior Legislature by allowing taxpayers to contribute through an income tax form check off.

- Exemption of tools of the trade from being considered personal property in determining individual welfare benefits eligibility.

- Protecting the rights of immigrants by regulating immigration consultants.

Many AFL-CIO supported bills, though adopted by the Legislature, were vetoed by the Governor. These measures would have:

- ✓ Barred telephone companies from secretly monitoring their employees.

- ✓ Extended protection against use of polygraph exams to cover public sector employees, except police officers.

- ✓ Given fire fighters the same procedural due process protections granted peace officers in 1976.

- ✓ Required the Labor Commissioner to provide written notices regarding disposition of complaints to parties involved and assessing damages equal to double the wages owed on employers intentionally violating the state's wage laws.

- ✓ Required the Labor Commissioner to provide materials in the appropriate language in areas where large numbers of non-English speaking people are served.

- ✓ Brought state law into conformity with federal law by barring public agencies from withdrawing from the Social Security system.

- ✓ Prohibited strip searches of persons arrested on misdemeanor or minor infraction unless there is reasonable belief the person is concealing contraband.

- ✓ Improved child support collections from non-custodial parents of Aid for Families of Dependent Children (AFDC) recipients, providing voluntary job training programs for AFDC recipients.

- ✓ Required counties to provide any official document relating to an employee's per-

formance to the employee within 48 hours of a request for it.

A major achievement of organized labor in this session was the rejection by the Senate of the appointment of Victor Veysey, nominated to be State Director of Industrial Relations. This will be dealt with more fully in another section of this report.

The California Labor Federation and its affiliates were successful in defeating in the Legislature several bills injurious to the well being and working conditions of California's working men and women. Among these were measures:

- To place a \$20,000 cap on the increased benefits an injured worker can receive when the injury or illness is due to the employer's serious and willful misconduct.
- To weaken workers' compensation protection by providing the law be "fairly and equitably construed" rather than "liberally construed" and to make it more difficult to establish eligibility for cumulative trauma.
- To increase the amount an employee must earn to qualify for unemployment benefits, wiping 166,000 jobless from the rolls in 1984.
- To disqualify workers suspended by their employers from receiving unemployment benefits for up to 30 days.
- To permit health facilities to schedule 12-hour work days without payment of overtime with consent of employee.
- To set up a pilot program in nine counties which could set their own prevailing wage rates on public works projects.
- To restrict the right of local governments to adopt rent control ordinances.

1983 Force for Progress

A 36-page paper-backed book titled "1983 Force for Progress" was published by the Federation and distributed to affiliated unions and councils, defining issues, listing important bills by number and author, and the votes of individual legislators on key labor issues.

"Both the Assembly and the Senate remained liberal as a result of the 1982 elections," the book says, "but the change in the executive branch from the momentum of the past eight years meant new policies and new relationships. The results of the 1983 experience were neither as grim as labor feared nor

as satisfying as the working people of California deserved."

In addition to the budget cuts in worker-serving agencies and their erosive consequences on worker safety and worker rights, this book notes that "gubernatorial appointments to administrative positions in labor agencies reflected a lack of sympathy with agency purposes."

Not since 1971 have so many labor-supported bills been vetoed as in 1983. The book concludes, "We will need to rely more than ever on the leadership at the local council and local labor union levels to mobilize union members in support of crucial legislation."

1984 SESSION

While the Legislature is now adjourned, it did so only a few days ago. The Governor has several days remaining in which to sign or veto measures passed during the last half of the 1983-84 legislative session. For this reason, a complete report on worker-oriented legislation enacted during 1984 is not possible in this report.

Federation Victory on Veysey Rejection

At the outset of the Deukmejian Administration at Sacramento, the Governor declined invitations to confer with the Executive Council of this Federation on matters of common concern. One of his first proposed appointments was to name Victor Veysey as Director of the State Department of Industrial Relations.

Mr. Veysey had an extensive anti-labor record as a member of the California State Assembly and of the U.S. House of Representatives. Consequently the AFL-CIO State Executive Council went on record opposing State Senate confirmation of the Veysey appointment. It adopted the following resolution at its March 9-10, 1983, meeting in Sacramento:

"The California Labor Federation, AFL-CIO, is opposed to the State Senate confirmation of Victor Veysey as Director of the Department of Industrial Relations.

"His voting record in both the State Assembly and U.S. House of Representatives reveals consistent opposition to measures designed to protect the interests of working

people. By AFL-CIO evaluations, his votes were 82 percent 'Bad' on labor issues.

"Since assuming his present office he has renewed what appears to be a vendetta against organized labor. He has, for example, opposed any increase in the state minimum wage, a wage actually below the governmental poverty level income held essential for survival of a family of four residing in an urban center.

"Also, during his brief service as director, he has destroyed wage rights long held by private industry construction workers employed on publicly financed projects. He has, in effect, shattered the prevailing wage protections of workers so employed.

"Further, he has recently likened enforcement of child labor, minimum wage and overtime laws in the garment industry to a 'Gestapo' system because of the unannounced factory visits of the enforcement agents of his Department. By budget reductions he would confine control of garment sweatshops to the bonding and registration of employers.

"When the Department of Industrial Relations was established in 1927 its prevailing Labor Code mandate was to 'foster, promote and develop the welfare of the wage earners of California, to improve their working conditions and to advance the opportunities for their profitable employment.'

"There is nothing in the past or present public career of Mr. Veysey to indicate any understanding of or sympathy with the purposes of the Department he has been named to head. His confirmation by the State Senate would betray both the Department and the working people of California."

In the following months, this Federation carried on an intensive effort to implement this resolution. Members of the Council testified often before hearings of the State Senate Rules Committee. Local AFL-CIO affiliates submitted written and oral testimony and on July 19, 1983, faced with massive opposition by organized labor, particularly the State AFL-CIO, the Governor's nomination of Mr. Veysey was rejected by the State Senate with a vote of 13 for and 20 against, eight short of the 21 needed to confirm.

LEGISLATIVE REAPPORTIONMENT

The comparatively liberal make-up of the

State Legislature has impelled conservative and anti-union forces to seek new methods for apportioning the seats in the State Senate and the State Assembly other than by the present constitutional means of achieving such apportionment by the Legislature.

First came Proposition 14 on the November 1982 General Election ballot which would have turned the responsibility over to a commission, appointed without voter approval. The Federation opposed it with vigor and by all avenues legitimately available to it. The voters agreed and turned down Proposition 14 on a 55 percent to 45 percent margin.

In 1983, Assemblyman Don Sebastiani (R-Napa) gave his name to a conservative initiative which secured signatures enough so that the Governor set a December 13 date for a special election on it. This was designed to realign the legislature to give control to the conservative minority.

As soon as the Sebastiani "initiative" election date was set, this Council took the initiative to combat it. In cooperation with other liberal groups, we took immediate steps to perfect a political organization through which organized labor could concentrate its opposition. Simultaneously, we authorized the Executive Secretary-Treasurer to institute judicial action through the General Counsel to challenge the legality of the initiative and of the election. The State Supreme Court's ruling declared the matter unconstitutional and the threat of a statewide vote on the issue was avoided, for the time being at least.

In their arrogance, our enemies declared class war on organized labor through the Sebastiani plan. To survive, we were forced to reply in kind and in strength.

CONVICT LABOR

The State Constitution forbids use of prison labor for the profit of private industry. This prohibition does not extend to such utilization for state and local government purposes but in the past great care has been exerted to see that the use of such labor does not displace free labor. Of late, there has been a reversal of this trend.

In February, 1984, hearings were held on plans to use prison labor in the place of union workers in the processing of meat, fish and poultry within the state prison system for internal prison use despite testimony that "institutional meatcutters" would find "almost

no job opportunities on the outside, a frustrating and disillusioning situation."

More recently and more broadly, building trades workers in the free labor market have been facing this threat. A pilot to a more general proposal appears to be a project involving construction of ten new minimum security barracks in Kern County. Over a two-year period inmate labor will be used to construct the new facilities and to demolish existing buildings.

Other proposals would require prisoners to repair publicly owned buses and to manufacture pre-cast building materials for use in constructing jails.

Both of these projects would take work away from free labor.

This Council opposes this apparent trend which pits convicted public offenders against free labor in public works of all kinds.

PARADES AND DEMONSTRATIONS

There have been several large parades, demonstrations and rallies by organized labor in California since the Anaheim convention, in addition to those for special purposes mentioned elsewhere in this report. These have been held to bring to public notice the strength, contributions and basic solidarity of organized labor in California.

On October 24, 1982, some 70,000 trade unionists marched up Market Street, San Francisco, to rally in Civic Center and hear AFL-CIO President Lane Kirkland urge they turn out and vote November 2 for candidates who would oppose President Reagan's economic policies. To that time, this was the biggest demonstration by organized labor in 34 years.

A Labor Independence Day Rally was held in 1983 at Civic Center, San Francisco, sponsored by the AFL-CIO central labor bodies of San Francisco, Alameda and San Mateo counties, and a number of local unions, as well as by this Federation.

The strategy in 1983 was that "Solidarity Day III" would occur on Labor Day in various local communities across the state and nation. These served as occasions to protest the policies and philosophy of the Reagan Administration, both of which are contrary to those of the AFL-CIO. There were major observances of "Solidarity Day III" in a

dozen California communities, north and south.

On July 15, 1984, the greatest of them all occurred in San Francisco when the United Labor Parade pulled between 170,000 and 200,000 marchers on a Sunday morning. Trade unionists and supporters from all over the state and nation, many here for the Democratic national convention, paraded with banners, floats, music and all the trimmings from the Embarcadero to the Civic Center up San Francisco's Market Street.

The October 24, 1982 and July 15, 1984 marches were jointly sponsored by the AFL-CIO, the ILWU and the Teamsters. The July rally messages were delivered by AFL-CIO President Lane Kirkland, ILWU President Jim Herman, Teamsters Vice President George Mock and Executive Secretary-Treasurer Jack Henning of the California Labor Federation. The turn-out was a wholly labor show and was designed to remind the rest of the nation "that the American labor movement is not a silent, surrendering force."

On Sunday morning the parade and rally theme "We Can Do It—If We Organize" became a reality that gave promise of victory on election day, November 6.

POLITICAL ACTION 1984

Delegates to the 15th biennial convention, AFL-CIO, last October took the historical and unprecedented step of endorsing a candidate for President of the U.S. prior to the national conventions. Their choice was Walter F. Mondale of Minnesota.

As a result, on December 8, 1983, in San Francisco, members of this Council prior to their regular meeting, with representatives of the United Automobile Workers and of the American Federation of State, County & Municipal Employees, met with staff members of the national AFL-CIO. The purpose was to explore in detail the activity of the AFL-CIO in California relative to the June 5 Presidential Primary election as well as organizational structure for the campaign.

This Federation later sponsored workshop conferences for representatives of local AFL-CIO unions and councils to become more familiar with such activities as voter registration, getting out the vote, computer utilization, phone banks, coalitions and

other campaign apparatus use. For regional convenience, these were held in San Francisco February 24 and April 25; in Los Angeles February 27 and April 27 this year.

The State AFL-CIO worked with the national AFL-CIO, particularly in arrangements for a Pre-Primary tour for President Kirkland on May 31. He spoke in San Francisco in the morning and, with Walter Mondale, in Los Angeles that evening.

1984 Pre-Primary Convention

On April 18, 1984, the California Labor Federation's Pre-Primary (COPE) convention was held to consider endorsement recommendations for nomination for the 45 California districts in the U.S. House of Representatives, 20 State Senate positions and 80 in the State Assembly, as well as positions to be taken on nine statewide propositions on the June 5, 1984, Primary Election ballot.

This Federation had printed and distributed in 15 variations, pamphlets reflecting the actions of the April 18 convention for the information of AFL-CIO members and their families. This pamphlet also incorporated data on the AFL-CIO endorsed candidate for the Democratic nomination for President of the U.S., declaring in part, "He has fought to insure every working person the full enjoyment of the rights guaranteed by the nation's labor law... He's on our side."

In addition, a letter was sent to AFL-CIO members and their families in 13 key congressional districts making the case for Walter Mondale as Labor's candidate for President, urging their votes on June 5.

Election Results

At the June 5 Primary, Mondale delegates received nearly six million votes while delegates pledged to Gary Hart polled 6.5 million and those committed to Jesse Jackson 3.5 million. However, results of elections in other states, coupled with this result, assured first ballot nomination of Walter Mondale at the Democratic National Convention.

Also at the June 5 Primary, recommendations of this Federation made for the State Senate scored 100 percent in the dozen districts where explicit choices for nomination were recommended. Likewise, for nominees in the Assembly races the State AFL-CIO scored over 93 percent in its recommendations and for seats in the U.S. House, over 92 percent for nominees to contest in November

6, 1984, General Election.

On statewide ballot propositions, voters in general adopted the same positions as the California Labor Federation in seven of the nine at issue. Opposed by this organization but passed by the electorate was Proposition 24 which, if held constitutional in court action, will seriously curtail the powers of the legislative majority to act. Republican sponsored, Proposition 24 will give minority control by expansion of a two-thirds vote requirement on much more legislation and through other technical means.

1984 General Election

The Federation's Standing Committee on Political Education has already begun its activity for success of its endorsed candidates and causes in the General Election on November 6, 1984.

The first priority from a time standpoint is to see that as many as possible AFL-CIO members and their families are registered to be eligible to vote in this important election. The California COPE has held two workshops in August, 1984, to cover availability of COPE computer materials including such as index cards, membership printouts and mailing labels, as well as the longer-used materials, registration by mail and community outreach through labor support groups.

These two meetings were held in San Francisco on August 23 and in Los Angeles on August 24. Voter registration for the November 6 election closes October 8.

CONFERENCES

Expanding the education of working people in California, the Executive Council has been involved in many educational conferences sponsored by the Federation during the period covered by this report. This includes, by year:

1982

✓ Federation of Retired Union Members (FORUM), organization and by-laws, August 11 in Fresno.

✓ Women in the Work Force, on plant closures, political action, legislation and other areas of concern, August 26-28 in Los Angeles.

✓ FORUM on October 17 in Anaheim.

✓ The Economic Impact of Plant Clo-

tures, workshops and conference, on October 18 in San Francisco.

✓ International Affairs in San Francisco on December 2, speakers including Irving Brown, AFL-CIO director of international affairs; William Doherty, executive director, American Institute for Free Labor Development, and others.

1983

✓ Labor Council for Latin American Advancement (LCLAA) on expanding activities within the AFL-CIO, at Sacramento April 7.

✓ Labor's Joint Legislative Conference in Sacramento May 8-9, jointly sponsored by this Federation, the State Building & Construction Trades Council of California, and the California State Council of Carpenters.

✓ Women in the Work Force at Los Angeles May 19-21 on women in the era of "Reaganomics."

✓ Women in the Work Force at Asilomar September 28-30 on comparable worth, the Equal Rights Amendment and collective bargaining.

✓ A. Philip Randolph Institute (APRI) August 18-21 on federal education, training and a national industrial policy.

✓ FORUM conference on the status of senior Americans under the Reagan Administration, October 13 in San Jose.

✓ Health Care Costs conference at Millbrae on October 17-18.

✓ At San Francisco November 1, a conference on alcoholism treatment cost containment and alternatives.

1984

✓ A. Philip Randolph Institute in Fresno March 1-4, on fund raising, problems of women in the work force and voter registration.

✓ Labor's Joint Legislative Conference in Sacramento May 14-16, co-sponsored this year by the California Labor Federation and the State Building & Construction Trades Council of California.

✓ Women in the Work Force in Los Angeles June 21-23 on women in poverty, the historic struggle for women's rights and the present status of women in organized labor.

ELECTION OF NEW COUNCIL MEMBERS

At their meeting March 9-10, 1983 in Sacramento, members of the Council elected Dallas Jones, President, Los Angeles County Fire Fighters' Local 1014, as a Vice President of the California Labor Federation, District 3D, to replace Vice President Alfred K. Whitehead, who resigned. Brother Whitehead was elected Secretary-Treasurer of the International Association of Fire Fighters and has moved to Washington, D.C.

At the June 14-15, 1983 meeting, also in Sacramento, Council members elected William Demers, District Vice President, Communications Workers of America, District 11, as Vice President at large (B), replacing Avelino Montes, who retired, resigning from the Council. Vice President Demers is a member of CWA Local 11513, Carson.

At their June 26-27, 1984, meeting in San Francisco, Council members elected John Valenzuela, Business Manager, Laborers' Local 585, Ventura, as Vice President, District 5. He replaced Brother Edward Flores, who retired and who resigned from the Council.

Also at the June 26-27, 1984 meeting, in San Francisco, the Council members elected Bill Joe Douglas, Business Agent and Financial Secretary, Plasterers' & Cement Masons' Local 814, Stockton, as Vice President, District 7, replacing Vice President C.A. Green, who died March 14, 1984.

COMMITTEE CHANGES

The Executive Council has been assisted in its work since the 1982 convention by its seven regular standing committees. As a result of changes in the Council membership, the make-up of these committees has also changed during the period.

The composition of these committees as of the date of this report is as follows:

Legislation

William G. Dowd, Chairman; M.R. Callahan; James Evans; Richard K. Groulx; Loretta Mahoney; Justin Ostro; George Soares; Raoul Teilhet, and Ray Wilson.

Education

John F. Crowley, Chairman; Val Con-

nolly; Steve Edney; Paul Miller; William Robertson; Raoul Teilhet, and William Waggoner.

Housing

Jerry Cremins, Chairman; John Valenzuela; Bill Joe Douglas; Richard K. Groulx; Don Hunsucker; Paul Miller; Raymond Nelson; Richard Robbins, and William Ward.

Safety & Occupational Health

Jack McNally, Chairman; Jerry Cremins; John F. Crowley; Paul Dempster; Dallas Jones; Charles Lamb; Justin Ostro; Anthony Ramos, and William Waggoner.

Civil Rights

Ray S. Mendoza, Chairman; Steve Edney; Loretta Mahoney; Frank Souza; Timothy Twomey, and Cornelius Wall.

Community Services

William Robertson, Chairman; Cass Alvin; William Demers; Kendall Orsatti; Timothy Twomey, and William Ward.

Union Labels, Shop Cards & Buttons

Cornelius Wall, Chairman; Charles Lamb; Anthony Ramos, and Frank Souza.

SCHOLARSHIP PROGRAM

With the cooperation of affiliated unions and councils, the Federation has been able to award 84 scholarships, valued at \$500 each, in the past two years to graduating seniors in California's public, private and parochial high schools, participants in the California Labor Federation's annual scholarship awards competition throughout the state.

In 1983, forty-one scholarships were awarded and in 1984 there was a record for the 34 year history of the program: 43. Four of the scholarships each year are given directly by the Federation in memory of C.J. Haggerty and Thomas L. Pitts, former Executive Secretary-Treasurers of the organization. The rest are co-sponsored by affiliated unions and councils.

During 1983 there were 2599 total applications and 1326 completed the tests. In 1984 there were 2359 applications and 1291 completing the tests.

The program is under the direct supervision of the Standing Committee on Education and of the President of the Federation. Judging is entirely impartial, with the participants' anonymity preserved until after the winning papers have been determined.

In 1983, judges included Leland Russell, California Council on Adult Education; Gloria Busman, Institute of Industrial Relations, UCLA; Alice Clement, Los Angeles Trade Tech Labor Center; Peter Guidry, Institute of Industrial Relations, U.C., Berkeley and Manuel Vizcaino, Chapman College.

In 1984, Russell, Busman and Clement again served to judge the work of the young scholars. They were joined by Lula Simons and James H. Peoples, Institute of Industrial Relations, U.C., Berkeley.

New scholarships have been secured since the Council decided to permit co-sponsorship of memorial scholarships to honor distinguished trade unionists. This has allowed creation of new scholarships, subject to the criteria that includes a requirement that the person being so honored is deceased and had been a member of the co-sponsoring union or council.

As attested by letters from "alumni" of previous contests, school officials and publicity in communities throughout California, this contest is making a significant contribution to expanding public understanding of the organized labor movement, its structure, functions, goals and its place in American society.

ACTION ON CONVENTION RESOLUTIONS

During the 1982 convention at Anaheim, two resolutions were referred to the Executive Secretary-Treasurer and the incoming Executive Council for consideration and appropriate action.

Resolution No. 18 declared the California League of Cities as "the enemy of all workers" and called on the Executive Secretary-Treasurer "to present the results of this resolution to the Executive Council of the AFL-CIO for their concurrence and that the California League of Cities be added to the list of enemies of labor." At the December 7-8, 1982, meeting of the Executive Council, California Labor Federation, the Executive Secretary-Treasurer reported he had communi-

cated with the AFL-CIO in Washington, D.C., and had been advised that such an "enemies of labor" list does not exist. On this basis, the resolution was filed by the Council.

Resolution No. 47 called on the Executive Council to place John Ascuaga's Sparks (Nev.) Nugget resort on the "Do Not Patronize" list of this Federation. At the December 7-8, 1982, meeting of the Executive Council, California Labor Federation, the Executive Secretary-Treasurer reported that the action called for had been taken already. On this basis, the Council filed the resolution, its purpose having been accomplished.

SPECIAL ELECTION

One special election was held since the last Federation convention for a congressional position.

In the 5th California Congressional District, Representative Phillip Burton died suddenly in San Francisco on April 10, 1983. A special election to fill the vacancy was called for June 21, 1983. The Standing Committee on Political Education, California Labor Federation, AFL-CIO, on the recommendation of the San Francisco Labor Council, endorsed Sala Burton, Democrat. She having polled 55 percent of the votes cast against 10 other candidates, there was no need for a run-off election and Sala Burton became the Representative in the U.S. House of Representatives for the 5th California District.

LOUISIANA PACIFIC STRIKE

On June 24, 1983, the Lumber, Production & Sawmill Workers, an affiliate of the International Brotherhood of Carpenters, struck the California installations of the Louisiana Pacific Corporation when that lumber interstate conglomerate refused to agree to a tentative settlement signed by seven other major timber firms. In addition to supporting the strikers through placing Louisiana Pacific on the "We Don't Patronize" list, participating in picketing and rallies, the California Labor Federation joined the State Council of Carpenters in a successful appeal to all affiliates for donations of funds, clothing and food to support the strikers during this prolonged and continuing strike. This program was administered by the California State Council of Lumber & Sawmill Workers.

GREYHOUND STRIKE

In November and December, 1983, the Amalgamated Transit Union was on strike against the Greyhound bus lines system. The California Labor Federation responded to the ATU in many cities in its jurisdiction. Affiliates' members participated in large rallies, assisted pickets on job sites, requested the California State Highway Patrol be particularly vigilant as to safety on the highways with Greyhound using inexperienced drivers and under-maintained equipment, and the Federation designed, produced and helped distribute 40,000 leaflets for use by ATU pickets and for the information of the traveling public.

QANTAS AND CONTINENTAL AIRLINES

Both the Qantas Airlines, the Australian national airlines, and Continental Airlines, an American company, have abrogated their collective bargaining agreements with affected unions. Qantas in February, 1983, arbitrarily discharged union employees, in particular the Machinists, and "contracted" the work out. Early in 1984, a federal court ruled that a corporation filing under Title 11 of the federal bankruptcy laws could nullify collective bargaining agreements without further process. Continental did this, displacing members of the Machinists, the Air Line Pilots and the Flight Attendants unions. Both have since been under strike action and court action by the unions involved.

This Federation has cooperated fully with these strike actions and in the Qantas matter was helpful, with the Sailors Union of the Pacific and others, in securing the cooperation of Australian organized labor in calling attention of workers in that nation to this situation. Both disputes have been frequently and prominently publicized in the **California AFL-CIO News** and by every other means available to the Federation.

AID TO AFFILIATES

As the Building & Construction Trades Council of California and its affiliates began negotiations for new collective bargaining agreements in the summer of 1983, rallies publicized by this Federation and actively participated in by members of this Council

were held on June 8 in San Jose and on June 18 in Los Angeles. Some 3,000 took part in the San Jose rally; over 8,000 in the one at Los Angeles.

In January, 1984, we gave full support and wide publicity to the strike of the Oil, Chemical & Atomic Workers against Union Oil. This was especially true when a picket from Local 1-326, OCAW, was killed January 19 when an 18-wheel truck-trailer attempted to enter the grounds of the Rodeo refinery.

Through publicity and participation, we have also aided Office & Professional Employees Local 3, San Francisco, in its continuing dispute with Blue Shield; Communications Workers' Local 11505 in a dispute with Phaostron Corporation; various affected affiliates in protests of anti-labor policies of Litton Industries' affiliates.

AGRICULTURAL LABOR RELATIONS

After generations of struggle, the California labor movement achieved under Governor Edmund G. Brown Jr. an Agricultural Labor Relations Act, administered by an Agricultural Labor Relations Board.

By this vehicle, farm workers at last were able to deal on an equitable basis under due process with the corporate giants which represent agriculture in our state. Hesitant to give up their special privileges, representatives of agribusiness were reluctant to give up their special economic status established over generations.

In the Legislature, bill after bill is introduced to weaken or wipe out the ALRA and the ALRB. The incumbent governor has slashed the agency's budgets, crippling enforcement.

On January 12, 1984, eight Democratic Assembly members, all having accepted the support of the State AFL-CIO in their campaigns, signed a letter to the Governor. It called for "the earliest possible change" in the composition of the ALRB so that it would reflect employers' views rather than those of the farm workers. Since, one of the signators has withdrawn from the group and it is now known as "The Valley Seven."

On June 15, ALRB Chair Alfred Song resigned and was nominated by the Governor to represent organized labor on the state Occupational Safety & Health Appeals

Board. This Federation has gone to court to block this latter appointment since Song has never been a part of organized labor as required by statute.

On July 25, the Governor announced the appointment of Jyrl Ann James-Massengale to replace Song on the ALRB. Ms. Massengale comes directly to this nomination, subject to Senate confirmation, from a law firm frequently listed in the AFL-CIO's **Report on Union Busters**.

Such an exchange of positions was specifically spelled out in the notorious January 12 letter from "The Valley Seven" Democrats to the Republican Governor.

NORTHWESTERN PACIFIC

At the Council's meeting in December 1983, the Executive Secretary-Treasurer was authorized to write at once to the U.S. Interstate Commerce Commission, opposing an application of the Northwestern Pacific Railroad Company to abandon nearly 200 miles of track in northwestern California. This was done forthwith. A bill supported by the Federation has been passed by the legislature and is awaiting action by the Governor to establish a new State Redwood Region Railroad Authority to operate the Northwestern Pacific if it is abandoned. The Public Utilities Commission is opposing abandonment of the line and further action by the ICC on the issue is also pending.

EXONERATIONS

Since the last convention, the Federation's Executive Council has continued the policy authorized by Article XIII, Section 2, of the Federation's Constitution for it to grant exonerations from payment of per capita tax by affiliates involved in labor disputes or for other good causes. Since the 1982 convention, such aid has been granted in response to requests received from the following:

✓ Carpenters Local 1109, Visalia, was exonerated from November 1982 to April 1983, inclusive.

✓ Hotel Employees & Restaurant Employees Local 28, Oakland, was exonerated from August 1982 to February 1984, inclusive.

✓ Carpenters Local 2006, Los Gatos, was exonerated from November 1982 through May 1984, inclusive.

✓ Iron Workers' Shopmen Local 627, San Diego, was exonerated from September 1982 to June 1983, inclusive.

✓ International Brotherhood of Electrical Workers 1710, San Diego, was exonerated from April 1983 to July 1984, inclusive.

✓ United Food & Commercial Workers Local 905, Harbor City, was exonerated from May 1983 to January 1984, inclusive.

✓ Boilermakers' Lodge No. 10, Oakland, was exonerated from July 1, 1982 to July 1, 1984, inclusive.

✓ Lumber & Sawmill Workers Local 2592, Eureka, was exonerated beginning July 1983 for a period extending for the duration of the Louisiana Pacific strike.

✓ International Chemical Workers Union Local 466, Concord, was exonerated for the period beginning July 1984 extending for the duration of the Merck and Co. strike.

✓ Machinists & Aerospace Workers Lodge 597, El Segundo, was exonerated beginning August 1983 for a period extending for the duration of the Continental Airlines strike.

✓ Service Employees' Social Service Union Local 535, Oakland, was exonerated for the month of May 1984.

"WE DON'T PATRONIZE" LIST

Since the Federation's 1982 convention, several firms have been added to the Federation's "We Don't Patronize" list, in accordance with the Federation Constitution and AFL-CIO rules governing state central bodies.

At the Council's December 7-8, 1982, meeting at San Francisco, the **Sacramento Bee** was placed on the list at the request of the Sacramento Central Labor Council. During the same meeting, at the request of the Central Labor Council of Santa Clara County the **Sainte Claire Hotel in San Jose** was also placed on the list.

During the meeting of the Council March 9-10, 1983, in Sacramento, at the request of the San Francisco Labor Council all **United Artists and Syfy Theaters in San Francisco** were placed on the list. At the request of the Sacramento Central Labor Council, two **Syfy Theaters, the Capitol and the State**, were also placed on the list. Those in San Francisco include the **Alexandria, Balboa,**

Coronet, Coliseum, Metro, Stonestown Twin, Vogue, Cinema 21 and Empire.

In the same Council meeting, at the request of the Central Labor Bodies of San Francisco, Marin and Sonoma, Mendocino & Lake Counties, the **northern California edition of "USA Today,"** a daily newspaper printed in a non-union shop in Marin County was placed on the list.

The **California operations of Qantas Airlines** was also placed on the "We Don't Patronize" list at the March, 1983, Council meeting, requested by the San Mateo County Central Labor Council.

In the same meeting, at the request of the San Joaquin-Calaveras Counties Central Labor Council, the **Hilton Hotel and Denny's Restaurant, 4747 Pacific Avenue, both in Stockton,** were added to the list.

During the Council meeting June 14-15, 1983 in Sacramento, the **Twin Pines Federal Savings & Loan Association in El Cerrito, Berkeley and Walnut Creek** were added to the list by the Council at the request of the Central Labor Council of Alameda County.

At the same meeting, all **Syfy and United Artists Theaters in Orange County** were added to the Federation's "We Don't Patronize" list at the request of the Orange County Central Labor Council.

At the Council meeting of March 29-30, 1984, at Fresno, the **north-western edition of the New York Times,** printed at a non-union plant in Contra Costa County, was placed on the list at the request of the Contra Costa County Central Labor Council.

During the December 8-9, 1983, Council meeting a communication was received from Lodge 597, International Association of Machinists & Aerospace Workers, that **Continental Airlines** be placed on this Federation's "We Don't Patronize" list. It was pointed out by the Executive Secretary-Treasurer that this called for a "Don't Patronize" listing against a national employer and was beyond the power of this Federation to act. He volunteered to contact the national AFL-CIO, urging the airline be placed on its "Don't Buy" list. This was subsequently done.

At the same meeting, a request came from the San Mateo Central Labor Council, requesting a "We Don't Patronize" listing against **Wheel Systems, Inc.,** also known as Tire Systems and Big Wheels. Since the firm operates in several jurisdictions, it was neces-

sary to secure the endorsement of the request from the various central bodies involved. While the Executive Secretary-Treasurer was authorized to place the firm on the list upon receipt of necessary clearances, the dispute meanwhile was settled and the request for the listing was withdrawn.

At the December 8-9, 1983, meeting in San Francisco a request was received from the Humboldt-Del Norte Counties Central Labor Council to have the **Louisiana Pacific Corporation** and its products placed on the Federation's "We Don't Patronize" list. The Executive Secretary-Treasurer was authorized to grant the request upon proper clearance from other affected central labor bodies. This was done and the firm was placed on this Federation's "We Don't Patronize" list. Louisiana Pacific Corporation also is on the "Don't Buy" list of national boycotts officially sanctioned by the national AFL-CIO Executive Council.

At the March 29-30, 1984, Council meeting in Fresno, United Food & Commercial Workers 1288 of Fresno requested that all **Raley's** markets and stores be placed on the list. The Executive Secretary-Treasurer was authorized to place the firm's outlets on the "We Don't Patronize" list when all conditions of clearance with local central labor bodies involved are met with and submitted to the Federation.

At the June 26-27, 1984 meeting of the Council in San Francisco a request was received from the San Diego & Imperial Counties Central Labor Council requesting the facilities of the **22nd District Agricultural Association (San Diego County Fair)** be placed on the "We Don't Patronize" list. A question arose as to the relationship of the Del Mar Race track on this issue. The Council authorized the Executive Secretary-Treasurer to place the appropriate facilities on the "We Don't Patronize" list after clarifying the issue with the San Diego & Imperial Counties Central Labor Council and the unions involved.

At the June 26-27, 1984, meeting a communication and supporting documents were received from United Food & Commercial Workers Local 1288, Fresno, requesting that **Yaohan Stores**, which operates two markets in Fresno be placed on the "We Don't Patronize" list. The Council authorized the Executive Secretary-Treasurer to place **Yaohan Stores** on the "We Don't Patronize" list as

soon as the required requests are received from the central labor bodies involved, consistent with the Constitution of this Federation and with the policies of the AFL-CIO and in accordance with its rules governing such matters.

On August 15, 1984, members of the Council, at the request of the San Francisco Labor Council and the San Mateo County Central Labor Council, placed **Macy's** department store in San Francisco, **Macy's Warehouse** in San Mateo, and the **Emporium-Capwell** stores in San Francisco at Stonestown and on Market Street on the Federation's "We Don't Patronize" list. The dispute has been settled and they have been removed from the list.

It is noted that this Council fully supports all the national boycotts officially sanctioned by the AFL-CIO Executive Council, in addition to those noted above. This especially pertains to such firms and products as **Adolph Coors Company** brewery products, **R. J. Reynolds Tobacco Company** products, **Proctor & Gamble Manufacturing Company** soaps and detergents, and others.

Here, for the record, are those firms remaining on the California Labor Federation's "We Don't Patronize" list as of the date of this report:

HOTELS & RESTAURANTS

Fresno Area

Fresno Townhouse, 2200 Tulare St., Fresno.

Los Angeles Area

The Pacifica Hotel at 6161 West Centinela Street in Culver City.

The Sheraton Plaza La Reina Hotel, 6101 West Century Blvd., near the Los Angeles Airport.

Orange County

The Grand Hotel at One Hotel Way in Anaheim.

San Diego Area

Bahia Motel and Motor Lodge, Caramaran Motor Hotel and Restaurant.

Sacramento Area

Days Inn, 200 Jibboom St., Sacramento.
Sacramento Inn, Arden Way at Interstate 80, Sacramento.

Red Lion Motor Inn, 2001 West Point Way, Sacramento.

The Nut Tree and the Coffee Tree Restaurants on Interstate 80 between San Francisco and Sacramento.

San Francisco Bay Area

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 Deli

The Godfather

Mingai-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 Hamburgers (all)

Colonel Sanders Kentucky Fried Chicken (all)

H. Salt Esquire Fish & Chips (all)

Jack In The Box (all)

Benihana of Tokyo

Kau Kau Gardens

Carol Doda's

Mabuhay Restaurant

The Casbah

Alfred's

Alioto's #8

Canlis in the Fairmont Hotel

San Jose Area

The following hotels, motels and restaurants in Santa Clara County:

Sainte Claire Hotel at South Market and San Carlos.

Vagabond Motor Hotel, 1488 North First, San Jose.

Giorgio's Pizza House, 1445 Foxworthy, San Jose.

Holiday Inn—Palo Alto, 625 El Camino Real, Palo Alto.

Cindy's Restaurant, 17025 Condit Road, Morgan Hill.

Sirloin & Brew Unlimited, Restaurant, 12333 Saratoga-Sunnyvale Road, Saratoga

Hungry Tiger Restaurant, 1010 Sunnyvale-Saratoga Road, Sunnyvale.

Magic Pan Restaurant, 335 S. Winchester Blvd., San Jose.

House of Genji/Cathay Restaurant, 1335 N. First St., San Jose.

Travelodge, 940 Weddel Drive, Sunnyvale.

Red Baron Restaurant, 2500 Cunningham Ave., San Jose.

International House of Pancakes, 3395 Stevens Creek Blvd., San Jose.

Marriott's Great American Theme Park and Hotel, Santa Clara.

Stockton Area

Hilton Hotel, 2323 Grand Canal Blvd.

Stockton Inn Motel and Restaurants, 4219 Waterloo Road at Hwy. 99.

Stockton Joe's Restaurant, 1503 St. Mark's Place Plaza.

Vagabond Motor Hotel, 33 N. Center.

Denny's Restaurant, 4747 Pacific Ave.

Sambo's Restaurant, 11 N. Center.

MANUFACTURING

Basic Tool and Supply Co, Oakland.

Charles Manufacturing Co. of Dothan, Ala., which also sells furniture under the name of **The Fox Manufacturing Co.**

Consolidated Fiber Glass Products Co. in Bakersfield.

Coors Beer

Gaffers & Sattler products

Goehring Meat Co., Inc. of Lodi, Calif.

Masonite Corp. plant, Cloverdale, Sonoma County.

Pemko Mfg. Co., Emeryville, Calif.

Rylock Company, Ltd., 1285 Atlantic Ave., Union City.

Sonoma Vineyards products, including Windsor Winery, Tiburon Vintners and Piper-Sonoma Sparkling Wine.

Tennessee Plastics of Johnson City, Tennessee.

PRINTING

Sacramento Bee

San Francisco Bay Guardian

San Rafael Independent-Journal

Vallejo Times-Herald

USA Today (Northern California Edition)

New York Times, Northwestern Edition
In addition the Federation is supporting such national AFL-CIO sponsored boycotts

as those in progress against the Kingsport Press of Kingsport, Tenn., publishers of the "World Book" and "Childcraft" series.

THEATERS

Broadway Theatre, 4th and Broadway, Santa Ana.

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
Twin I & II in Aptos.

The following theaters owned by **United Artists and Syufy Enterprises**:

In San Francisco: **Alexandria, Balboa, Coronet, Coliseum, Metro, Stonestown Twin and Vogue** (all United Artists) and **Cinema 21 and Empire** (Syufy).

In Sacramento: **Capitol Theater and State Theater** (both Syufy).

In Orange County: **Syufy Cinedome, Orange; Syufy Stadium Drive-In, Orange; UA Circuit Theaters in Orange County; Syufy City Cinemas, Orange; Family Twin Cinemas, Fountain Valley; Fox Fullerton, Fullerton; Villa Theater, Villa Park; Miramar Theater, San Clemente; Cinemaland Theater, Anaheim; Garden Grove (DaiNam), Garden Grove; Stanton Theater, Stanton; Valley View Twin Cinemas, Cypress.**

OTHERS

Blue Shield of San Francisco

Doctor's Hospital of San Leandro.

Hertzka and Knowles, San Francisco, architects.

John Ascuaga's Sparks Nugget in Sparks, Nevada

Louisiana-Pacific Corporation products.

Montgomery Ward in Redding.

Mervyn's Store in Ventura.

Norbert Cronin & Co., insurance agents, San Francisco.

Non-Union Iceberg Lettuce.

Qantas Airways.

State Farm Insurance Complex, Santa Rosa.

Twin Pines Federal Savings and Loan Assn., branches in El Cerrito, Berkeley and Walnut Creek.

American Poultry Co., San Francisco Unit.

1984 CONVENTION

Selection of Oakland as the convention city for 1984 was determined by action taken by delegates at the 1982 convention in Anaheim.

Although the Federation's Constitution provides that the biennial convention, California Labor Federation, AFL-CIO, shall be held in the week beginning on the third Monday in August of every even-numbered year, it also provides that the Executive Council may, where good cause is found to exist, change the convention date. (Article XIV, A. General, Section 2(c), Constitution, California Labor Federation, AFL-CIO).

Due to the extension of the session of the State Legislature until the end of August as well as other factors, the Executive Council at its August 16 and 17, 1983 meeting authorized the Executive Secretary-Treasurer to fix the dates and place of the meeting of the 1984 Constitutional Convention. At the December 8-9, 1983, meeting of the Executive Council, the Executive Secretary-Treasurer reported the 15th biennial convention would open at the Oakland Convention Center Monday, September 10, 1984. The adjoining Hyatt Regency in Oakland was announced as the headquarters hotel.

The Council's pre-convention meeting began at 10:00 a.m. Wednesday, September 5, 1984, in the Hyatt Regency Hotel, Oakland. The 15th convention is scheduled to open at 10:00 a.m. Monday, September 10, 1984, at the Oakland Convention Center.

Throughout the meeting which began September 5, the Executive Council developed and approved proposed policy statements to be submitted to the convention delegates for their consideration and attended to various other pre-convention details, including consideration of recommendations to be made to convention delegates on the endorsement of candidates for the November 6, 1984, General Election, and on positions to be taken on the several statewide propositions which will appear on the ballot.

CONCLUSION

The interim between the 1982 convention and the 1984 convention has been a period of great activity for this Council and its officers. Faced with expanding, well-financed anti-union activities and unsympathetic adminis-

trations in Sacramento and Washington, D.C., we are able in this report to cover briefly only highlights of the many fronts upon which we have been active.

Fraternally submitted,

The Executive Council of the
California Labor Federation,
AFL-CIO
John F. Henning
Executive Secy-Treas.

Albin J. Gruhn,
President
Cass Alvin
M. R. Callahan
Val Connolly
Jerry P. Cremins
John F. Crowley
William Demers
Paul Dempster
B. J. Douglas
William G. Dowd
Steve Edney

J. L. (Jim) Evans
Richard K. Groulx
Don Hunsucker
Dallas Jones
Charles Lamb
Jack McNally
Loretta Mahoney
Ray S. Mendoza
Paul Miller
Raymond K. Nelson
Kendall Orsatti
Justin Ostro
Anthony L. Ramos
Richard Robbins
William R. Robertson
George C. Soares
Frank Souza
Raoul Teilhet
Timothy Twomey
John Valenzuela
William Waggoner
Cornelius Wall
William Ward
Ray Wilson
Vice Presidents

Footnote: At the Executive Council meeting of September 7, 1985 at the Oakland Hyatt Regency Hotel, Charles Yelkey of Amalgamated Transit Union No. 256, Sacramento, was elected as Vice President, District 13, filling the vacancy arising from the death of Vice President Thomas Kenny.

Report of the Executive Secretary-Treasurer

Oakland

September 10, 1984

To the Fifteenth Biennial Convention of the
California Labor Federation, AFL-CIO . . .

Greetings:

This report summarizes certain major activities of the Federation since the 1982 convention held in Anaheim. A more detailed report of such activities is found in the Report of the Executive Council submitted to the convention.

With respect to the major crisis facing the American labor movement at the time of this 1984 convention, there follows for your consideration the Labor Day 1984 message of your Executive Secretary-Treasurer:

The veneer of union-employer oneness is peeling off this Labor Day season. All that talk about Labor needing Capital and Capital needing Labor became the company line in the 1930's when auto workers were seizing plants and steel workers were going wild over the CIO. At the same time longshoremen on the Pacific Coast and seamen on both coasts were tying up ships and winning strikes.

It was actually very American but the established order smelled revolution or something like it. They responded with troops, police, the courts and with the fable about the man in the mansion and the man in the mill alike sharing the wonders of private enterprise.

Sam Gompers, the supposed middle-class plodder, didn't see it that way. Sam's preamble to the constitution of the American Federation of Labor told another story:

"A struggle is going on in all the nations of the civilized world between the oppressors and the oppressed of all countries, a struggle between the capitalist and the laborer, which grows in intensity from year to year, and will work disastrous results to the toiling millions if they are not combined for mutual protection and benefit."

The full force of the Industrial Revolution had fallen upon Sam's America in the 19th century. A new age had begun. It gave advanced nations the factory system with its productive splendor and worker defilement.

By Gompers' time it had settled in with three enduring results: the corporation, Marxism

and modern unionism.

Gompers and his colleagues believed unions could contain if not control the system. It was live and let live with private enterprise but we want our share. No talk about ideology. Gompers had associations with Old World Marxists but he swore that granting the state all powers of production, distribution and exchange would create a power before which neither worker nor union could stand in defiance.

The Russian Revolution of 1917 ordained a workers' state that said to hell with live and let live. They also said to hell with dissent notwithstanding the gab about democratic centralism and eventual withering of the state.

The truth of Soviet centralism was found in the bodies of Comrades Trotsky and Beria. One an intellectual, the other a Party hustler. They both got it in the back of the head. Trotsky in Mexico, Beria in a Kremlin basement. At the Party's 20th Congress Khrushchev said millions had left that way. It was hardly news.

In the American experience live and let live meant middle class comfort for millions of workers, but always the national issues union contracts couldn't solve: unemployment, slums, breadlines, racism, the ill housed and the impoverished old waiting for death in a system that didn't give a damn.

Still, in employment gains it was good as long as it lasted. However, the veneer of oneness is indeed peeling off, whether in Detroit with auto workers or in San Francisco with restaurant workers. It's been evolving like that across the nation since the ascendancy of the Reagan right in the election of 1980.

Mr. Reagan holds a limited knowledge of class history. The poor man has prompted a war of sorts that could engulf his masters. Poor unknowing rich man, talking on Labor Day as if he understood. He should read Sam Gompers' Preamble.

INTERNATIONAL AFFAIRS

In December, 1983, your Executive Secretary-Treasurer was designated as one of six to represent the national AFL-CIO on the new Labor Committee for Pacific Affairs, attending a meeting of the Committee in Sydney, Australia, at that time. The purpose of the LCPA is to forge closer relationships between

labor union bodies in nations on the Pacific Ocean, including Australia, New Zealand, Fiji and Papua New Guinea. In addition, the committee provides a forum for strengthening the democratic trade union movement in those nations where it has not yet achieved full vigor and maturity.

Also serving from the AFL-CIO are Frank Drozak, president, Seafarers International Union of North America; Albert Shanker, president, American Federation of Teachers; Jay Mazur, secretary-treasurer, International Ladies Garment Workers; Dale Good, special assistant to AFL-CIO President Kirland for International Affairs, and Morris Paladino, executive director, AFL-CIO's Asian-American Free Labor Institute.

The first meeting of the Committee was held December 19 and 20 in Sydney, Australia.

During the last two years, many foreign visitors representing their countries or their nation's trade union organizations have been visitors to the California Labor Federation's offices as part of their study of the American Labor Movement. In that time, we have hosted guests from Brazil, New Zealand, Mexico, Ireland, Algiers, Italy, England, Scotland, Japan, The Netherlands, Peru, the Federal Republic of Germany, India, Finland and Sweden, among others.

- Recently, your Secretary-Treasurer was named to the American-Australian Bicentennial Foundation which is assisting Australia prepare to commemorate its 200th anniversary in 1988. He is one of 20 Americans on the Foundation. He will represent the Pacific Coast of the U.S. and the American labor movement.

- Your Executive Secretary-Treasurer was a guest of the New Zealand Electrical Workers' Union at its 1983 convention in that country and was also a guest at the 1983 Summit Conference on Economic Policies, in Canberra, called by the then newly elected Prime Minister of Australia, Robert Hawke.

- At the 1980 Convention, this Federation established a fraternal exchange program with the Labor Council of New South Wales, Australia. Barry Unsworth, executive officer of the New South Wales Council, was our guest and spoke at the 1982 Convention. In February this year your Executive Secretary-Treasurer was the guest of and spoke before the annual convention of the Labor Council of New South Wales at Sydney.

U.S.S. POTOMAC

Your Secretary-Treasurer is serving on a labor-management Board of Governors to restore the "USS Potomac," the presidential yacht of Franklin Delano Roosevelt throughout his years as President. The ship will be converted into a floating maritime museum of the Roosevelt era, headquartered in the Port of Oakland, and available to other nearby ports when she is again seaworthy.

LABOR DEMONSTRATIONS

Your Executive Secretary-Treasurer was privileged twice during the interim since our Anaheim convention to serve as master of ceremonies for the two largest union labor rallies in California labor history. On Solidarity Day, October 24, 1982, some 70,000 trade unionists marched up Market Street in San Francisco to hear an array of speakers from trade unions and allied progressive organizations. Again, up Market Street and into United Nations Plaza in San Francisco, trade unionists estimated at between 170,000 and 200,000 came on July 15, 1984, to demonstrate their united strength and determination. Brother Lane Kirkland, national president of the AFL-CIO spoke at both the rallies.

On July 5 of both 1983 and 1984, your Executive Secretary-Treasurer participated in memorial services in San Francisco for the martyrs of the 1934 maritime strike. Fifty years ago, all along the Pacific Coast, AFL longshoremen struck every port from San Diego to Bellingham, Washington. They were quickly joined by seagoing unions. When California's Governor ordered out the National Guard on July 5, the San Francisco Labor Council called a General Strike. Out of it came union recognition, industry-wide bargaining, hiring halls, a basic six hour day, a 30 hour week and a wage increase.

AFL-CIO GENERAL BOARD

Last October, your Secretary-Treasurer attended and participated in an AFL-CIO General Board meeting in which, for the first time in history, the national AFL-CIO recommended endorsing a candidate for President before the primary and caucus season. Walter F. Mondale was the choice and the AFL-CIO has been with him through the Democratic National Convention and into the General Election campaign now being waged. The General

Board again met in Denver a few weeks ago and endorsed the Democratic ticket of Walter Mondale for President and Geraldine Ferraro for Vice President, determined to defeat Ronald Reagan for President and to restore economic and social sanity in the nation.

Your Secretary-Treasurer was the delegate from our Federation to the AFL-CIO Biennial Convention in 1983 at Hollywood, Florida.

At present, we are marshalling our forces and our supportive services to achieve a maximum voter registration among union members and their families before the October 9 deadline. After that, we will do all we possibly can to insure the heaviest voter turn-out in the history of the union movement in California for the November 6 general election.

STRIKE DUTIES

Your Secretary-Treasurer has been called to the picket lines and rallies around the state many, many times during the period since the 1982 convention. Notable among these are the Qantas Airlines and Continental Airlines disputes, the Greyhound bus lines struggle, Building Trades in Los Angeles and in Santa Clara Valley, the Louisiana Pacific lumber strike in northern California from Humboldt County to Tuolumne County, the Macy's and Emporium-Capwell strike-lockout in San Francisco. This list could be expanded several times over. The fact is that the veneer of union and employer singleness of interest is peeling badly. This is a national phenomenon, fostered by the Reagan Administration's open hostility toward trade unions, exemplified by its destruction of the Air Traffic Controllers Union and by the rash of reversals of labor-protective rulings of the National Labor Relations Board since it has achieved a working majority of that agency.

PLANT CLOSURES

Both through legislation and education, we have worked throughout the interim between the Anaheim convention and the Oakland convention to ease the burden of workers laid off because of plant relocation or the significant reduction of the work force by an employer. As mandated by the 1982 convention, your Executive Secretary-Treasurer convened a conference October 28, 1982, in San Francisco on plant closures. With high unemployment and underemployment, unions must seek through collective bargaining and legislation to slow

down plant closures and to lessen the hardships on those adversely affected. Ample advance notification, realistic severance payments to workers and employment retraining programs are among the phases of our legislative approach to this problem. Despite all our efforts, no significant progress may be noted in the legislative approach to this problem.

Your Executive Secretary-Treasurer worked with Office and Professional Employees Local 3 to prevent Blue Shield of California from disbursing its operations from San Francisco into more rural areas of the state to avoid its commitments to its union employees. Blue Shield's relocation was clearly an attempt to break the union. Blue Shield continues on this Federation's boycott list.

ADMINISTRATION

To assist the Executive Secretary-Treasurer, staff changes have occurred in the past two years. In August, 1983, Thomas E. Rankin was appointed director of research to succeed Charles Jeszeck, who resigned to accept a college teaching position in New York. Rankin has served as a labor attorney and a representative of the Laborers, AFSCME and president of SEIU Local 535. In May, 1984, Glenn Martin retired after editing the *California AFL-CIO News* since 1962. Appointed to take his place was Doug Barrett, my administrative assistant since 1970. Succeeding Brother Barrett in his former position is assistant COPE director Daniel C. Curtin. Sharing the administrative duties with Curtin is Kathleen Kinnick, director of Women's Activities for the Federation.

1984 LEGISLATION

The 1984 session of the California legislature produced almost fifty AFL-CIO sponsored or supported bills adopted by the Assembly and Senate and placed on Governor Deukmejian's desk for signature.

A review of the 1983 session previously reported in our "Force For Progress", will be found in the Report of the Executive Council.

Despite a national political hysteria authored by the Reagan Administration, California legislators responded reasonably well to labor—liberal programs in 1984.

Unfortunately, however, there was absolutely no response to the tragedy of plant closures in major industries. As in the previous two years measures to give relief to displaced

workers through advance closing notices, special training programs and supplementary unemployment benefits were crushed before reaching the floors of either Assembly or Senate.

Of particular value during the session were the great defensive victories in building trades and farm worker jurisdictions. Both victories resulted from intense efforts by the unions immediately involved and by the support of a united AFL-CIO movement.

Among the areas of legislative progress were those of women's rights where comparable worth and protections against sexual harassment won approval; protection of workers and the public from toxic substances flowing from industrial products; strengthening of the free choice of doctor provisions of the workers' compensation law; banning the carrying of guns on picket lines whether by company guards or pickets; strengthening of prevailing wage provisions in public works construction.

The culmination of a prolonged legislative fight which your Executive Secretary-Treasurer organized and coordinated statewide as well as before the legislature came July 19, 1983, when the State Senate rejected the nomination of Victor Veysey to be director of the State Department of Industrial Relations. In his previous service as a state legislator and as a U.S. congressman, he amassed an 82 percent "bad" voting record from the standpoint of this Federation and the AFL-CIO. His policies after his appointment as Director reflected his legislative past.

We have gone into the courts to set aside the appointment of Alfred H. Song by the Governor as a member of the State Occupational Safety & Health Appeals Board to serve in a position reserved statutorily for a member "from the field of labor." Mr. Song resigned from the Agricultural Labor Relations Board to accept the appointment. On the day of the opening of our 15th biennial convention, September 10, Attorney General John Van de Kamp must receive from Mr. Song an explanation as to why he should not be removed from his appointive position. This action was requested by your Secretary-Treasurer on the basis that ultimate approval of the Song appointment would invalidate all provisions in California law requiring the presence of labor union members on state boards and commissions and like governmental bodies. The Song appointment was not legal since he is not a member of any labor organization nor has he ever been a representative nor officer of any

labor organization.

In August, we were faced with a crisis created by an initiative by Assemblyman Don Sebastiani (R-Sonoma) to reapportion the State Legislature. The Governor had called a special election in December, 1983, for a state vote on the initiative. We organized a Labor Committee for the Protection of Voters Rights and proceeded to attack the initiative on both the electoral and judicial fronts. In their arrogance, our enemies through this initiative declared class war on Labor. To survive, we had to respond in kind and in strength. On September 15, 1983, the State Supreme Court ruled the Sebastiani initiative, heavily financed by the Republican right, was "constitutionally impermissible."

We have faced and fought not only our known enemies but supposed friends who had frequently "supped at Labor's table." On January 12 this year, a group of seven Democratic legislators all of whom had accepted the endorsements of our Federation for election and reelection joined in a letter to the present Governor, urging him to break down the majority of the State Agricultural Labor Relations Board which historically had dealt fairly with the United Farm Workers in their grievances against agribusiness employers.

As a result of this action none of the seven were endorsed by the State AFL-CIO at its Pre-Primary Convention of April 18, 1984.

Bills Passed

In the closing weeks of the 1983-84 session, the following bills supported by the State AFL-CIO were passed by the Legislature and sent to the Governor:

AB 274 (M. Waters) would provide that it is an unlawful employment practice for any employer to refuse to allow an employee disabled by pregnancy, childbirth or related medical conditions to take a leave on account of the pregnancy for a reasonable time, not to exceed four months.

AB 1139 (Floyd) would prohibit anyone, except police officers and security guards who were regularly employed before a strike, from carrying guns near a labor dispute.

AB 1894 (Bates) would require the Legislature to conduct a yearly review of tax loop holes.

AB 2377 (Davis) would provide funds for school districts to remove asbestos materials posing hazards to health in schools.

AB 2389 (Floyd) would require employers to furnish each employee an itemized state-

ment of the total hours worked by the employee during a pay period.

AB 2452 (M. Waters) would make it unlawful for an employer to adopt a rule or policy allowing retaliation against an employee who gives information to a government agency where the employee has reasonable cause to believe the information disclosed a state or federal law violation.

AB 2490 (Agnos) would require private employers with 25 or more employees to reasonably accommodate any employee who wishes to voluntarily participate in an alcoholic rehabilitation program.

AB 2744 (Margolin) would require an employer who claims an exemption from the Industrial Welfare Commission orders on overtime based on a preexisting workweek arrangement to file a petition with the IWC before Jan. 1, 1985, to receive a valid exemption.

AB 2970 (Connelly) would provide that unemployment benefits will continue to be paid even if the Legislature fails to meet its constitutional budget deadline.

AB 3119 (Tanner) would require cities and counties to adopt hazardous management plans conforming to standards set forth in the bill.

AB 3120 (Tanner) would require the State Department of Health Services to publish a handbook containing specified information on the operation, siting and permitting of hazardous waste facilities, making an appropriation for this purpose.

AB 3193 (Hayden) would prohibit an employer from requiring as a condition of employment or promotion that an employee refrain from disclosing his or her wages, and would prohibit an employer from discriminating against an employee who discloses his or her wages.

AB 3218 (Margolin) would regulate the operation of temporary storage facilities for hazardous wastes and provide for worker safety in such facilities.

AB 3219 (Tanner) would extend civil penalties for violators of rules of emission limitations and control of toxic air contaminants to include pesticides.

AB 3421 (Molina) would increase penalties and improve procedures for violations of state wage and hour laws.

AB 3422 (Molina) would require specified notices used by the Labor Commissioner in wage and hour law cases to be printed in other languages as well as English where

substantial numbers of non-English speaking people are involved.

AB 3566 (Katz) would regulate the surface storage of hazardous wastes.

AB 3677 (Floyd) would provide California State University and University of California maintain approved compliance programs for any project contract awarded pursuant to existing laws.

AB 3678 (Floyd) would add to the Public Contracts Code a definition of "lowest responsible bidder."

AB 3680 (Floyd) would provide any contractor on a public works project in willful, intentional or grossly negligent violation of the public works law be ineligible to bid on or receive any public works contract for up to three years.

AB 3681 (Floyd) would increase contractor's penalty on a public works to forfeit \$50 instead of present \$25 for each calendar day for each worker paid less than prevailing wages.

AB 3682 (Floyd) would require Division of Labor Standards Enforcement to prepare a notice containing pertinent data on requirements of public works law and make notice available to contractors performing public works in state.

AB 3804 (Robinson) would place state curbs on nuisance law suits filed by residents living near public airports.

AB 3883 (Molina) would, for unemployment insurance purposes, deem a person had left his or her employment for good cause if he or she left due to sexual harassment.

AB 3989 (M. Waters) would create a position of pesticide ombudsman in the Department of Health Services to provide the public with information regarding spraying of pesticides.

SB 380 (Montoya) would provide stricter licensing requirements for garment manufacturers and increase penalties for violation of laws governing garment manufacturing.

SB 450 (Presley) would permit limited use of inmate labor in prison construction, as amended.

SB 711 (Watson) would require the State Fair Employment & Housing Department to report yearly to the Commission on the Status of Women's comparable worth task force on complaints received relative to pay inequities and sexual harassment.

SB 950 (Petris) would enact the Birth Defect Prevention Act and require the Food & Ag-

- riculture Department to report to the Legislature on active insecticide ingredients now registered in California.
- SB 1510** (B. Greene) would require employers to advise employees of their right to be treated by their personal physicians in workers' compensation matters and to provide appropriate forms for the employee to give the name and address of such personal physician.
- SB 1534** (McCorquodale) would require State OSHA notice contains an explanation of the employee's right to receive data under the Hazardous Substances Information & Training Act.
- SB 1581** (Petris) would provide state loans to rehabilitate housing for farm workers.
- SB 1613** (B. Greene) would require State Senate confirmation of OSHA Standards Boards appointments.
- SB 1620** (Torres) would require Social Services Department to promulgate regulations for children's extended day care facilities.
- SB 1674** (Rosenthal) would expand specified child care and development programs.
- SB 1701** (Roberti) would create a Commission on Pay Equity to gather and evaluate data on comparable worth for state and university employees to identify and correct inequities between female- and male-dominated employee classes.
- SB 1717** (Roberti) would appropriate \$100 million to Superintendent of Public Instruction for extended day care centers.
- SB 1718** (Hart) would establish an extended day care system in State Department of Education with authority to contract with public or private agencies.
- SB 1754** (Torres) would create Division of Child Day Care Licensing in Department of Social Services.
- SB 1757** (Torres) would authorize Health Service Department to pay up to \$1,000 moving expenses to relocate individuals dislocated by fire or explosion of or human exposure to hazardous substances.
- SB 1792** (B. Greene) would strengthen various Cal/OSHA procedures regarding enforcement of safety and health standards.
- SB 2012** (Watson) would tighten loopholes and enforcement and broaden scope of State's Fair Employment & Housing Act.
- SB 2126** (L. Greene) would appropriate \$120 million to the California Housing Finance Agency for various housing projects.
- SB 2245** (Torres) would require local school districts to amend deferred maintenance plans to include for elimination of asbestos hazards.
- SB 2249** (Lockyer) would require community college districts to provide state board of governors data on salaries of female-dominated jobs and to negotiate with employee representatives with regard to it.
- SB 2252** (Marks) would make sexual harassment an unlawful form of discrimination regarding academic status or employment in state educational institutions.
- SB 2305** (Watson) would provide that workers eligible for unemployment supplemental benefits from employers receive 30% of their second weeks' state U.I. benefits during the waiting week so the supplemental benefit plan will be triggered immediately upon layoff.

Bills Defeated

Among bills opposed by the Federation and defeated in the Legislature were:

AB 111 (Costa) would have eliminated the "make whole" remedy and union shop provisions of the Agricultural Labor Relations Act.

AB 2210 (Lancaster) would have required a new waiting period before an unemployed worker could receive extended unemployment benefits.

AB 2394 (Frizzelle) would have allowed school districts to pay less than prevailing wage rates on public works projects employing 10% or more unemployed minority and women workers.

AB 2415 (Hughes) would have modified the unitary method of taxing multinational corporations.

AB 2485 (Bader) would have limited employee's right to sue outside workers' compensation system when injured due to the employer's knowing removal of or failure to install a power press guard.

AB 2517 (Jones) would have repealed a statutory requirement that passenger trains maintain a certain staffing level.

AB 2609 (Seastrand) would have eliminated the "make whole" remedy under the Agricultural Labor Relations Act.

AB 2610 (Seastrand) would have extended deadlines for the Labor Commissioner to file decisions in wage violation cases.

AB 2800 (McAlister) would have provided property owners, including public agencies, have no liability for injuries to persons who

are hurt while committing felonies on their property.

AB 2828 (N. Waters) would have eliminated the "make whole" remedy under the Agricultural Labor Relations Act.

AB 3017 (McAlister) would have substituted a severely limited arbitration procedure for the current remedies in wrongful discharge cases.

AB 3255 (McAlister) would have eliminated third party suits by injured construction workers against owners of the property on which the construction is taking place.

AB 3324 (Nolan) would have exempted certain auto mechanics from the IWC overtime requirements.

AB 3334 (Robinson) would have provided that certain causes of action in unfair claims settlement practices would be inapplicable with respect to the obligation of a surety that has issued a bond.

AB 3467 (McClintock) would have eliminated liability of contractors for violations of prevailing wage laws on public works by their subcontractors.

AB 3808 (Costa) would have pre-empted from local governments the right to enact and enforce local rent control laws.

AB 3809 (Papan) would have eliminated local rent control ordinances.

ACA 35 (Bader) would have made state mandated local programs such as workers' compensation and unemployment insurance voluntary unless the Legislature appropriated funds to cover the costs.

ACA 40 (Nolan) would have amended the Constitution to make California a "right to work" state by outlawing union security agreements.

SB 1470 (McCorquodale) would have required retailers to charge deposits on beverage containers.

SB 1516 (Davis) would have exempted work done on low and moderate housing from state prevailing wage rate laws when the federal government provides wage rates for the work.

SB 1700 (Vuich) would have eliminated the "make whole" remedy and the union shop provisions under the Agricultural Labor Relations Act.

SB 2002 (Royce) would have eliminated any welfare benefits for strikers.

ACTIVITIES OF LEGAL COUNSEL

Report of General Counsel

Charles P. Scully

For the Period July 1, 1982

Through July 31, 1984

I. Litigation

A. Amicus Curiae Briefs

1. Carryover from 1982 Report.

William J. Cumero v. Public Employment Relations Board (King City High School District Association), Court of Appeal, First Appellate District, Division Three, 1 Civil No. A016723.

On its own request, the California Court of Appeal, First Appellate District, after the decision by the United States Supreme Court in the case of **Ellis v. Brotherhood of Railroad, Airline and Steamship Clerks**, decided April 25, 1984, requested the parties to rebrief the matter. The issue in this case involves a question of service fees and their use. Since we had joined with the AFL-CIO in the previous filings amicus curiae in this matter, under date of June 27, 1984, we were requested by the attorneys for the AFL-CIO to join them in a supplemental brief being filed. We did so and the supplemental brief was filed on Friday, July 6, 1984. The attorneys for the Petitioner had filed a brief contending in effect that the Supreme Court had completely changed the law and that accordingly, the favorable decision of the court below should be reversed. Our position contained in our brief was completely to the contrary and said, if anything, the Supreme Court decision supported rather than impaired in any way the decision of the court below. Other briefs have been filed by other parties with a variety of views.

As of the moment, it is not clear whether the Court will decide the case without hearing or a new oral argument or whether it will reset the matter for oral argument after reviewing the briefs.

We will advise of further developments as soon as they occur.

United Airlines, Inc. v. Occupational Safety and Health Appeals Board, et al., Court of Appeal, First Appellate District, 1 Civil 52911; California Supreme Court No. SF 24396.

Since my last report, I am pleased to advise that under date of November 29, 1982, a unan-

imous favorable decision was issued by the California Supreme Court.

Pursuant to the request of the Executive Secretary-Treasurer, under date of March 22, 1982, we filed a request and a Brief Amicus Curiae with the California Supreme Court in the above matter.

The issue was an extremely important one in which there was an attempt, on the grounds of federal preemption to preclude the operations of jurisdiction of the State agency and its applicable safety provisions with respect to operations at United Airlines in San Francisco where in fact an individual had suffered a death because of the failure of the employer to comply with the California regulations. A favorable unanimous decision was filed by the California Supreme Court on November 29, 1982, holding all of the California provisions applicable to the employer's operation at the San Francisco airport.

2. Amicus Curiae Briefs Filed Since Last Report.

C.E. Snygg, John F. Henning, et al. v. Kaye R. Kidoo, Director of the Employment Development Department, et al.

San Francisco Superior Court No. 811430.

At the request of the Executive Secretary-Treasurer on July 8, 1983, I filed in the Superior Court of the State of California for the City and County of San Francisco a Petition for Writ of Mandate, calling for the immediate payment of unemployment disability insurance benefits, regardless of the passage of the State budget.

On Friday afternoon, July 8, 1983, I appeared before Superior Court Judge Ertola in the San Francisco Superior Court in an attempt to obtain a peremptory injunction but this request was denied, although he did sign an Alternative Writ, returnable on July 1983, at 9:30 A.M.

As a result of conciliatory action by the State agencies, payments were made without the need of further litigation and accordingly, it was not necessary to pursue the litigation further.

California Hospital Association, et al. v. Patrick W. Henning, Labor Commissioner, et al., United States District Court, Central District of California, Civil No. 82-6659 RG (Gx); Ninth Circuit Court of Appeal, Nos. 83-6416 and 83-6381.

December 20, 1982, a Complaint for Declar-

atory Relief and Injunction was filed in the Federal District Court in the above matter and numerous filings were made thereafter by all parties to the litigation; appearances were also made by friends of the Court, filing in support of the various contestants. We were contacted by representatives of the AFL-CIO with respect to the filing of an Amicus Curiae Brief, but in keeping with past policy, it was agreed the filing should be made by the AFL-CIO rather than by the Federation and such was done.

In September, 1983, I was contacted by the Executive Secretary-Treasurer in regard to the partially unfavorable decision issued by the Federal District Court in the above matter, which reversed in part the most favorable California Supreme Court decision in favor of the payment of pro rata vacation benefits.

In discussing the question of appeal with various representatives of the State and the State agencies, there was some concern expressed that apparently the National AFL-CIO was happy leaving the decision the way it was rather than taking the adverse portions up on appeal and they requested that I clarify that view for them.

After consulting with the Executive Secretary-Treasurer, I contacted General Counsel J. Albert Woll on September 23, 1983, who advised that, to the best of his knowledge, the AFL-CIO had not adopted any specific position on the matter but that I should attempt to contact Attorney Laurence Gold, who was House Counsel for the National AFL-CIO.

Subsequently, I was in contact with Mr. Gold, who indicated that he did not believe the AFL-CIO had a specific position but that on Monday, September 26, 1983, he was leaving for Florida and would discuss the matter there and advise further.

I then filled in the Executive Secretary-Treasurer in regard to this matter and he attempted, without success, to meet with Mr. Gold in Miami and I likewise was unsuccessful in trying to reach Mr. Gold, in spite of several telephone attempts.

Accordingly, having received no contact from Mr. Gold by September 29, 1983, in spite of several attempts to reach him by telephone, I was requested by Executive Secretary-Treasurer Henning to advise the State and its agents that as far as we knew, there was no objection for the State proceeding to appeal the matter. I so advised the State people and confirmed this in writing to Mr. John Rea under date of No-

ember 9, 1983. The appeal was filed November 10, 1983.

I received a telephone call from Mr. Gold in November, 1983, in which he stated he had sent me a letter dated November 11, 1983, expressing his views but I told him I had not received it and would comment after I saw it.

November 17, 1983, I received the letter in which he suggested we file a joint brief but that in the brief no argument could be made "suggesting that ERISA's preemption provisions would not apply if any plans were covered by the Act."

The qualification in his letter was contrary to the views in California, particularly those of the Taft-Hartley Trusts. I discussed this with Executive Secretary-Treasurer Henning and forwarded to him a detailed, written statement under date of November 21, 1983.

December 5, 1983, Larry Gold called me from Washington, inquiring as to the status of the matter and I told him as far as I knew, it was still as Executive Secretary-Treasurer Henning had explained to him previously and the only development is we had since then received another unfavorable decision on preemption involving the Southern California Carpenters Trusts in a case known as **Majestic Housing** in which they stated the protection of the mechanics' lien law of California was also preempted, which decision the Trust would, of course, be appealing. He asked me to send him a further detailed letter, including a copy of this decision, which I did on December 5, 1983.

I heard nothing further until January 23, 1984, when I received Larry Gold's letter dated January 19, 1984, addressed to me, in which he reaffirmed his previous position and stated that "the consensus of our interested affiliates is that we should do nothing in this case which would narrow the scope of ERISA preemption" and that "the best way to deal with the problems you outlined is to seek a suitably narrow legislative solution."

I forwarded a copy of that letter to Executive Secretary-Treasurer Henning under date of January 23, 1984.

No filing of any kind has been made by the Federation in the Ninth Circuit Court of Appeal in this matter up to the present time.

January 23, 1984, a conference was held between representatives of the State and of the Federation to explore the possibility of a legislative settlement and a detailed report was submitted to Executive Secretary-Treasurer Hen-

ning by letter dated January 25, 1984. Written views were subsequently exchanged. No satisfactory settlement was possible and I so advised representatives of the State.

April 11, 1984, I received a telephone call from Mr. Rea who suggested we make another try at a settlement. I wrote to that effect to Executive Secretary-Treasurer Henning on April 17, 1984 and, with his consent, attended a meeting in the San Francisco State Building at 525 Golden Gate Avenue on May 30, 1984. Discussions were held with representatives of various parties. Draft amendments were circulated but no agreement was reached.

May 7, 1984, Director R.T. Rinaldi wrote to me requesting one more attempt at a settlement before the start of briefing. I advised Executive Secretary-Treasurer Henning and, with his consent advised the Director by letter dated May 31, 1984, that we would be willing to meet. As a result of that meeting, written proposals were made and copies were forwarded to Executive Secretary-Treasurer Henning by letter dated June 6, 1984. The matter is still pending. **California State Employees Association v. Superior Court of Sacramento**, Court of Appeal, Third Appellate District, No. 3 Civil 23765 (Sacramento Superior Court No. 311329.)

In this matter, an action was instituted by the Pacific Legal Foundation in the Sacramento Superior Court on behalf of two hundred eleven named individual state employees who were opposed to paying their so-called "fair share" to CSEA.

The Union responded by filing a Demurrer and when the Demurrer was overruled, a Petition for Writ of Prohibition or, in the alternative, Alternative Writ of Mandate was filed on the ground that the Court was without jurisdiction. The Petition was originally filed February 7, 1984, in the California Supreme Court, but it was referred by that Court to the Court of Appeal.

The Executive Secretary-Treasurer requested on February 14, 1984, that we review the material and file a support letter with the Court of Appeal, requesting the relief be granted, if we believed it was proper.

Under date of February 24, 1984, such a letter was filed by us with the Court of Appeal.

The request for Writ was denied March 2, 1984.

Subsequently, Plaintiffs filed a Motion for Summary Judgment with the Sacramento Superior Court but this was opposed and the

Court denied this relief.

City of Sonoma, et al. v. State of California, et al., District Court of Appeal, Second Appellate District, 2 Civil No. 67840.

A Petition for Extraordinary Writ was filed on or about February 16, 1983, for the purpose of attempting to set aside Federation-sponsored workers' compensation legislation on the ground it was unconstitutional in that it had not been properly passed by the required votes and did not appropriately provide for reimbursement to the local agencies in accordance with the requirements of State law.

At the request of the Executive Secretary-Treasurer, we researched the matter in detail and expended a substantial number of hours in this regard but concluded, because of the total absence of merit in the Petition filed on behalf of the local entities, we would not formally intervene in the proceeding and instead would await the determination as to whether or not any interim relief would be granted by the Court of Appeal.

On May 17, 1983, relief was denied by the Court of Appeal and accordingly, it was not necessary to proceed further in this matter.

City of Sonoma, et al. v. State Board of Control, et al., Los Angeles Superior Court No. C 464 829; Court of Appeal, Second Appellate District, 2 Civil No. B033561.

This action was filed in the Los Angeles Superior Court following the denial of relief in the Court of Appeal mentioned above.

Service was made on the Department July 28, 1983. We were in contact with the representatives of the State, including the attorneys for the various departments, as well as Deputy Attorney General Milas in the Los Angeles Office of the Attorney General, who initially was heading up responsibility for both this case and the San Bernardino cases, which were previously filed with respect to prior periods.

We received not only copies of the administrative hearings before the Board of Control but also all of the various documents filed from the initiation of the case up to the time of service in August of 1983 on the principal parties. Subsequently, Deputy Attorney General Martin H. Milas supplied us with copies of all filings.

We conferred with the Executive Secretary-Treasurer and representatives of the Federation, together with representatives of the insurance industry, the Applicants' attorneys and officials and attorneys for the State govern-

ment and after further research and review of the administrative record, determined that it was premature to attempt to intervene in the proceedings because the claim for relief presented to the Superior Court for Writ of Mandate and Complaint for Declaratory Relief most likely would be denied and, in any event, the most relief that could be granted was to refer it back to the Board of Control for further proceedings.

The relief was granted November 1, 1983, by the Los Angeles Superior Court, but the Court directed only that the matter be returned to the Board of Control so they could make more appropriate findings and conclusions with respect to the basis of their action. On the main point, the Court held that if the changes provide merely a "cost of living increase," this "does not impose a higher or increased level of service on an existing program."

However, rather than returning to the Board of Control, the Petitioners appealed on or about January 19, 1984, to the Court of Appeal.

The notice specifically states that the appeal is only from that portion of the Judgment which provides "that the changes made by Chapter 922, Statutes of 1982, may be excluded from State-mandated costs if that change affects a cost-of-living increase which does not impose a higher or increased level of service on an existing program."

Under date of March 20, 1984, I sent a detailed letter to the Executive Secretary-Treasurer, suggesting strategy in the handling of this matter.

The Appellant's Opening Brief was filed April 9, 1984. I reviewed it and advised the Executive Secretary-Treasurer of its contents by forwarding a copy to him under date of April 17, 1984.

We are following developments closely and further steps will be reported.

May 30, 1984, in a similar type of case, **County of San Bernadino, et al. v. State of California and State Board of Control**, Court of Appeal, Second Appellate District, No. B001713, I received a copy of Appellant's Opening Brief.

Container Corporation of America v. Franchise Tax Board, United States Supreme Court No. 81-523.

The issue in this case was the taxation of income by the State of California of corporations in California conducting foreign opera-

tions and including in the tax computation income which was earned in foreign countries.

August 3, 1982, the State asked us to join in a Brief Amicus Curiae in support of their position before the United States Supreme Court that this was a proper method of taxation. Since this involved a national issue, we conferred with the AFL-CIO and, based upon their review, General Counsel J. Albert Woll, by letter dated August 19, 1982, advised the attorney for the State that no filing would be made by the AFL-CIO. It was then decided that we should not participate as a friend of the Court in this litigation.

Subsequently, the United States Supreme Court decided in favor of the State and upheld the propriety of this method of taxation.

County Sanitation District No. 2 of Los Angeles County v. Los Angeles County Employees Association, Local 660, Service Employees International Union, AFL-CIO, et al., Court of Appeal, Second Appellate District, No. 2 Civil 66088; California Supreme Court No. 31850.

Under date of October 18, 1983, the Attorney for the Defendants contacted Executive Secretary-Treasurer Henning and requested assistance in attempting to overcome the unfavorable decision issued by the Court of Appeal on October 12, 1983, in the above matter, in which it enforced a judgment of the Los Angeles Superior Court imposing damages against the labor organization on the ground it had engaged in an unlawful strike and accordingly, was liable for such damages. The Superior Court originally awarded damages in the sum of \$246,904.00, plus pre-judgment interest of \$87,615.22 and costs of \$874.65. The Court of Appeal merely reduced the amount of the damages for the reasons specified in its decision to \$163,814.00 and otherwise affirmed the decision.

Under date of November 21, 1983, we filed an appropriate letter with the Supreme Court in support of the granting of a Petition for Hearing and noted the importance of the issue involved, namely, the holding of strikes by public employees to be per se illegal and to be subject not only to injunctive relief but to relief in damages by way of an action in tort.

The California Supreme Court granted a hearing.

On January 26, 1984, we applied for permission to file a Brief Amicus Curiae, together with an accompanying Brief to the California

Supreme Court. Our request was granted and the Brief filed January 31, 1984.

There have been a substantial number of briefs filed by interested parties on both sides of the issue, all of which I have received and read and they simply further illustrate the importance of the issue to be resolved by the Court.

Although the matter was originally scheduled for hearing before the California Supreme Court in Los Angeles on Wednesday, April 11, 1984, at 9:00 A.M., it was rescheduled at the same place for Monday, May 7, 1984, at 9:00 A.M.

Our office was present at the oral argument and submitted a written report to the Executive Secretary-Treasurer by letter dated May 18, 1984.

Harry Gluck, et al. v. Superior Court of the County of Los Angeles, California Supreme Court No. LA 31719.

The issue involved in this case was the extremely important one of whether or not an individual, because of his union affiliation should be disqualified from serving on a state agency.

Pursuant to the request of the Executive Secretary-Treasurer, we joined in a letter filed with the California Supreme Court on February 17, 1983, by the AFL-CIO, requesting that the hearing be granted in this matter.

The hearing was granted by a six-to-one vote.

The matter was settled, however, and the case dismissed by Stipulation December 28, 1983.

Legislature of the State of California, Willie L. Brown, Jr., et al. v. George Deukmejian, California Supreme Court No. SF 24589

-and-

Anderson, et al. v. Governor, California Supreme Court No. 24596.

At the request of Executive Secretary-Treasurer Henning on August 2, 1983, we filed a letter with the California Supreme Court in support of the granting of the Petition for Writ, which it did on August 3, 1983.

At the request of the Executive Secretary-Treasurer, a Brief Amicus Curiae was filed by us on behalf of the Federation with the California Supreme Court on August 9, 1983, in opposition to the Reapportionment Initiative.

Many Amicus Curiae Briefs were submitted and ready by us and discussed with the Execu-

tive Council. Copies of the Brief filed by Attorney Burton S. Levinson were submitted to the Executive Secretary-Treasurer at his request on September 14, 1983.

The issue involved was the so-called Sebastiani Initiative, involving reapportionment.

We attended the oral argument before the Supreme Court on August 31, 1983, and submitted a written resume to the Executive Secretary-Treasurer September 1, 1983. As is well known, the Court issued a favorable decision striking down the proposal on September 15, 1983.

People of the State of California v. California Industrial Welfare Commission, Santa Cruz Superior Court No. 85071.

At the request of Jerry Zellhoefer, President of the Santa Cruz Central Labor Council, who forwarded materials he had received from the District Attorney's Office for the County of Santa Cruz, December 27, 1983, we were asked to file a Brief Amicus Curiae before the Superior Court in the County of Santa Cruz with respect to the above matter, which involved the validity of a regulation dealing with charging against employees cash losses which occurred in the employer's operation.

Because of the nature of the litigation, and the fact that it was still before the Superior Court, it was decided that no Brief Amicus Curiae would be filed.

A favorable interim order has been issued by the Superior Court in the Santa Cruz County striking down the provision of the regulation which imposes liability on the employees with respect to certain types of shortages.

March 2, 1984, the agency issued a press release that it will comply with the Order and it may be there will be no further proceedings in this case at the present time.

The Industrial Welfare Commission stated it will not enforce in any IWC Orders the language which reads: "...Where an employee has the exclusive and personal control of cash funds of the employer and is required by the employer to account, under reasonable accounting procedures, for said funds, the employer may upon prior written notice require reimbursement from such employee for cash shortages."

United Farm Workers of America, AFL-CIO v. Superior Court of the State of California, In and For the County of Ventura, Michael Edward Sanchez and Sergio Tapia Tapia, Real Parties in Interest, Court of Appeal, Second

Appellate District, No. 2 Civil 68856.

At the request of Attorney Ira L. Gottlieb, the Attorney for the United Farm Workers of America, AFL-CIO, we joined in a request for the granting of a Petition for Writ of Mandate and Prohibition by filing a communication on May 19, 1983.

The issue involved in this particular case is the liability of a labor organization with respect to an accident which occurred in a vehicle far removed from the picket line maintained by the local organization.

The Writ was denied May 27, 1983.

B. Other Litigation

John F. Henning, et al. v. George Deukmejian, Governor, State of California, California Supreme Court No. 24750.

The Governor appointed Alfred H. Song to the California Occupational Safety and Health Appeals Board on June 15, 1984, and designated him as a representative of organized labor.

In spite of the protest by Executive Secretary-Treasurer Henning to the Governor, the Governor persisted in pressing the appointment and accordingly, at the request of Executive Secretary-Treasurer Henning, under date of June 26, 1984, an original Petition for Peremptory Writ in the Nature of Mandate or Other Extraordinary Writ was filed in the California Supreme Court to require the withdrawal of the nomination on the ground it was contrary to law.

By Order dated June 29, 1984, the Supreme Court transferred the matter to the Court of Appeal, Third Appellate District, 3 Civil No. 24162.

The Office of the Attorney General filed a Memorandum of Points and Authorities in Opposition to our Petition, contending the exclusive remedy was by way of quo warranto, which is a type of proceeding that can only be filed by the Attorney General or with his express permission. We filed a reply in opposition to his Memorandum under date of July 9, 1984, but the Court, under date of July 20, 1984, issued an Order denying the Petition for Peremptory Writ in the Nature of Mandate or Other Extraordinary Writ. By letter dated July 23, 1984, we advised the Executive Secretary-Treasurer of this Order and, after discussion with him, it was agreed that we would both file a Petition for Hearing with the California Supreme Court on the ground that our Petition was meritorious but simultaneously, we would file with the Office of the Attorney General an

application to him for permission to us to file a Complaint against Alfred H. Song on behalf of the People of the State of California, by way of quo warranto, challenging Song's right to hold office.

Both of these filings were made on Wednesday, July 25, 1984.

Possible Suit filed in Conjunction with AFL-CIO against the California Initiative for Mandatory Balanced Federal Budget.

June 11, 1984, I was advised by Executive Secretary-Treasurer Henning that I would be contacted by Mr. Donahue, Secretary-Treasurer of the AFL-CIO and AFL-CIO Attorney Gold in regard to the possibility of joining in a suit to attempt to remove the initiative from the ballot.

I had such telephone conversations with Messrs. Donahue and Gold on June 15, 1984, and with Mr. Gold's associates, Marsha Berzon, Mr. Rubin and Fred Altshuler on June 16, 1984, June 18, 1984 and June 19, 1984. We reviewed the proposed filing and believed the portion dealing with Article V of the United States Constitution was sound and would be a winning contention but suggested that the portion of the filing dealing with the restrictions on the scope of the initiative and referendum be deleted because it was inconsistent with the historical position of the Federation. However, it was the feeling of the AFL-CIO and their representatives and attorneys that it should be retained. I advised the Executive Secretary-Treasurer in detail of these discussions by letter dated June 19, 1984. Accordingly, for the same reasons as discussed with respect to the Sebastiani initiative above, we did not participate in the filing which was made with the California Supreme Court and, at the present time, the matter is pending before that Court. We agree that under Article V of the United States Constitution it appears that the Legislature rather than the people through Initiative must call upon Congress to call for this convention and, accordingly, we are hopeful that the Petition will be successful, at least from that aspect of the argument.

Friday, July 27, 1984, the Supreme Court set this matter for oral argument on a special calendar called for Tuesday, August 21, 1984. Further developments will be reported.

II. Conventions

1982 Convention of California Labor Federa-

tion, AFL-CIO, Disneyland Hotel—July 19-21, 1982.

Services performed by me included conferences with staff of California Labor Federation, AFL-CIO, re recommendations and other Convention preliminaries; review of reports, resolutions, et cetera, for presentation at Convention and conferences with Federation staff in regard thereto; review and clearance of referral of resolutions to committee; travel to and from Convention; review of Committee files and dictation relating thereto; attendance at Committee meetings of Convention and preparation of reports in regard thereto; attendance at meetings of Executive Council before and during the Convention; and attendance at the Convention, assisting as requested.

COPE Pre-Primary Convention, Sheraton Palace Hotel, San Francisco, April 18, 1984.

I attended the Convention and assisted as requested.

1984 Convention of California Labor Federation, AFL-CIO, Hyatt Regency, Oakland, California, September 10-14, 1984.

August 4, 1983, I received a memorandum mailed from the Hotel with regard to Convention facilities at Hyatt Regency, Oakland, during the 1984 Convention. I reviewed the documents and transmitted my detailed, written comments under date of August 4, 1983, to Executive Secretary-Treasurer Henning.

April 2, 1984, Executive Secretary-Treasurer Henning forwarded to me the contract documents for review. After my review, I forwarded to him my detailed, written comments on April 2, 1984.

June 21, 1984, I received a draft of the Convention Call from the Executive Secretary-Treasurer and by letter dated June 25, 1984, addressed to him, approved it as to form.

June 28, 1984, I received from Dan Curtin drafts of Convention Call, Delegates Credential, and Authorized Delegates List, which I reviewed and approved as to form by letter dated June 25, 1984.

July 11, 1984, I received a memorandum from Executive Secretary-Treasurer Henning and copies of the Hyatt Regency, Oakland Letter of Agreement, et cetera.

I reviewed them and advised the Executive Secretary-Treasurer by letter dated July 16, 1984 as to the content and follow-up.

III. Executive Council Meetings

Since my report to the last Convention, I have attended the following meetings of the Executive Council:

1. July 14-18, 1982—Disneyland Hotel, Anaheim.
2. July 20, 1982—Convention Center, Disneyland.
3. December 7-8, 1982—Hilton Hotel, San Francisco.
4. March 9-10, 1983—Woodlake Inn, Sacramento.
5. June 14-15, 1983—Woodlake Inn, Sacramento.
6. August 16-17, 1983—Mansion Inn, Sacramento.
7. December 8-9, 1983—Hilton Hotel, San Francisco.
8. March 29-30, 1984—Hilton Hotel, Fresno.
9. April 16-17, 1984—Palace Hotel, San Francisco.
10. June 26-27, 1984—Hilton Hotel, San Francisco.

IV. Ballot Propositions—1984 California Election

April 15, 1984, I reviewed the California Secretary of State's draft Booklets re Propositions and Pro and Con Arguments for the California Labor Federation Executive Council Meeting.

April 17 and 18, 1984, I reviewed the propositions with the Standing Committee on Legislation at the Palace Hotel, San Francisco. Its report to the Executive Council was approved by the Executive Council April, 1984 and later by the Pre-Primary Convention April 18, 1984.

V. California Commission On Campaign Financing

At the California Labor Federation Executive Council meeting in Fresno, March 28-30, 1984, the work of this group was discussed by Vice President Robertson, who is a member of

the Commission. I then made a brief report to the Council.

Under date of April 9, 1984, I received from Vice President Robertson a memorandum dated April 4, 1984, addressed to the members of the Commission. Under date of April 11, 1984, I discussed it briefly with him by telephone.

It would appear a basic policy question exists whether to prohibit all contributions and finance campaigns only through public sources. This might then permit the use of treasury funds by unions to educate its members and their families and get-out-the-vote programs and perhaps permit competition by unions more favorably than on the current financial basis.

July 2, 1984, I received extensive material sent to Vice President Robertson by Tracy Westen of the Commission; reviewed it; and sent a detailed review letter dated July 2, 1984 to Vice President Robertson.

VI. California Conference On Apprenticeship Resolution Re Women And Affirmative Action

The California Conference on Apprenticeship adopted at their meeting April 25-27, 1984 certain recommendations with respect to affirmative action goals for women in the apprenticeship program and they were referred to the California Apprenticeship Council for consideration and action. That Council referred the matters to several committees for consideration and recommendation and action was contemplated to be taken by the Council some time late in July or in August, 1984.

At the request of the Executive Secretary-Treasurer, I met with President Al Gruhn on Tuesday, July 24, 1984, and assisted in the preparation of a letter for transmittal to the California Apprenticeship Council, in which the Federation urged the Council in its review and action to follow the Federation policy of improving and not weakening equal opportunity for women in employment. As of the date of drafting of this report, I do not know what action has been taken by the Council but I assume it will be before the Convention in some other means of communication.

**VII.
California Social
Insurance Program
Exemptions From
Budgetary
Requirements**

The position of the Federation is that both the Unemployment Insurance Fund and the Disability Insurance Funds are separate funds which are continuously appropriated, and accordingly, are not subject to the restrictions involving the passage of a budget or other legislation of that type in order for the funds to be available for payment of benefits on an ongoing basis. Commencing July 12, 1983, and continuing August 23, 1983 to the present time, I have made inquiries of the office of Speaker Willie L. Brown, Jr., as to whether or not any legislative action has been taken to exempt these programs from such requirements as permitted under the report submitted to the Legislature by the Department of Finance.

To date, it appears that no such legislative action has been taken but there is legislation pending in this Session, introduced by the Federation, which would accomplish that purpose.

**VIII.
Department of
Industrial Relations—
Determination of
Prevailing Rates—1983**

I reviewed a memorandum of February 22, 1983, to all awarding bodies by the California Department of Industrial Relations over the signature of Victor V. Veysey, Director of the Industrial Relations Department; researched and reviewed from a legal standpoint the attitude of the agency; and submitted a written memorandum to the Executive Secretary-Treasurer under date of April 4, 1983, summarizing the requirements of the law in relationship to public works.

**IX.
Federation Staff
Pension Plan—
Transamerica
Life Insurance
Contract No. 5311-N(Z)**

I reviewed a memorandum dated December

9, 1982, from the Consultant with draft amendments to comply with TEFRA of 1982. I reviewed and approved the proposed amendments and so advised Consultant Miguel A. Padro of the Martin E. Segal Company by letter dated December 27, 1982.

November 28, 1983, the Executive Secretary-Treasurer sent me materials he had received from the carrier on TEFRA. I reviewed them with him and recommended he complete them as requested.

Under date of December 28, 1983, at the request of the Executive Secretary-Treasurer, I reviewed the various communications from the carrier with respect to their employer survey and by letter of the same date, suggested the completion of the documents by the Executive Secretary-Treasurer.

**X.
FPPC Registration and
Filing Requirements**

I reviewed the memorandum prepared by Mr. Schmechel to Executive Secretary-Treasurer Henning in regard to the above matter and under date of August 11, 1983, submitted my detailed, written comments to the Executive Secretary-Treasurer.

There were later contacts and on my advice, various report filings were made by the Executive Secretary-Treasurer in July, 1984.

**XI.
Annual Forms 5500**

July 6, 1982, at the request of the Executive Secretary-Treasurer, I reviewed the proposed filing prepared by the accountant on behalf of the Federation, namely, Federal Form 5500 and submitted my written comments on July 6, 1982.

June 1, 1983, I received the Form 5500 and suggested further work on it by the office accountant and consultation with the Consultant. I received the completed Form July 28, 1983, and submitted my written comments on July 28, 1983.

July 11, 1984, I received from Executive Secretary-Treasurer Henning a copy of the letter of July 3, 1984, from Transamerica Occidental Life and the accompanying forms. I reviewed them and by letter dated July 16, 1984, to the Executive Secretary-Treasurer recommended their completion and signing.

XII. Health Coverage for Unemployed

May 31, 1983, at the request of the Executive Secretary-Treasurer, I reviewed Senator Bill Lockyer's submittal to him of a proposal with respect to health insurance for unemployed workers.

I reviewed the proposed program and discussed it with Executive Secretary-Treasurer Henning. I followed up by letter dated June 1, 1983, which emphasized some of the problems within the proposed program and suggested it be structured under the Insurance Code rather than under the Unemployment Insurance Code.

XIII. Initiatives

Under date of June 16, 1983, I received from the Executive Secretary-Treasurer material dealing with the calling of a national constitutional convention dealing only with the requirement of a balanced federal budget. I reviewed it and submitted my detailed comments to the Executive Secretary-Treasurer by letter dated June 16, 1983. Subsequent litigation involving this matter is covered in earlier portions of this report.

XIV. Joint Legislative Study Committee on Workers' Compensation

The Legislature has created this Committee and under date of March 20, 1984, Assemblyman Bruce Young, Chairman of the Joint Committee, transmitted a detailed letter outlining the subject matters for discussion, together with a detailed schedule commencing May 2, 1984, and running through November 15, 1984, at which the various subject matters to be discussed were outlined.

I discussed this both with the Executive Secretary-Treasurer and his assistant, Tom Rankin, and I believe that the Federation will be presenting its views at all of the respective meetings.

XV. Labor Committee for The Protection of Voter Rights

This committee, which was established in opposition to the so-called Sebastiani Committee, was created in August, 1983.

As requested, I assisted in the establishment and creation of the Committee, including the necessary filings, insurance protection and internal controls and attended the meeting of the Steering Committee in the offices of the Federation.

I also assisted in the winding up of the organization after the favorable decision by the California Supreme Court in September, 1983, rendered the continuation of the Committee unnecessary.

XVI. Miscellaneous

1. June 1, 1983, at the request of Executive Secretary-Treasurer Henning, I forwarded a copy of Section 1262 of the Unemployment Insurance Code, as requested by Secretary-Treasurer Edwin C. Brown of the Rhode Island AFL-CIO State Federation.

2. July 26, 1983, I forwarded to Leonard A. Beaucamp, Director of Research, Boilermakers International, the California statutory data on trade disputes, including the annotations to the statutory provisions as requested by him through Executive Secretary-Treasurer Henning.

3. August 11, 1983, I sent a detailed letter to Executive Secretary-Treasurer Henning with respect to FPPC Registration and filing requirements insofar as opposition to reapportionment initiative was concerned.

XVII. OPE Problem Re Removal Of Blue Shield from San Francisco

Under date of September 8, 1982, I wrote to Executive Secretary-Treasurer Henning with my comments as a result of the review of the materials submitted to me by him and my overall suggestions with respect to the handling of this matter, particularly with the National Labor Relations Board.

XVIII.
OSHA Regulations—
Governor's Regulation
Project—AB 1111 Review

September 9, 1983, I received from the Executive Secretary-Treasurer a memorandum and accompanying documents involving the above matter.

I reviewed them and discussed them in detail with representatives of the Federation and transmitted a summary letter to the Executive Secretary-Treasurer under date of September 14, 1983.

XIX.
Presidential
Election—1984 Use of
Democratic Party Tapes

Under date of December 16, 1983, I submitted my written comments to Mr. Curtin, as requested by him in his letter of December 12, 1983, involving the above matter, including the desirability of checking with the National Office and exercising due caution.

I suggested if he had any specific problem, he could contact the Federal Elections Commission in Washington, D.C., at a collect number, which was available and which I gave to him.

XX.
Proposed Federation
Legislation Programs

A. 1983-84 Legislative Session

I reviewed Mr. Barrett's memorandum of October 28, 1982, and detailed accompanying materials to be presented to the Standing and Advisory Committees for consideration.

November 29, 1982, I attended meetings of the Standing and Advisory Committees on Legislation at the San Francisco Hilton Hotel to review proposed legislation for the 1983-84 Legislative Session and to assign them to categories for possible introduction.

At the December 7-8, 1982 meeting of the Executive Council, the Standing Committee reported to the Executive Council and its report was adopted.

I prepared a total of twenty-four bills

through January 7, 1983, and forwarded them to the Executive Secretary-Treasurer. They covered the fields of social insurance and labor legislation.

Additional bills were forwarded by memorandum dated January 14, 1983, and the balance by memorandum dated January 19, 1983, for a total of thirty-five proposed bills, together with accompanying Legislative Counsel's Digests for introduction during the 1983-84 Legislative Session. Memoranda involving these proposed bills were subsequently sent on February 8, 1983, and February 23, 1983.

The bills, prepared in accordance with Convention action, covered the entire sphere of activities such as Agricultural Labor, Civil Rights, Consumer Protection, the Environment, Cost Containment in Health Care, Little Wagner Act, Liens, Labor Code Section Amendments, Unemployment Insurance, Disability Insurance and Women's Rights.

B. 1984 Federation Legislative Program

At the request of the Executive Secretary-Treasurer, received through Mr. Tom Rankin, I reviewed the materials received from him and discussed it by telephone with him, Executive Secretary-Treasurer Henning, and Messrs. Barrett and Callahan. I followed up with a detailed letter to Tom Rankin dated January 5, 1984, and forwarded resumes of proposed legislation by letters dated January 10, 1984 and January 11, 1984. I prepared eleven bills for introduction by the Federation, involving primarily amendments to the California Labor Code. The bills covered basically:

1. increasing the penalties for violation of the various statutes and regulations under the Code;
2. clarifying the free choice of physician under the workers' compensation law; and
3. setting up a complete new regulatory program to provide protection to employees who are involved with video display terminals.

The draft bills were transmitted to the Executive Secretary-Treasurer by letter dated January 1, 18, 1984.

Also, on April 16-17, 1984, I attended meetings of the Advisory and Standing Committees on Legislation in regard to the 1984 Ballot Propositions.

XXI.
Returns for U.S. and
State of California
For Year Ending
June 30, 1983

In accordance with the request of the Executive Secretary-Treasurer, under date of November 3, 1983, I reviewed the documents submitted to him by the Certified Public Accountants for the Federation.

I noted several apparent errors in them and noted that if any delay occurred, any payment required should be made by the CPA rather than by the Federation. This was confirmed by memorandum from me to the Federation office accountant under date of November 3, 1983, and a follow-up written memorandum dated November 15, 1983.

XXII.
Status of U.I. Fund

I reviewed the Annual Report distributed by the Employment Development Department April 1982 of the Actuarial Evaluation of the U.I. Fund—1981—and by memorandum dated June 25, 1982, advised Executive Secretary-Treasurer Henning of the critical condition of the Fund and forwarded to him portions of the report.

I reviewed the March 7, 1983 UI Forecast of the Employment Development Department and by letter dated March 29, 1983, advised the Executive Secretary-Treasurer and the President of the precarious position of the Fund as reflected by such study and forwarded a copy of the study to them.

May 28, 1984, the Agency reports containing April, 1984 Forecasts for the years 1984 and 1985 for both the DI and UI Funds were reviewed by me. They indicated each Fund was not necessarily secure, even over that short period.

★ ★ ★

This is a summary report and there were many other routine matters which are not mentioned. It has been a great privilege and pleasure to serve.

RESPECTFULLY SUBMITTED:

/s/ Charles P. Scully

Dated: August 1, 1984

CONCLUSION

In the last two years, the Federation has kept pace with the developments which affect the labor movement in California and our staff has endeavored to respond in a timely and proper manner to problems which continually arise.

I wish to express my sincere appreciation for the supportive activities of the Federation's many affiliates who have provided the essential support for our accomplishments.

Further, I wish to acknowledge the able assistance of President Albin Gruhn, and the Federation staff which has been invaluable in meeting the ever increasing demands on our organization as we respond to new issues and maintain a constant vigilance on previous gains.

Fraternally submitted,
JOHN F. HENNING
 Executive Secretary-Treasurer

CALIFORNIA LABOR FEDERATION, AFL-CIO REPORT ON PER CAPITA PAID MEMBERSHIP

As of June 30, 1984

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Actors & Artistes of America, Associated			
Actors Equity Association	311	Cement, Lime & Gypsum Workers No. 192	244
A.F.T.R.A.	1719	Cement, Lime & Gypsum Workers No. 349	218
A.F.T.R.A.-San Francisco	340	Cement, Lime & Gypsum Workers No. 365	110
Screen Actors Guild	3667	Cement, Lime & Gypsum Workers No. 427	97
Screen Extras Guild Inc.	2875	Cement, Lime & Gypsum Workers No. 464	77
Asbestos Workers, Int'l. Assn. of Heat & Frost Insulators and			
Asbestos Workers No. 5	160	Cement, Lime & Gypsum Workers No. 471	81
Asbestos Workers No. 16	347	Cement, Lime & Gypsum Workers No. 535	31
Asbestos Workers No. 20	53	Boilermakers No. 549	779
Athletes, Federation of Professional			
Anaheim Rams	25	Cement, Lime & Gypsum Workers No. 582	15
San Diego Chargers	25	Brick & Clay Workers of America, The United	
Los Angeles Raiders	25	Alum., Brick & Glass Workers No. 774	340
San Francisco 49'ers	25	Amal. Brick Makers No. 820	147
San Diego Sockers	10	Alum., Brick & Clay Workers No. 824	92
San Jose Earthquakes	10	Alum., Brick & Glass Workers No. 843	35
Bakery and Confectionery Workers Int'l. Union of America			
Bakers No. 24	564	Brick & Clay Workers No. 998	67
Bakers No. 85	284	Bricklayers & Allied Craftsmen, Int'l. Union of	
Bakery & Confectionary Workers No. 119	383	Bricklayers No. 8	183
Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Int'l. Brotherhood of			
Boilermakers No. 6	600	Bricklayers & Stonemasons No. 13	146
Boilermakers No. 10	400	Broadcast Employees & Technicians, Nat'l. Assn. of	
Cement, Lime & Gypsum Workers No. 46	113	N.A.B.E.T. No. 51	240
Cement, Lime & Gypsum Workers No. 48	135	N.A.B.E.T. Hollywood No. 53	1091
Cement, Lime & Gypsum Workers No. 49	313	Carpenters & Joiners of America, United Brotherhood of	
Cement, Lime & Gypsum Workers No. 52	130	Carpenters No. 22	1484
Cement, Lime & Gypsum Workers No. 57	56	Pile Drivers No. 34	500
Cement, Lime & Gypsum Workers No. 89	238	Carpenters & Joiners No. 36	616
Boilermakers No. 92	800	Lathers Union No. 88	197
Cement, Lime & Gypsum Workers No. 100	106	Carpenters & Joiners No. 162	718
		Carpenters Union No. 180	725
		Carpenters & Joiners No. 194	959

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Millmen No. 262	422	Lumber & Sawmill Workers No. 2688	18
Lathers No. 440	205	Lumber & Sawmill Workers No. 2749	96
Lathers No. 454-L	49	Lumber & Sawmill Workers No. 2762	45
Carpenters No. 460-L	48	Lumber, Prod. & Indus. Workers No. 2801	209
Carpenters No. 483	702	Lumber & Sawmill Workers No. 3074	747
Carpenters No. 586	1129	Lumber, Prod. & Indus. Workers No. 3088	456
Carpenters & Joiners No. 642	750	Chemical Workers Union Int'l.	
Carpenters & Joiners No. 668	133	Chemical Workers No. 25	99
Carpenters No. 701	477	Chemical Workers No. 466	81
Cabinet Makers & Millmen No. 721	1152	Communications Workers of America	
Carpenters & Joiners No. 751	847	Communications Workers No. 9402	900
Carpenters No. 769	330	Communications Workers No. 9403	1178
Carpenters No. 844	762	Communications Workers No. 9404	1042
Carpenters No. 848	300	Communications Workers No. 9406	596
Carpenters & Joiners No. 944	582	Communications Workers No. 9407	242
Carpenters & Joiners No. 1062	155	Communications Workers No. 9408	800
Carpenters No. 1109	178	Communications Workers No. 9409	958
Carpenters No. 1140	307	Communications Workers No. 9410	3420
Carpenters No. 1147	632	Communications Workers No. 9411	619
Carpenters No. 1240	274	Communications Workers No. 9412	958
Carpenters & Joiners No. 1280	1012	Communications Workers No. 9414	508
Carpenters No. 1296	723	Communications Workers No. 9415	2685
Shipwrights & Boatbuilders No. 1300	978	Communications Workers No. 9416	684
Carpenters & Joiners No. 1323	428	Communications Workers No. 9417	986
Carpenters No. 1358	221	Communications Workers No. 9418	497
Carpenters No. 1400	377	Communications Workers No. 9419	563
Carpenters No. 1478	569	Communications Workers No. 9421	1833
Carpenters & Joiners No. 1490	310	Communications Workers No. 9423	3927
Millmen No. 1495	548	Communications Workers No. 9426	260
Millmen No. 1496	77	Communications Workers No. 9429	164
Carpenters No. 1506	458	Communications Workers No. 9430	815
Carpenters No. 1571	365	Communications Workers No. 9431	171
Carpenters No. 1599	250	Communications Workers No. 9432	76
Carpenters No. 1622	1798	Communications Workers No. 9470	47
Carpenters No. 1815	1131	Communications Workers No. 9490	479
Hardwood Floor Layers No. 1861	144	Communications Workers No. 9495	905
Carpenters & Joiners No. 1913	685	Communications Workers No. 9584	118
Carpenters No. 1976	286	Communications Workers No. 11500	4792
Carpenters No. 2006	566	Communications Workers No. 11502	623
Carpenters No. 2042	254	Communications Workers No. 11503	2200
Carpenters No. 2046	2526	Communications Workers No. 11504	229
Carpenters & Joiners No. 2078	713		
Carpenters & Joiners No. 2308	450		
Carpenters No. 2361	552		
Carpenters & Joiners No. 2398	770		
Carpenters No. 2463	363		
Lumber & Sawmill Workers No. 2505	199		
Fresh Pond Carpenters No. 2561	23		
Lumber & Sawmill Workers No. 2592	574		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Communications Workers No. 11505	1838	Electrical Workers No. 440	271
Communications Workers No. 11509	1230	Electrical Workers No. 441	1431
Communications Workers No. 11511	674	Electrical Workers No. 442	92
Communications Workers No. 11513	4419	Electrical Workers No. 465	940
Communications Workers No. 11550	146	Electrical Workers No. 477	530
Communications Workers No. 11571	1629	I.B.E.W. No. 543	1332
Communications Workers No. 11573	342	Electrical Workers No. 551	288
Communications Workers No. 11574	688	Electrical Workers No. 569	755
Communications Workers No. 11576	738	Electrical Workers No. 591	72
Communications Workers No. 11581	352	Electrical Workers No. 595	1282
Communications Workers No. 11586	650	Electrical Workers No. 617	525
Communications Workers No. 11587	367	Electrical Workers No. 639	375
Communications Workers No. 11588	2083	Electrical Workers No. 659	92
Coopers International Union of North America		Electrical Workers No. 684	203
Coopers Amalgamated No. 2	5	Electrical Workers No. 848	208
Distillery, Rectifying, Wine & Allied Workers Int'l. Union of America		I.B.E.W. No. 952	407
Wine & Allied Workers No. 45	96	Electrical Workers No. 1023	136
Wholesale Wine, Liquor Salesmen No. 151	91	Electrical Workers No. 1245	16042
Sugar Workers No. 174	116	Electrical Workers No. 1682	114
Sugar Workers No. 178	181	Electrical Workers No. 1710	580
Sugar Workers No. 182	94	Electrical Workers No. 2295	500
Electrial Workers, Int'l. Brotherhood of		Electrical Workers No. 2328	116
Electrical Workers No. 6	800	Electrical, Radio & Machine Workers, Int'l. Union of	
Electrical Workers No. 11	4500	I.U. Electrical Workers No. 850 ...	167
Electrical Workers No. 18	438	I.U. Electrical Workers No. 1502 ..	43
Studio Electricians No. 40	192	I.U. Electrical Workers No. 1511 ..	104
Broadcast TV Engineers No. 45 ...	400	Elevator Constructors, Int'l. Union of	
Electrical Utility Workers No. 47 ..	500	Elevator Constructors No. 8	138
Electrical Workers No. 180	250	Elevator Constructors No. 18	168
Electrical Workers No. 234	288	Engineers, Int'l. Union of Operating	
Electrical Workers No. 302	781	Operating Engineers No. 3	12000
Electrical Workers No. 332	1000	Operating Engineers No. 12	10417
Electrical Workers No. 340	200	Operating Engineers No. 39	1500
Electrical Workers No. 413	350	Operating Engineers No. 501	1500
Electrical Workers No. 428	450	Farm Workers of America, AFL-CIO, United	
		United Farm Workers, AFL-CIO ...	9375
		Fire Fighters, Int'l. Assn. of	
		Lemoore Fire Fighters No. F-102 ..	10
		Vandenberg Fire Fighters No. F-116	55
		Presidio Fire Fighters No. F-145 ...	32
		Treasure Island Fire Fighters No. F-159	25
		China Lake Fire Fighters No. F-32.	41
		San Diego Fire Fighters No. F-33 ..	158
		Flight Test Center Fire Fighters No. F-53	57
		Gr. Sacramento Fire Fighters No. F-57	45

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Oceanside Fire Fighters No. F-85 . .	80	Santa Cruz Fire Fighters No. 1716 .	38
Palmdale Fire Fighters No. I-25 . . .	119	Humboldt Fire Fighters No. 1770 . .	17
Oakland Fire Fighters No. 55	561	Marin County Fire Fighters No.	
L.A. City Fire Fighters No. 112 . . .	2242	1775	126
San Diego Fire Fighters No. 145 . . .	632	Sanger Fire Fighters No. 1809	14
Richmond Fire Fighters No. 188 . . .	104	Morro Bay Fire Fighters No. 1855 .	6
Long Beach Fire Fighters No. 372 .	330	Burlingame Fire Fighters No. 1872 .	48
Sacramento Fire Fighters No. 522 .	677	Manteca Fire Fighters No. 1874 . . .	17
Eureka Fire Fighters No. 652	35	Daly City Fire Fighters No. 1879 . .	60
Alameda Fire Fighters No. 689	86	Dublin Fire Fighters No. 1885	26
Fresno Fire Fighters No. 753	252	Hayward Fire Fighters No. 1909 . . .	111
Burbank Fire Fighters No. 778	114	Culver City Fire Fighters No. 1927 .	67
San Francisco Fire Fighters No.		Campbell Fire Fighters No. 1939 . . .	30
798	1440	Union City Fire Fighters No. 1946 .	28
Pasadena Fire Fighters No. 809 . . .	127	Hollister Fire Fighters No. 1956 . . .	2
San Jose Fire Fighters No. 873	607	Mountain View Fire Fighters No.	
Fire Fighters No. 891	178	1965	55
L.A. County Fire Fighters No. 1014	2200	Calexico Fire Fighters No. 1966 . . .	12
Santa Monica Fire Fighters No.		La Habra Fire Fighters No. 1968 . . .	31
1109	92	Pleasanton Fire Fighters No. 1974 .	32
Torrance Fire Fighters No. 1138 . . .	150	Garden Grove Fire Fighters No.	
Santa Clara Fire Fighters No. 1165 .	120	2005	87
Los Altos Fire Fighters No. 1167 . .	35	Santa Maria Fire Fighters No. 2020	19
Santa Clara Fire Fighters No. 1171 .	135	Santa Barbara Fire Fighters No.	
Vallejo Fire Fighters No. 1168	78	2046	163
Berkeley Fire Fighters No. 1227 . . .	118	Porterville Fire Fighters No. 2169 . .	17
Stockton Fire Fighters No. 1229 . . .	197	Chula Vista Fire Fighters No. 2180 .	55
Contra Costa County Fire Fighters No.		Compton Fire Fighters No. 2216 . . .	68
1230	437	Avalon Fire Fighters No. 2295	4
San Joaquin Fire Fighters No. 1243	100	Coalinga Fire Fighters No. 2305 . . .	7
Salinas Fire Fighters No. 1270	77	Vernon Fire Fighters No. 2312	24
Watsonville Fire Fighters No. 1272 .	25	Yuba Sutter Fire Fighters No. 2321	32
San Bernardino County Fire Fighters No.		Barstow Fire Fighters No. 2325 . . .	15
1274	104	Hemet Fire Fighters No. 2342	26
Modesto Fire Fighters No. 1289 . . .	117	Orange City Fire Fighters No. 2384	102
Kern County Fire Fighters No. 1301	456	San Mateo Fire Fighters No. 2400 .	312
Palo Alto Fire Fighters No. 1319 . .	100	Oroville Fire Fighters No. 2404 . . .	18
Redlands Fire Fighters No. 1354 . . .	38	Covina Fire Fighters No. 2415	32
Merced County Fire Fighters No.		Westminster Fire Fighters No. 2425	57
1396	78	Turlock Fire Fighters No. 2434	20
Santa Rosa Fire Fighters No. 1401 .	64	Indio Fire Fighters No. 2537	19
Petaluma Fire Fighters No. 1415 . . .	37	Healdsburg Fire Fighters No. 2604 .	7
Ashland Fire Fighters No. 1428 . . .	111	Salinas Rural Fire Fighters No.	
Ontario Fire Fighters No. 1430	74	2606	17
Spring Valley Fire Fighters No.		Alpine Fire Fighters No. 2638	9
1434	37	Piedmont Fire Fighters No. 2683 . .	20
Merced Fire Fighters No. 1479	31	Rubidoux Fire Fighters No. 2689 . .	14
Newark Fire Fighters No. 1483	28	Southbay Fire Fighters No. 2716 . . .	61
Alhambra Fire Fighters No. 1578 . .	58	Lemon Grove Fire Fighters No.	
Oxnard Fire Fighters No. 1684	71	2728	15
Fremont Fire Fighters No. 1689 . . .	109	Chico Fire Fighters No. 2734	33
Clovis Fire Fighters No. 1695	31	National City Fire Fighters No.	
Milpitas Fire Fighters No. 1699	37	2744	33

International and Local	Per Capita Paid Membership
Redondo Beach Fire Fighters No. 2787	61
Gilroy Fire Fighters No. 2805	18
Banning Fire Fighters No. 2816	9
CA Dept. of Forestry Employees No. 2881	1851
Anaheim Fire Fighters No. 2899	64
Stanton Fire Fighters No. 2911	6
Food and Commercial Workers Int'l. Union, United	
U.F.C.W. Leather Workers No. L-122	197
U.F.C.W. Insurance Workers No. 30	104
Insurance Workers No. 73	63
Insurance Workers No. 83	194
U.F.C.W. Butchers No. 115	4927
U.F.C.W. Butchers No. 120	2156
U.F.C.W. Butchers No. 126	2665
U.F.C.W. Butchers No. 127	1250
United Food & Commercial Workers No. 137	813
U.F.C.W. Insurance Workers No. 194-I	102
U.F.C.W. Sausage Makers No. 203	524
U.F.C.W. Leather, Luggage Workers No. 213-L	479
U.F.C.W. Provision House Workers No. 274	4911
U.F.C.W. Retail Store Employees No. 373	167
U.F.C.W. Meat Cutters No. 421	2968
United Food & Commercial Workers No. 428	7802
U.F.C.W. Meat Cutters No. 439	2396
U.F.C.W. Butchers No. 498	1636
U.F.C.W. Butchers No. 506	2402
U.F.C.W. Butchers No. 532	689
U.F.C.W. Butchers No. 551	3099
U.F.C.W. Butchers No. 556	673
U.F.C.W. Meat Cutters No. 587	525
U.F.C.W. Retail Clerks No. 588	1223
U.F.C.W. Retail Clerks No. 648	3678
U.F.C.W. Retail Clerks No. 775	2708
U.F.C.W. Retail Clerks No. 839	2100
U.F.C.W. Retail Clerks No. 870	4000
U.F.C.W. Retail Clerks No. 905	2035
U.F.C.W. Auto Salesmen No. 1095	290
U.F.C.W. Retail Store Employees No. 1100	4164
U.F.C.W. Retail Clerks No. 1119	1708
U.F.C.W. Retail Clerks No. 1179	4068

International and Local	Per Capita Paid Membership
U.F.C.W. Retail Clerks No. 1288 ..	2773
U.F.C.W. Retail Clerks No. 1442 ..	5430
U.F.C.W. Retail Clerks No. 1532 ..	2449
U.F.C.W. Butchers No. 229-A	1534
Furniture Workers of America, United	
Furniture Workers No. 262	891
Furniture Workers No. 1010	630
Garment Workers Union, Int'l. Ladies'	
Cloakmakers No. 8	204
Ladies Garment Workers No. 55 ..	825
Ladies Garment Workers No. 84 ..	175
Ladies Garment Workers No. 96 ..	865
Ladies Garment Workers No. 97 ..	115
Dressmakers No. 101	1664
Ladies Garment Cutters No. 213 ..	119
Office & Distribution Workers No. 214	34
Ladies Garment Workers No. 215 ..	115
Ladies Garment Workers No. 270 ..	105
Ladies Garment Workers No. 293 ..	50
Ladies Garment Workers No. 451 ..	85
Ladies Garment Workers No. 482 ..	1005
Ladies Garment Workers No. 512 ..	265
Garment Workers of America, United	
Garment Cutters No. 45	26
United Garment Workers No. 125 ..	109
United Garment Workers No. 131 ..	395
Glass & Ceramic Workers of North America, United	
Alum., Brick & Glass Workers No. 187	53
United Glass & Ceramic Workers No. 418	108
Alum, Brick & Glass Workers No. 474	187
United Glass & Ceramic Workers No. 519	57
Glendale Alum. & Glass Workers No. 521	34
Glass, Pottery, Plastics & Allied Workers Int'l. Union	
Glass, Pottery & Plastics No. 2	82
Glass, Pottery & Plastics No. 17	675
Glass, Pottery & Plastics No. 19	304
Glass, Pottery & Plastics No. 26	48
Glass, Pottery & Plastics No. 34	510
Glass, Pottery & Plastics No. 39	288
Glass, Pottery & Plastics No. 53	232
Glass, Pottery & Plastics No. 69	728
Glass, Pottery & Plastics No. 80	43

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Glass, Pottery & Plastics No. 81 . . .	342	Bartenders & Culinary No. 126 . . .	751
Glass Bottle Blowers No. 82	117	Hotel, Restaurant & Bartenders No. 220	164
Glass Bottle Blowers No. 85	225	Hotel & Restaurant Employees No. 309	150
Glass, Pottery & Plastics No. 114 . .	383	Bartenders & Culinary No. 340 . . .	5174
Glass, Pottery & Plastics No. 137 . .	1155	Hotel Workers & Bartenders No. 483	2924
Glass, Pottery & Plastics No. 141 . .	250	Culinary & Bartenders No. 498 . . .	83
Glass, Pottery & Plastics No. 155 . .	546	Hotel & Restaurant Employees No. 550	630
Glass, Pottery & Plastics No. 160 . .	248	Hotel & Restaurant Employees No. 681	4615
Glass, Pottery & Plastics No. 177 . .	335	Culinary & Bartenders No. 703 . . .	750
Glass, Pottery & Plastics No. 192 . .	181	Culinary & Bartenders No. 814 . . .	4611
Operative Potters No. 223	141	Iron Workers, Int'l. Assn. of Bridge & Structural Ornamental	
Glass Bottle Blowers No. 224	91	Iron Workers No. 155	96
Glass, Pottery & Plastics No. 254 . .	199	Bridgemen No. 229	192
Glass, Pottery & Plastics No. 262 . .	542	Iron Workers No. 377	192
Glass, Pottery & Plastics No. 267 . .	67	Structural Iron Workers No. 378 . .	175
Operative Potters No. 307	61	Iron Workers No. 416	144
Glass Workers Union, American Flint		Iron Workers No. 433	200
American Flint & Glass Workers No. 139	92	Shopmen's No. 509	401
Government Employees, American Federation of		Iron Workers No. 624	62
Labor Department No. 2391	38	Shopmen's No. 627	1748
Grain Millers, American Federation of		Shopmen's No. 790	1460
Federation Grain Millers No. 59 . . .	502	Laborers' Int'l. Union of North America	
Federation Grain Millers No. 71 . . .	125	Hod Carriers No. 36	83
Horse Shoers of U.S. and Canada, Int'l. Union of Journeymen		Laborers No. 73	719
Horseshoers No. 11	4	Laborers No. 89	3153
Horseshoers No. 17	15	Hod Carriers & Laborers No. 139 . .	781
Hotel & Restaurant Employees and Bartenders Int'l. Union		Hod Carriers No. 166	220
Hotel & Restaurant Employees No. 2	12833	Laborers No. 185	1695
Hotel & Restaurant Employees No. 11	6322	Laborers No. 220	359
Hotel & Restaurant Employees No. 18	726	Laborers No. 261	1198
Hotel & Restaurant Employees No. 19	1852	Laborers No. 270	2702
Hotel & Restaurant Employees No. 28	3167	Laborers No. 291	383
Hotel & Restaurant Employees No. 30	4868	Hod Carriers & Laborers No. 294 . .	1500
Hotel & Restaurant Employees No. 49	1548	Laborers No. 297	417
Hotel & Restaurant Employees No. 50	3035	Laborers No. 300	4792
Culinary Workers & Bartenders No. 62	67	Construction & General Laborers No. 304	1850
		Laborers No. 324	1700
		Laborers No. 326	400
		Gunite Workers No. 345	245
		Laborers No. 371	406
		Construction & General Laborers No. 389	643
		Laborers No. 439	122
		Laborers No. 507	1677
		Laborers No. 585	1207

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Laborers No. 591	288	Auto Mechanics No. 1101	1741
Laborers No. 652	4313	Machinists Lodge No. 1111	992
Studio Utility Employees No. 724 .	431	Machinists No. 1173	861
Laborers No. 783	788	Machinists No. 1186	1438
Shipyard Laborers No. 802	1590	Machinists No. 1213	458
Laborers No. 806	526	Machinists No. 1235	158
Shipyard & Marine Laborers No. 886	492	Auto Machinists No. 1305	1890
Hod Carriers No. 1082	700	Machinists No. 1327	975
Iron & Metal Workers No. 1088 ...	100	Auto & Machinists No. 1397	60
Laborers No. 1130	479	Auto Mechanics No. 1414	1073
Laborers No. 1184	2042	Auto Machinists No. 1484	458
Laborers No. 1222	179	Machinists No. 1492	399
Laborers No. 1276	83	Machinists Lodge No. 1518	1101
Laborers No. 1464	292	Auto Machinsits No. 1546	4094
Laundry & Dry Cleaning Int'l. Union, AFL-CIO		Machinists & Aerospace Workers No. 1571	654
Laundry Workers No. 3	1667	Machinists No. 1596	283
Laundry Workers No. 52	542	Precision Lodge No. 1600	192
Leather Goods, Plastics & Novelty Workers Union, Int'l.		Machinists & Aerospace Workers No. 1638	50
Leather, Plastic & Novelty No. 31 .	100	Air Transport Employees No. 1781	3000
Machinists & Aerospace Workers, Int'l. Assn. of		Machinists No. 1785	417
Machinists No. 5	31	Machinists No. 1824	340
Machinists No. 139	442	Pioneer Air Transport L.L. No. 1903	550
Machinists & Aerospace Workers No. 252	648	Machinists No. 1932	1190
Machinists No. 284	1192	Machinists No. 1939	49
Machinists No. 311	2495	Machinists & Mechanics No. 1983 .	27
Technical & Office Workers No. 322	301	I.A.M. Lodge No. 2023	28
Automotive Machinists No. 428 ...	321	I.A.M. Lodge No. 2024	670
Machinists No. 504	1274	I.A.M. Lodge No. 2025	134
Machinists No. 540	73	I.A.M. Lodge No. 2027	8
Machinists No. 547	368	Automotive Lodge No. 2182	1301
Machinists No. 562	2511	Pacific Astronautics No. 2217	112
Machinists No. 565	537	Missiles & Elec. Workers No. 2230 .	223
Machinists & Aerospace Workers No. 597	943	Nat'l. Off-Site Base Lodge No. 2242	125
Machinists No. 620	20	Int'l. Flag Carriers No. 2692	449
Machinists Lodge No. 706	205	I.A.M. Lodge No. 720-B	84
Naval Aircraft Lodge No. 739	517	I.A.M. Lodge No. 720-D	9
Machinists No. 749	135	I.A.M. Lodge No. 720-E	156
Machinists No. 821	732	I.A.M. Lodge No. 720-J	757
Machinists No. 824	892	Machinists & Aerospace Workers No. 727A	267
Rocket & Missile Lodge No. 946 ..	835	Machinists & Aerospace Workers No. 727B	735
Machinists & Aerospace Workers No. 1004	245	Machinists & Aerospace Workers No. 727C	479
Machinists No. 1047	200	Machinists & Aerospace Workers No. 727D	438
Air Transport Lodge No. 1058	381	Machinists & Aerospace Workers No. 727E	271
		Machinists & Aerospace Workers No.	

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
727F	37	Office & Professional Employees Int'l. Union	
Machinists & Aerospace Workers No. 727M	85	Office & Professional Employees No. 3	1609
Machinists & Aerospace Workers No. 727P	548	Office Employees No. 29	2292
Machinists & Aerospace Workers No. 727Q	185	Office Employees No. 30	2600
Marine Engineers Beneficial Assn., Nat'l.		Office Employees No. 174	1199
Marine Engineers Association	625	Hypnotists No. 472	122
Assn. of L.A. Deputy Sheriffs	500	Oil, Chemical & Atomic Workers Int'l. Union	
Marine Engineers Assn., District No. 2	300	Oil & Chemical Workers No. 1-19..	885
CA. Assn. Professional Employees Engineers & Scientists of CA.	625 1282	Oil & Chemical Workers No. 1-128.	3747
Metal Polishers, Buffers, Platers & Allied Workers		Oil & Chemical Workers No. 1-534.	88
Metal Polishers No. 67	96	Oil & Chemical Workers No. 1-547.	926
Molders and Allied Workers Union, AFL-CIO		Painters & Allied Trades, of the U.S. and Canada, Int'l. Brotherhood of	
Molders & Allied Workers No. 164.	311	Painters No. 4	563
Molders No. 374	110	Painters No. 15	172
Musicians, American Federation of		Painters No. 83	101
Musicians No. 6	1500	Painters No. 95	176
Musicians No. 7	200	Painters No. 256	351
Musicians No. 12	250	Painters No. 314	81
Musicians No. 47	1688	Painters No. 487	450
San Jose Musicians No. 153	48	Painters No. 507	400
Orange Belt Musicians Assn. No. 167	97	Sign & Display Crafts No. 510	220
Musicians No. 189	96	Painters No. 560	175
Musicians No. 210	240	Painters No. 686	525
Musicians Protective No. 263	32	Glaziers & Glass Workers No. 718 .	325
Musicians No. 292	56	Painters No. 741	250
Musicians Assn. of San Diego No. 325	194	Painters No. 775	117
Musicians No. 353	95	Sign & Scene Painters No. 831	126
Musicians Protective Union No. 454	46	Painters & Decorators No. 913	143
Musicians No. 510	185	Painters No. 955	215
Musicians Protective Union No. 541	55	Painters No. 1026	121
Musicians Assn. No. 616	50	Paint & Lacquer Workers No. 1053	402
Musicians Assn. No. 652	21	Specialty Painters No. 1176	479
Newspaper Guild, The		Painters No. 1226	59
SF-Oakland Newspaper Guild No. 52	1350	Carpet, Resil. Floor Cvg Workers No. 1237	228
L.A. Newspaper Guild No. 69	290	Carpet & Linoleum Workers No. 1290	275
Central CA Newspaper Guild No. 92	613	Painters No. 1336	67
San Diego Newspaper Guild No. 95	819	Painters & Drywall Finishers No. 1348	492
San Jose Newspaper Guild No. 98 .	734	Painters No. 1595	400
Newspaper Guild No. 202	61	Painters No. 1627	122
		Painters No. 1817	406
		Paint Makers No. 1975	449
		Painters No. 9254	535
		Paperworkers Int'l. Union, United	
		United Paperworkers No. 329	99

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Plasterers' & Cement Masons' Int'l. Assn. of the U.S. and Canada, Operative		Plumbers & Fitters No. 607	113
Cement Masons No. 25	413	Police & Sheriffs, California Organization of	
Plasterers No. 66	164	Compton Police Officers No. 26	113
Plasterers & Cement Finishers No. 73	154	Long Beach Police Officers No. 42	606
Plasterers No. 112	225	Anaheim Police Assn. No. 80	309
Plasterers & Cement Masons No. 188	200	Burbank Police Officers No. 132	137
Plasterers & Cement Masons No. 337	120	Sacramento County Deputy Sheriffs No. 133	877
Plasterers & Cement Masons No. 346	49	Inglewood Police Officers No. 161	130
Plasterers & Cement Masons No. 355	131	San Joaquin County Marshals No. 214	3
Plasterers & Cement Masons No. 429	98	Upland Police Officers No. 223	14
Cement Masons No. 580	109	Orange Cove Police Officers No. 224	2
Cement Masons No. 582	261	Corcoran Police Officers No. 225	4
Cement Masons No. 594	570	Kingsburg Police Officers No. 226	4
Cement Masons No. 627	525	Printing & Graphic Communications Union, Int'l.	
Plasterers & Cement Finishers No. 741	242	Paper Handlers No. 3	38
Cement Masons No. 814	96	Graphic Communications No. 3-B	829
Plasterers & Cement Masons No. 825	180	S.F. Pressmen & Platemakers No. 4	671
Plumbing & Pipe Fitting Industry of the U.S. & Canada, United Assn. of Journeyman and Apprentices of the		Newspaper Pressmen No. 18	244
Plumbers & Fitters No. 38	2732	Paper Handlers No. 24	33
Plumbers No. 494	458	Printing Pressmen No. 60	115
Plumbers and Fitters No. 545	493	Printing Pressmen No. 78	435
Plumbers & Fitters No. 78	1330	Graphic Arts Int'l. No. 280-L	395
Plumbers & Fitters No. 114	452	Printing Pressmen No. 285	44
Plumbers & Fitters No. 246	28	Printing & Graphic No. 328	23
Plumbers No. 343	295	Printing Specialties No. 388	650
Plumbers & Fitters No. 364	575	L.A. Printing Specialties No. 495	116
Plumbers & Fitters No. 393	240	Printing Specialties No. 522	195
Plumbers & Fitters No. 398	1048	Printing Specialties No. 659	88
Plumbers & Fitters No. 403	544	Graphic Communications No. 777	5223
Plumbers & Pipe Trades No. 437	246	Railway Carmen of the U.S. and Canada, Brotherhood	
Plumbers & Gas Fitters No. 444	900	Railway Carmen No. 735	16
Plumbers & Fitters No. 447	300	Oak Park Railway Carmen No. 1344	17
Plumbers & Fitters No. 460	400	Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Employees, Brotherhood of	
Plumbers & Fitters No. 467	600	Legis. Comm. of Railway Clerks	167
Plumbers & Fitters No. 471	38	B.R.A.C. No. 30	1006
Sprinkler Fitters No. 483	400	Allied Services Division - B.R.A.C.	75
Plumbers No. 484	542	B.R.A.C. Lodge No. 226	131
Plumbers & Fitters No. 492	150	B.R.A.C. Lodge No. 248	175
Plumbers No. 494	458	B.R.A.C. Lodge No. 854	438
Plumbers & Fitters No. 545	493	B.R.A.C. Lodge No. 1227	438
Plumbers & Piping Ind. No. 582	288	B.R.A.C. Lodge No. 1611	438

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Roofers, Damp & Waterproof Workers Assn., United Slate, Tile & Composition		Social Services No. 535 1000	
Roofers No. 36	760	L.A. County Service Employees No. 660	2688
Roofers No. 40	300	Sonoma County Public Employees No. 707	130
Roofers No. 47	198	Service Employees No. 715	1917
Roofers No. 95	192		
Rubber, Cork, Lineoleum & Plastic Workers of America, United		Sheet Metal Workers Int'l. Assn.	
Rubber Workers No. 64	162	Sheet Metal Workers No. 75	288
Rubber Workers No. 78	77	Sheet Metal Workers No. 104	1006
Rubber Workers No. 146	39	Sheet Metal Workers No. 162	404
Rubber Workers No. 158	30	Sheet Metal Workers No. 206	637
Rubber Workers No. 171	260	Sheet Metal Workers No. 273	222
Rubber Workers No. 300	114	Sheet Metal Workers No. 283	279
Rubber Workers No. 335	149	Sheet Metal Workers No. 309	350
Rubber Workers No. 451	272	Sheet Metal Workers No. 420	800
Rubber Workers No. 560	19		
Rubber Workers No. 585	51	Stage Employees & M.P. Machine Operators of the U.S. and Canada, Int'l. Alliance of Theatrical	
Rubber Workers No. 656	148	Amusement Area Employees No. B-192	
Rubber Workers No. 657	27		
Rubber Workers No. 721	500	Theatrical Employees No. B-18	
Rubber Workers No. 766	13	Film Exchange Employees No. B-61	
Rubber Workers No. 829	13		
Seafarers Int'l. Union of North America		Theatrical Employees No. B-66	
United Ind. Workers—Cannery		Film Exchange Employees F-17	
Division	4500	Theatrical Stage Employees No. 16	
Seafarers—Inland Division	300	I.A.T.S.E. No. 33	
Fishermen's Union of America	752	Property Craftsmen No. 44	
Marine Firemen's Union	1150	Stage Employees No. 50	
Marine Staff Officers	90	M.P. Studio Grips No. 80	
Seafarers—Transportation Division	700	Theatrical & Stage Employees No. 90	
Mortuary Employees Union	38		
Sailors Union of the Pacific	3000	Theatrical Stage Employees No. 107	
Seafarers—Atlantic & Gulf	1000	Stage Employees No. 122	
Seafarers—Stewards Division	500	I.A.T.S.E. No. 134	
Sugar Workers No. 1	916	M.P. Operators No. 162	
		M.P. Projectionists No. 165	
		M.P. Operators No. 169	
		Theatrical Employees No. 215	
		M.P. Machine Operators No. 252	
		M.P. Projectionists No. 297	
		Theatre Stage Operators No. 409	
		M.P. Machine Operators No. 420	
		M.P. Projectionists No. 428	
		M.P. Projectionists No. 431	
		Stage & M.P. Operators No. 442	
		M.P. Projectionists No. 501	
		I.A.T.S.E. No. 504	
		M.P. Projectionists No. 521	
		I.A.T.S.E. & M.P.M.O. No. 560	
		I.A.T.S.E. No. 564	
		Theatrical Stage Employees No. 577	
			33
Service Employees Int'l. Union, AFL-CIO			
Theatrical Janitors No. 9	175		
Service Employees No. 22	240		
Window Cleaners No. 44	96		
Service Employees No. 77	1042		
Building Service Employees No. 87	2924		
SEIU Dental Technicians No. 100	150		
SEIU Watchmakers No. 115	13		
Theatrical Janitors No. 121	182		
Hospital & Inst. Workers No. 250	9583		
United Public Employees No. 390/400	7579		
Hospital & Service Employees No. 399	4792		
L.A. County Employees No. 434	1000		
Service Employees No. 505	742		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
I.A.T.S.E. & M.P.M.O. No. 599 . . .	40	State, County & Municipal Employees	
Stage Employees No. 605	12	No. 809	101
Stage Hands No. 614	41	San Mateo County Employees No.	
M.P. Photographers No. 659	300	829	104
Lab Film/Video Technicians No.		Daly City Municipal Employees No.	
683	1666	919	48
M.P. Sound Technicians No. 695 . .	300	Torrance Municipal Employees No.	
M.P. Costumers No. 705	565	1117	259
Make-Up Artists No. 706	542	L.A. County Housing Authority – R.F.	
M.P. Crafts Service No. 727	125	No. 1243	134
Studio Electrical Technicians No.		L.A. County Housing Authority – Sup.	
728	367	No. 1017	18
M.P. Set Painters No. 729	275	State, County & Municipal Employees	
Theatre Stage Operators No. 730 . .	24	No. 1569	64
M.P. First Aid Employees No. 767 .	117	San Joaquin Housing Authority	
Theatrical Wardrobe No. 768	85	Employees No. 1577	40
M.P. Film Editors No. 776	840	Santa Clara Probation Dept. No.	
Theatrical Wardrobe No. 784	56	1587	229
Studio Art Craftsmen No. 790	56	A.F.S.C.M.E. No. 2019	278
Theatre Stage Operators No. 796 . .	27	A.F.S.C.M.E. No. 2190	52
Theatrical Stage Operators No. 811	16	East Bay Regional Parks No. 2428 .	252
Scenic & Title Artists No. 816	240	A.F.S.C.M.E. No. 2620	1308
Publicists Guild No. 818	300	Assn. Psychiatric Social Workers No.	
M.P. Screen Cartoonists No. 839 .	1147	2712	158
Set Designers No. 847	106		
Story Analysts No. 854	90	Steelworkers of America, United	
I.A.T.S.E. Ticket Sellers No. 857 . .	158	Steelworkers No. 1069	34
Script Supervisors No. 871	154	Steelworkers No. 1304	338
Theatrical Wardrobe No. 874	6	Steelworkers No. 1440	623
M.P. Art Directors No. 876	169	Steelworkers No. 5084	144
Studio Teachers No. 884	48	Steelworkers No. 5261	31
		Steelworkers No. 5504	168
		Steelworkers No. 5632	383
		Steelworkers No. 5649	96
		Steelworkers No. 6849	40
		United Steelworkers No. 7100	268
State, County & Municipal Employees,		Teachers, American Federation of	
American Federation of		United Administrators of S.F. No.	
A.F.S.C.M.E. No. 101	292	3	140
L.A. County Employees No. 119 . .	207	United Professors of CA.	2611
A.F.S.C.M.E. No. 143	130	Sacramento Teachers No. 31	20
Police Dept. Employees No. 170 . .	154	U.S.F. Faculty Association	203
Oakland Unified School Employees No.		Fed. of Nurse & Health	
257	276	Professionals	28
A.F.S.C.M.E. No. 258	45	San Francisco Teachers No. 61	1495
San Mateo School Employees No.		San Diego Fed. of Teachers No.	
377	46	370	83
East Bay Municipal Employees No.		Bassett Teachers No. 727	3
444	407	Oakland-Alameda Teachers No.	
L.A. County Probation Officers No.		771	388
685	1197	Richmond Teachers No. 866	104
S. San Mateo Peninsula Cities No.			
756	66		
State & Municipal Employees No.			
800	437		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Fresno Fed. of Teachers No. 869 ..	8	San Juan Teachers No. 1743	22
San Jose Teachers No. 957	15	Simi Fed. of Teachers No. 1773 ...	20
Salinas Valley Teachers No. 1020 ..	184	Temple City Teachers No. 1791	10
United Teachers of L.A. No. 1021 .	4309	La Puente Valley Teachers No. 1792	17
Pasadena Fed. of Teachers No.		Antelope Valley Teachers No. 1793.	90
1050	91	Newport-Mesa Fed. Teachers No.	
San Rafael Fed. of Teachers No.		1794	311
1077	74	University Council—Librarians No.	
Berkeley Fed. of Teachers No. 1078	393	1795	12
Santa Barbara Teachers No. 1081 ..	33	Newark Teachers No. 1804	47
S. San Francisco Teachers No. 1119	5	Riverside City College Teachers No.	
Sequoia Fed. of Teachers No. 1163	16	1814	28
Long Beach Teachers No. 1263	69	Ventura County College Teachers No.	
Oxnard Fed. of Teachers No. 1273 .	251	1828	301
Escondido Fed. of Teachers No.		Hebrew Fed. of Teachers No. 1854.	25
1278	27	Beverly Hills Teachers No. 1863 ...	17
San Leandro Teachers No. 1285 ...	27	Bakersfield Teachers No. 1866	116
Stockton Fed. of Teachers No. 1287	48	Petaluma Fed. of Teachers No.	
Shasta County Teachers No. 1320 .	10	1881	227
Napa Teachers No. 1336	24	Diablo Valley Teachers No. 1902... ..	76
Culver City Fed. of Teachers No.		Or. Coast College Teachers Guild No.	
1343	123	1911	342
Oceanside Teachers No. 1344	10	Gilroy Teachers No. 1921	47
El Camino College Teachers No.		Greater Grossmont Teachers No.	
1388	235	1930	7
Compton Teachers No. 1413	17	San Diego Community College Guild No.	
Riverside Teachers No. 1414	48	1931	48
Huntington Beach Teachers No.		Sweetwater Teachers No. 1932	18
1427	28	Grossmont College Teachers No.	
Covina Valley Fed. Teachers No.		1934	14
1432	9	Pajaro Valley Fed. Teachers No.	
Chabot Fed. of Teachers No. 1440 .	20	1936	277
Clovis Fed. of Teachers No. 1463 ..	27	Santa Rosa Fed. of Teachers No.	
University Council—Berkeley No.		1936	29
1474	89	W. San Bernadino Teachers No.	
Early Childhood Teachers No. 1475	593	1952	20
American Fed. of Teachers No.		University Council—Riverside No.	
1481	192	1966	19
San Mateo Community College Teachers		Chaffey Community College Teachers	
No. 1493	148	No. 1971	11
Fremont Fed. of Teachers No. 1494	56	Ventura Teachers No. 1981	8
A.F.T. College Guild No. 1521	1336	Tamalpais Fed. of Teachers No.	
Alameda Teachers No. 1528	16	1985	65
State Center Teachers No. 1533 ...	204	Novato Teachers No. 1986	159
Peralta Teachers No. 1603	372	U.C.L.A. Faculty No. 1990	37
Burbank Fed. of Teachers No. 1608	70	Pittsburg/Antioch Teachers No.	
United Professors of Marin No.		2001	18
1610	166	Morgan Hill Fed. of Teachers No.	
N. Santa Barbara Teachers No.		2022	254
1617	16	University Council—Davis No.	
Foothill De Anza Teachers No.		2023	54
1676	6	Santa Rosa Teachers No. 2029	10
Madera Teachers No. 1694	10	Gr. Santa Cruz Teachers No. 2030 .	200

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
University Council—San Diego No.		Community College of Teachers No.	
2034	64	3148	8
San Ramon Teachers No. 2052	34	Lompoc Fed. of Teachers No. 3151	182
Santa Paula Teachers No. 2071	82	Tustin Fed. of Teachers No. 3152 ..	7
Chino Fed. of Teachers No. 2086 ..	8	Ocean View Fed. of Teachers No.	
Ojai Fed. of Teachers No. 2119	83	3174	12
S.F. Community College Teachers No.		Southwestern College Teachers No.	
2121	561	3194	7
University Council—Santa Barbara No.		Ohlone College Teachers No. 3200 ..	6
2141	47	Palos Verdes Teachers No. 3208 ...	14
Enterprise Fed. of Teachers No.		Palmdale Teachers No. 3210	28
2166	28	San Ysidro Fed. of Teachers No.	
Assn. Classified Fed. Teachers No.		3211	74
2189	70	Avenal-Lemoore Teachers No. 3219	46
University Council—Santa Cruz No.		Barstow Fed. of Teachers No. 3258	15
2199	17	Jefferson Fed. of Teachers No.	
Torrance Teachers No. 2206	39	3267	153
Carpinteria Fed. of Teachers No.		Laguna Salada Teachers No. 3276 .	21
2216	60	Laton Fed. of Teachers No. 3278 ..	9
Galt Federation of Teachers No.		Azusa Fed. of Teachers No. 3298 ..	18
2219	22	Conejo Fed. of Teachers No. 3299 .	20
Corcoran Unified Teachers No.		San Bruno Fed. of Teachers No.	
2220	7	3330	13
University Council—Irvine No.		Nat'l. City Teachers No. 3384	14
2226	46	Glendora Fed. of Teachers No.	
S.F. Archdiocesan Teachers No.		3420	5
2240	129	Compton Community College Teachers	
Coachella Valley Teachers No. 2247	81	No. 3486	65
South Bay Teachers No. 2261	26	Rescue Union Teachers No. 3581 ..	52
Placer Teachers No. 2267	17	Evergreen Teachers No. 3688	17
Cutler-Orosi Teachers No. 2269 ...	9	Butte College Teachers No. 3693 ..	11
Glendale College Guild No. 2276 ..	150	N. Monterey County Teachers No.	
Los Rios Teachers No. 2279	459	4008	73
Fullerton Teachers No. 2291	7	Cantua Fed. of Teachers No. 4032 .	6
Teachers Union of Fontana No.		Centinela Valley Teachers No. 4097 .	8
2294	8	Oakwood Faculty Assn. No. 4128 .	32
Capistrano Teachers No. 2312	17	Buckley Faculty Assn. No. 4163 ...	37
Norwalk—La Mirada Teachers No.		Pro Art Fed. of Teachers No. 4252	7
2314	15	United Health Care Professionals No.	
ABC Fed. of Teachers No. 2317 ...	339	5026	137
St. Mary's College Teachers No.		San Jose Teachers Adult Div. No.	
2336	18	957A	80
Poway Fed. of Teachers No. 2357 .	496		
Sanger Teachers No. 2366	8	Technical Engineers, Int'l. Federation of	
Santa Clara Teachers No. 2393	25	Professional and	
Las Virgenes Teachers No. 2410 ...	5	Int'l. Federation of Professional &	
Turlock Fed. of Teachers No. 2424 .	62	Technical Engineers No. 21	304
KCCFT, Bakersfield College No.			
2429	37	Telegraph Workers, United	
Ontario-Montclair Teachers No.		United Telegraph Workers No. 34 ..	240
2442	70	United Telegraph Workers No. 208.	77
Tranquility Teachers No. 2443	6		
Goleta Fed. of Teachers No. 3146 ..	15	Textile Workers of America, United	
		Textile Workers No. 99	216

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Textile Workers No. 915	88	U.T.U. No. 1561	57
Theatrical Press Agents		U.T.U. No. 1563	438
Theatrical Press Agents No. 18032.	66	U.T.U. No. 1564	481
Transit Union, Amalgamated		U.T.U. No. 1565	372
Amalgamated Transit No. 192	958	U.T.U. No. 1570	66
Amalgamated Transit No. 256	407	U.T.U. No. 1581	39
Amalgamated Transit No. 265	1442	U.T.U. No. 1604	18
Amalgamated Transit No. 276	84	U.T.U. No. 1607	219
Amalgamated Transit No. 1027 ...	116	U.T.U. No. 1674	18
Bus Drivers No. 1222	192	U.T.U. No. 1694	31
Amalgamated Transit No. 1225	1000	U.T.U. No. 1730	18
Amalgamated Transit No. 1277 ...	1717	U.T.U. No. 1732	39
Bus Drivers No. 1309	582	U.T.U. No. 1741	61
Amalgamated Transit No. 1471 ...	468	U.T.U. No. 1770	48
Amalgamated Transit No. 1555 ...	546	U.T.U. No. 1785	57
Amalgamated Transit No. 1574 ...	233	U.T.U. No. 1795	41
Amalgamated Transit No. 1575 ...	374	U.T.U. No. 1798	30
Amalgamated Transit No. 1589 ...	309	U.T.U. No. 1801	31
Transport Workers Union of America		U.T.U. No. 1804	18
Transport Workers No. 250-A	917	U.T.U. No. 1812	26
Transport Workers No. 292	162	U.T.U. No. 1813	39
Air Transport Workers No. 502 ...	388	U.T.U. No. 1819	18
Transport Workers No. 505	192	U.T.U. No. 1846	31
Transportation Union, United		U.T.U. No. 1915	31
U.T.U. No. 19	109	Typographical Union, Int'l.	
U.T.U. No. 23	126	Bay Area Typographical No. 21 ...	1217
U.T.U. No. 31	8	Central Valley Typographical No.	
U.T.U. No. 32	44	46	144
U.T.U. No. 47	9	San Diego Mailers No. M-75	48
U.T.U. No. 81	79	Typographical No. 144	98
U.T.U. No. 98	26	Typographical No. 207	8
U.T.U. No. 100	26	San Diego Typographical No. 221 .	167
U.T.U. No. 239	86	Bakersfield Typographical No. 439	72
U.T.U. No. 240	131	Monterey Bay Area Typographical No.	
U.T.U. No. 492	105	651	98
U.T.U. No. 694	66	Typographical No. 667	12
U.T.U. No. 771	131	Typographical No. 738	13
U.T.U. No. 811	130	Ventura Typographical No. 909 ...	25
U.T.U. No. 835	44	Typographical No. 983	20
U.T.U. No. 986	26	Typographical No. 993	12
U.T.U. No. 1080	43	Upholsterers Int'l. Union of North America	
U.T.U. No. 1200	44	Upholsterers No. 15	347
U.T.U. No. 1201	88	Furniture Union No. 500	200
U.T.U. No. 1241	43	Utility Workers Union of America	
U.T.U. No. 1252	44	Utility Workers No. 132	833
U.T.U. No. 1332	13	Utility Workers No. 160	53
U.T.U. No. 1336	57	Utility Workers No. 259	165
U.T.U. No. 1422	109	Utility Workers No. 283	39
U.T.U. No. 1469	88	Utility Workers No. 160-C	127
U.T.U. No. 1544	57	Woodworkers of America, Int'l.	
U.T.U. No. 1556	35	Woodworkers No. 3-64	74

International and Local	Per Capita Paid Membership
Woodworkers No. 3-86	95
Building & Construction Trades Council	
Alameda Building Construction Trades Council	
Contra Costa Building Construction Council	
Fresno Building Construction Trades Council	
Humboldt Building Construction Trades Council	
Imperial Building Construction Trades Council	
Kern Building Construction Trades Council	
L.A. Building Construction Trades Council	
Marin Building Construction Trades Council	
Monterey Building Construction Trades Council	
Napa-Solano Building Trades Council	
Northeastern Building Construction Council	
Orange Building Construction Trades Council	
Sacramento/Sierra Building Construction Trades Council	
Riverside/San Bernardino Building Construction Council	
San Diego Building Construction Trades Council	
S.F. Building Construction Trades Council	
San Joaquin Building Trades Council	
San Mateo Building Construction Trades Council	
Santa Barbara-San Luis Obispo Building Construction Council	
Santa Clara Building Construction Trades Council	
Sonoma Building Construction Trades Council	
Stanislaus Building Construction Council	
Ventura Building Construction Trades Council	
California State Councils	
CA. State Building Construction Trades Council	
CA. State Council of Carpenters	
CA. State Council of Lumber Workers	
CA. State Assn. Electrical Workers	
State Conference Operating Engineers	
State Culinary Alliance	

International and Local	Per Capita Paid Membership
CA. Conference of Machinists	
CA. State Branch UFCW, AFL-CIO	
CA. Musicians Conference	
CA. State Conference of Painters	
CA. Pipe Trades Council	
CA. State Conference Plasterers & Cement Masons	
CA. State Council of Roofers	
CA. State Council of Service Employees State Employees Trades Council	
CA. Federation of Teachers	
CA. State Theatrical Fed.	
C.O.P.S., IUPA State Council, AFL-CIO	
Central Labor Councils	
Alameda Central Labor Council	
Butte & Glenn Counties Central Labor Council	
Contra Costa Central Labor Council	
Five Counties Central Labor Council	
Fresno/Madera Central Labor Council	
Humboldt-Del Norte Central Labor Council	
Kern/Inyo/Mono Counties Central Labor Council	
L.A. Fed. of Labor	
Marin Central Labor Council	
Marysville Central Labor Council	
Merced-Mariposa Central Labor Council	
Monterey Central Labor Council	
Napa-Solano Central Labor Council	
Orange County Central Labor Council	
Sacramento Central Labor Council	
San Bernardino-Riverside Central Labor Council	
San Diego-Imperial Counties Central Labor Council	
San Francisco Central Labor Council	
San Joaquin Central Labor Council	
San Mateo Central Labor Council	
Santa Clara Central Labor Council	
Santa Cruz Central Labor Council	
Sonoma/Mendocino/Lake Central Labor Council	
Stanislaus Central Labor Council	
Tri-Counties Central Labor Council	
Tulare-Kings Central Labor Council	
Councils	
C.W.A. Northern CA.-Nevada Council	
C.W.A. Coastal Valley Council	
Southern CA. C.W.A Council	
Fed. Fire Fighters of CA.	
Hollywood AFL Film Council	

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Southern CA. Maritime Ports Council		District Council of Iron Workers	
San Francisco Maritime Trades Port Council		N. CA. District Council of Laborers	
Bay Cities Metal Trades Council		CA. Region Public Employees District Council	
Fed. Employees Metal Trades Council		S. CA. District Council of Laborers	
Indian Wells Valley Metal Trades Council		Golden Gate District Council Lathers	
Metal Trades Council of Southern CA.		Machinists District Lodge No. 94	
Fed. Municipal Crafts Council		Machinists District Lodge No. 115	
American Postal Workers Union		Machinists District Council No. 120	
L.A. Allied Printing Trades Council		Machinists District Lodge No. 141	
Sacramento Allied Printing Trades Council		Machinists District Lodge No. 190	
San Diego Printing Trades Council		Industrial District Lodge No. 720	
Allied Printing Trades Council		Aerospace Indust. District Lodge No. 727	
S.W. States Council Retail Clerks		Oil & Chemical Council District No. 1	
W. States Sheet Metal Council		Painters District Council No. 16	
State & Municipal Employees Council No. 36		Painters District Council No. 33	
State & Municipal Employees Council No. 57		Painters District Council No. 36	
United Sugar Workers Council		Painters District Council No. 48	
United Transportation Union		Painters District Council No. 52	
United Transportation Union Enginemen		Pipes Trades District Council No. 16	
Far Western Typographical Mailer Conf.		Pipes Trades District Council No. 36	
L.A. Union Label Council		N. CA. District Council of Plasterers	
Union Label Section of San Francisco		S. CA. District Council of Plasterers	
		N. CA. District Joint Council Pressmen	
		Printing Spec. District Council No. 2	
District Councils		Joint Boards	
District Council Alum., Brick & Glass No. 11		Joint Executive Conf. Electrical Workers	
Bay Counties District Council Carpenters		N. CA. Joint Council Service Employees No. 2	
L.A. District Council Carpenters			
N. Coast District Council Carpenters			
Orange County District Council Carpenters			
Sacramento District Council of Carpenters			
San Bernardino District Council Carpenters			
San Diego District Council Carpenters			
Santa Clara District Council Carpenters			
Sequoia District Council Carpenters No. 701			
Ventura District Council Carpenters			
Central CA. District Council Lumber Workers			
N. CA. District Council Lumber Workers			
Redwood District Council Lumber Workers			
Cement Workers District Council No. 3			
C.W.A. Council District No. 9			
C.W.A. Council District No. 11			
Pacific N.W. District Council ILGWU			
S. CA. District Council Garment Workers			

New Affiliations

May 1, 1982 through June 30, 1984

International and Local	Date	Police & Sheriffs, California Organization of
		San Joaquin County Marshals No.
		214..... 7/ 1/ 83
Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Int'l Brotherhood of		Upland Police Officers No. 223 10/ 1/83
Cement, Lime & Gypsum Wkrs. No.		Orange Cove Police Officers No.
471..... 11/ 1/82		224..... 10/ 1/83
Boilermakers Local Lodge No.		Corcoran Police Officers No.
549..... 9/ 1/83		225..... 10/ 1/83
Cement, Lime & Gypsum Wkrs. No.		Kingsburg Police Officers No.
582..... 4/ 1/83		226..... 10/ 1/83
Carpenters & Joiners of America United Brotherhood		Printing & Graphic Communications Union, Int'l.
Carpenters No. 1506..... 6/ 1/83		Graphic Communications Union Local No. 432M..... 4/ 1/84
Communications Workers of America		Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Empls., Brotherhood of
Communications Workers No.		B.R.A.C. Local Lodge No. 30 . 7/ 1/82
9470..... 2/ 1/83		B.R.A.C. Local Lodge No. 226 7/ 1/82
Communications Workers No.		B.R.A.C. Local Lodge No. 248 7/ 1/82
11550..... 11/ 1/83		B.R.A.C. Local Lodge No. 854 7/ 1/82
Fire Fighters Int'l. Assn. of		B.R.A.C. Local Lodge No.
CA Dept. of Forestry Empls. No.		1227..... 7/ 1/82
2881..... 9/ 1/82		B.R.A.C. Local Lodge No.
Anaheim Fire Fighters No. 2899 7/ 1/83		1611..... 7/ 1/82
Stanton Fire Fighters No. 2911 . 10/ 1/83		Seafarers Int'l. Union of North America
Food & Commercial Workers Int'l. Union, United		Seafarers—Inland Division 5/20/82
U.F.C.W. Union Local No. 137. 3/ 1/83		Service Employees Int'l. Union, AFL-CIO
Glass & Ceramic Workers of North America, United		SEIU Watchmakers Union No.
Glendale Alum. & Glass Wkrs. No.		115..... 3/ 1/84
521..... 4/ 1/82		Hospital & Service Empls. No.
Government Employees, American Federation of		399..... 7/ 1/82
Labor Department Lodge No.		Sonoma County Public Empls. No.
2391..... 9/ 1/83		707..... 6/ 1/83
Hotel & Restaurant Empls. and Bartenders Int'l. Union		State, County & Municipal Empls., American Fed. of
Culinary & Bartenders Local No.		A.F.S.C.M.E. Union Local No.
498..... 2/ 1/84		101..... 4/ 1/83
Marine Engineers Beneficial Assn., National Assn. of L.A. Deputy Sheriffs .		A.F.S.C.M.E. Union Local No.
4/ 1/83		258..... 11/ 1/83
Painters & Allied Trades of the U.S. & Canada, Int'l. Brotherhood of		L.A. County Housing Authority (Supervisory) No. 1017..... 5/ 1/82
Painters & Tapers Local No. 15 7/ 1/83		L.A. County Housing Authority (Rank & File) No. 1243..... 5/ 1/82
		A.F.S.C.M.E.—S.F. Medical Center Empls. No. 1650..... 8/ 1/82
		Teachers, American Federation of
		U.S.F. Faculty Association 6/ 1/82

Fed. of Nurse & Health Professionals	11/ 1/82
Transit Union, Amalgamated	
Amalgamated Transit Union No. 1574	11/ 1/82
Transportation Union, United	
U.T.U. Local No. 23	10/ 1/82
U.T.U. Local No. 31	1/ 1/84
U.T.U. Local No. 47	1/ 1/84

Reinstatements

May 1, 1982 through June 30, 1984

International and

Local	Date
Asbestos Workers, Int'l Assn. of Heat & Frost Insulators and	
Asbestos Workers Local No. 20	3/22/84
Communications Workers of America	
Communications Workers No. 11573	9/22/83
Distillery, Rectifying, Wine & Allied Workers Int'l. Union of America	
Sugar Workers Union Local No. 182	7/ 2/82
Electrical Workers, Int'l. Brotherhood of	
Electrical Workers Local No. 18	10/ 5/82
Hotel & Restaurant Empls. and Bartenders Int'l. Union	
Culinary Wkrs. & Bartenders No. 62	11/30/83
Hotel & Restaurant Empls. No. 309	2/ 1/84
Painters & Allied Trades of the U.S. & Canada, Int'l. Brotherhood of	
Painters Union Local No. 955 ..	7/ 9/82
Rubber, Cork, Linoleum & Plastic Workers of America, United	
Rubber Workers Local No. 335	5/24/83
Seafarers Int'l. Union of North America	
Marine Staff Officers	12/29/82
Seafarers—Stewards Division ..	5/20/82
Stage Employees and M.P. Machine Operators of the U.S. & Canada, Int'l. Alliance of Theatrical	
Stage & M.P. Operators No. 442	7/27/82

State, County & Municipal Empls., American Fed. of	
Police Dept. Empls. Local No. 170	5/28/82
Teachers, American Federation of	
Bassett Teachers Local No. 727 .	2/ 1/84
Sequoia Fed. of Teachers No. 1163	11/ 5/82
Huntington Beach Teachers No. 1427	9/ 2/82
Foothill De Anza Teachers No. 1676	4/ 1/83
Greater Grossmont Teachers No. 1930	7/ 1/83
W. San Bernardino Teachers No. 1952	6/29/82
Norwalk/La Mirada Teachers No. 2314	5/19/83

Withdrawals

May 1, 1982 through June 30, 1984

International and

Local	Date
Fire Fighters, Int'l, Assn. of	
Alameda Fire Fighters No. 15 ..	12/ 1/82
Palos Verdes Fire Fighters No. 2382	1/ 1/83
Glass, Pottery, Plastics & Allied Workers Int'l. Union	
Pottery Workers Local No. 218	4/ 1/82
Police & Sheriffs, California Organization of	
Banning Police Officers No. 187	6/10/82
Stage Employees and M.P. Machine Operators of the U.S. & Canada, Int'l. Alliance of Theatrical	
M.P. Projectionists Local No. 739	8/31/82
Typographical Union, Int'l.	
Typographical Union Local No. 899	6/24/82
Suspensions	
May 1, 1982 through June 30, 1984	
Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Int'l. Brotherhood of	
Cement, Lime & Gypsum Wkrs. No. 417	6/30/84

International and Local	Date	Police & Sheriffs, California Organization of	
		Yolo County Deputy Sheriffs No.	
		124.....	6/30/84
Bricklayers & Allied Craftsmen, Int'l. Union of		Rubber, Cork, Linoleum & Pastic Workers of America, United	
Bricklayers Union Local No. 10	6/30/84	Rubber Workers Local No. 678	6/30/84
Carpenters & Joiners of America, United Brotherhood of		Seafarers Int'l. Union of North America	
Carpenters Union Local No. 35	6/30/84	Advertising & Public Relations	
Carpenters Union Local No. 316.....	6/30/84	Empls.	6/30/84
Carpenters Union Local No. 1869.....	6/30/84	Service Employees Int'l. Union, AFL-CIO	
Industrial Carpenters Local No. 2565.....	6/30/84	Cemetery Workers Local No.	
		265.....	6/30/84
Communications Workers of America		State, County & Municipal Empls., American Fed. of	
Communications Workers No. 11555.....	6/30/84	Univ. of Calif. Empls. No. 371.	6/30/84
Distillery, Rectifying, Wine & Allied Workers Int'l. Union of America		L.A. Superior Court Clerks No. 575.....	6/30/84
Sugar Workers Union Local No. 175.....	6/30/84	State, County & Municipal Empls. No. 673.....	6/30/84
Electronic, Electrical, Technical, Salaried & Machine Workers, AFL-CIO, Int'l. Union of		CA Labor Commissioners No. 975.....	7/ 2/82
I.U. Electrical Workers No. 1507.....	6/30/84	A.F.S.C.M.E. - S.F. Medical Center	
		Empls. No. 1650	6/30/84
Fire Fighters, Int'l. Assn. of		A.F.S.C.M.E. Union Local No. 2070.....	6/30/84
Fire Marshals Local No. S-9 ...	9/14/82	Steelworkers of America, United	
Food & Commercial Workers Int'l. Union, United		Steelworkers Union Local No.	
UFCW Barbers & Beauticians No. 333.....	7/ 2/82	1502.....	7/ 1/83
Machinists & Aerospace Workers, Int'l. Assn. of		Teachers, American Federation of	
Machinists Union Local No. 68	6/30/84	San Diequito Teachers No. 1933	6/30/84
Painters & Allied Trades of the U.S. & Canada, Int'l. Brotherhood of		Inglewood Teachers No. 2024 ..	6/30/84
L.A. Painters Union Local No. 5.....	6/ 1/82	Chula Vista Teachers No. 3157 .	6/30/84
Pattern Makers League of North America		El Rancho Teachers No. 3467 ..	6/30/84
Pattern Makers Assn.....	6/30/84	Weaver Fed. of Teachers No.	
Plasterers & Cement Masons Int'l. Assn. of the U.S. & Canada, Operative		3484.....	6/30/84
Plasterers Union Local No. 224	6/ 1/82	Stony Creek Fed. of Teachers No.	
Plasterers Union Local No. 295	6/30/84	3873.....	6/30/84
Plasterers & Cement Masons No. 805.....	6/30/84	San Jacinto/Hemet School Empls. No. 4074	6/30/84
		Technical Engineers, Int'l. Fed. of Professional and	
		C.L.E.A.T.E. Local No. 22 ...	6/30/84
		Typographical Union, Int'l.	
		Mailers Union Local No. 9	6/30/84
		California State Councils	
		CA State Assn. of Letter	
		Carriers.....	6/30/84

Disbanded

May 1, 1982 through June 30, 1984

International and Local	Date
Athletes, Federation of Professional Los Angeles Aztecs	12/31/82
Chemical Workers Union, Int'l. Chemical Workers Local No. 190	6/ 1/84
Electronic, Electrical, Technical, Salaried & Machine Workers, AFL-CIO, Int'l. Union of	
I.U. Electrical Workers No. 854	12/31/82
I.U. Electrical Workers No. 1501	8/31/83
I.U. Electrical Workers No. 1514	12/31/82
Laundry & Dry Cleaning Int'l. Union, AFL-CIO	
Laundry Wkrs. No. 156	6/ 1/84
State, County & Municipal Empls., American Fed. of	
A.F.S.C.M.E. Union Local No. 1695	9/ 1/83
Teachers, American Federation of	
San Bernardino Teachers No. 832	6/ 9/83
Centinel Fed. of Teachers No. 1301	8/31/83
Hayward Fed. of Teachers No. 1423	9/30/82
San Lorenzo Teachers No. 1713	12/31/82
Elk Grove Teachers No. 1851 ..	7/ 1/82
West Valley Teachers No. 1953 .	5/ 1/82
Kings Canyon Teachers No. 2218	10/ 1/82
Fallbrook Teachers No. 2331 ...	8/31/82
Lakeside Teachers No. 2358 ...	8/ 1/83
Adobe Fed. of Teachers No. 3762	7/29/82
Registered Nurses Council No. 5020	1/ 1/84
Textile Workers of America, United	
Textile Workers Local No. 1291	6/ 1/82
District Councils	
Machinists District Council No. 56	12/31/81

Mergers

May 1, 1982 through June 30, 1984

International and Local	Date
Boilermakers, Iron Ship Builders, Blacksmiths, Forgers, & Helpers, Int'l. Brotherhood of	
Boilermakers Union Local No. 513 merged into Boilermakers Local Lodge No. 549	9/ 1/83
Boilermakers Union Local No. 749 merged into Boilermakers Local Lodge No. 549	9/ 1/83
Carpenters & Joiners of America, United Brotherhood of	
Carpenters & Joiners Local No. 268-L merged into Lathers Union Local No. 88 ...	11/ 1/84
Carpenters & Joiners Local No. 1648 merged into Carpenters Union Local No. 1815	12/ 1/82
Communications Workers of America	
Communications Workers No. 9424 merged into Communications Workers No. 9423	7/31/83
Communications Workers No. 9425 merged into Communications Workers No. 9423	2/ 1/83
Communications Workers No. 9428 merged into Communications Workers No. 9423	1/ 1/84
Food & Commercial Workers Int'l. Union, United	
U.F.C.W. Barbers Local No. 171 merged into U.F.C.W. Retail Clerks No. 1167	7/ 1/82
U.F.C.W. Meat Cutters No. 193 merged into U.F.C.W. Union Local No. 137.	2/ 1/83
U.F.C.W. Barbers Local No. 253 merged into U.F.C.W. Retail Clerks No. 1167	7/ 1/82
U.F.C.W. Barbers Local No. 256	

merged into
 U.F.C.W. Union Local No. 1222 1/ 1/83
 U.F.C.W. Retail Clerks No. 541
 merged into
 U.F.C.W. Butchers Local No.
 115..... 5/ 1/82
 U.F.C.W. Barbers Local No. 1000
 merged into
 U.F.C.W. Union Local No. 770. 10/ 1/82
 U.F.C.W. Beauty Culturists No. 295-A
 merged into
 U.F.C.W. Union Local No. 770. 10/ 1/82

Laborer's Int'l, Union of North America
 Hod Carriers & Laborers No. 121
 merged into
 Laborers Union Local No. 185 . 5/ 1/84
 Laborers Union Local No. 181
 merged into
 Hod Carriers & Laborers No.
 139..... 5/ 1/83
 Laborers Union Local No. 283
 merged into
 Laborers Union Local No.
 270..... 11/ 1/82
 Laborers Union Local No. 961
 merged into
 Laborers Union Local No. 185 . 5/ 1/84

Machinists & Aerospace Workers, Int'l.
 Assn. of
 Machinists Union Local No. 238
 merged into
 Machinists Union Local No.
 1596..... 1/ 1/83
 Machinists Union Local No. 1104
 merged into
 Machinists Union Local No.
 1047..... 10/ 1/82

Painters & Allied Trades of the U.S. & Canada, Int'l. Brotherhood of
 Painters Union Local No. 388
 merged into
 Painters & Tapers Local No. 15 7/ 1/83
 Painters Union Local No. 1146
 merged into
 Painters & Tapers Local No. 15 7/ 1/83
 Painters Union Local No. 1178
 merged into
 Painters Union Local No. 3. . . . 10/ 1/82

Plasterers & Cement Masons Int'l. Assn. of the U.S. & Canada, Operative
 Plasterers & Cement Masons No. 489
 merged into
 Plasterers Union Local No. 2 . . 12/31/83

Printing & Graphic Communications Union, Int'l.
 Ink & Roller Makers Local No. 5
 Western Graphic Arts Union No. 14
 Printing Specialties Local No. 362
 Printing Specialties Local No. 382
 Printing Specialties Local No. 460
 Printing Specialties Local No. 609
 Printing Specialties Local No. 618
 Printing Specialties Local No. 653
 Printing Specialties Local No. 677
 Printing Specialties Local No. 678
 Printing Specialties Local No. 706
 all merged into
 Graphic Communications Union No.
 777..... 7/ 1/83
 Newspaper Pressmen Local No. 48N
 merged into
 Graphic Communications Union No.
 432M..... 4/ 1/84
 Commercial Pressmen Local No. 140C
 merged into
 Graphic Communications Union No.
 432M..... 4/ 1/84

Service Employees Int'l. Union, AFL-CIO
 S.E.I.U. Jewelry Workers No. 36
 merged into
 Service Employees Local No.
 505..... 4/ 1/83

S.E.I.U. Dental Technicians No. 99
 merged into
 Service Employees Local No.
 505..... 7/ 1/83
 S.E.I.U. Watchmakers No. 101W, Jewelry
 Div.
 merged into
 Service Employees Local No.
 505..... 4/ 1/83
 S.E.I.U. Jewelry Workers No. 112
 merged into
 Service Employees Local No.
 505..... 6/ 1/83
 Service Employees Local No. 390 and
 Civil Service Assn. Local No. 400
 merged together to become
 United Public Employees No.
 390/400..... 7/ 1/83

Sheet Metal Workers Int'l. Association
 Sheet Metal Workers Local No. 252
 merged into
 Sheet Metal Workers Local No.
 283..... 10/ 1/83

Transportation Union, United
 U.T.U. Local No. 1262

merged into
U.T.U. Local No. 986..... 1/ 1/84

California State Councils

CA State Assn. Barbers & Beauticians
merged into
unaffiliated council 1/ 1/83

Exonerations

May 1, 1982 through June 30, 1984

**International
and
Local**

Date

**Boilermakers, Iron Ship Builders,
Blacksmiths, Forgers & Helpers, Int'l.
Brotherhood of**

Boilermakers Union Local No.
10 7/ 1/83-6/30/84

**Carpenters & Joiners of America, United
Brotherhood of**

Carpenters Union Local No.
1109 11/ 1/82-3/31/83
Carpenters Union Local No.
1815 12/ 1/82- 6/30/84
Carpenters Local Union No.
2006 11/ 1/82-11/30/83
Lumber & Sawmill Workers No.
2592 9/ 1/83- 6/30/84

Electrical Workers, Int'l. Brotherhood of

Electrical Workers Local No.
1710 4/ 1/83- 3/31/84

**Food & Commercial Workers Int'l. Union,
United**

U.F.C.W. Retail Clerks No.
905 5/ 1/ -12/31/83
U.F.C.W. Retail Store Empls. No.
1100 11/ 1/81-10/31/82

**Hotel & Restaurant Empls. and Bartenders
Int'l. Union**

Hotel & Restaurant Empls. No.
28 8/ 1/82- 1/31/84

**Iron Workers, Int'l. Assn. of Bridge &
Structural Ornamental**

Shopmen's Union Local No.
627 9/ 1/82- 5/31/83

Machinists & Aerospace Workers, Int'l.

Assn. of
Machinists & Aero. Workers No.
597 8/ 1/83- 6/30/84

Newspaper Guild, The

Newspaper Guild Local No.

202 5/ 1/83- 5/31/84

**Office & Professional Employees Int'l.
Union**

Office & Prof. Empls. Local No.
3 2/ 1/ -7/31/82

**Painters & Allied Trade of the U.S. &
Canada, Int'l. Brotherhood of
Paint & Laquer Workers No.**

1053 12/ 1/82- 6/30/84
Carpet, Resil. Floor Covering Wkrs. No.
1237 9/ 1/82- 6/30/84

**Service Employees Int'l. Union, AFL-CIO
Social Services Union Local No.**

535 5/ 1/ - 5/31/84

**Upholsterers Int'l. Union of North America
Upholsterers Union Local No.**

15 7/ 1/82- 6/30/84

**SUMMARY OF
MEMBERSHIP**

May 1, 1982 to June 30, 1984

Labor Unions 5/1/82 1159
Labor Councils 5/1/82 142
TOTAL 1301

Labor Unions Newly Affiliated to
6/30/84 41
Labor Councils 0 41
TOTAL 1342

**MERGERS,
SUSPENSIONS,
WITHDRAWALS, ETC.**

May 1, 1982 to June 30, 1984

Mergers

Labor Unions 44
Labor Councils 1

Suspensions

Labor Unions 37
Labor Councils 1

Withdrawals

Labor Unions 6
Labor Councils 0

Disbanded

Labor Unions 19
Labor Councils 1

TOTAL UNIONS 106
TOTAL COUNCILS 3
TOTAL 109

Labor Unions 6/30/84 1194
Labor Councils 6/30/84 139

TOTAL UNIONS AND
COUNCILS 1233

REPORT OF AUDITORS

California Labor Federation, AFL-CIO
995 Market Street
San Francisco, California

We have examined the individual and combined statement of cash balances of the California Labor Federation, AFL-CIO and its Standing Committee on Political Education as of June 30, 1984, and the related individual and combined statement of cash receipts and disbursements for the two-year period then ended. 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.

As described in Note 2, the Federation and the Standing Committee prepare their financial statements on the cash basis. Accordingly, the accompanying financial statements are not intended to present results of operations in conformity with generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly the individual and combined cash balances of the California Labor Federation, AFL-CIO and its Standing Committee on Political Education as of June 30, 1984 and the individual and combined cash receipts and disbursements for the two-year period then ended on the basis of accounting described in Note 2, which basis, except for the change, with which we concur, in the method of allocating expenses as described in Note 3 of the financial statements, has been applied in a manner consistent with that of the preceding period.

Coopers & Lybrand
Certified Public Accountants
San Francisco, California
October 12, 1984

CALIFORNIA LABOR FEDERATION, AFL-CIO AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION STATEMENT OF CASH BALANCES, June 30, 1984

	<u>Federation</u>	<u>S.C.O.P.E.</u>	<u>Combined Total</u>
Office cash fund	\$ 300		\$ 300
Deposits	1,130		1,130
Hibernia Bank:			
Commercial (interest at 5.25%)	1,008	\$ 93,857	94,865
Commercial—restricted (Note 4) (interest at 5.25%)		14,442	14,442
Savings—unrestricted (interest at 5.25%)	4,352	100	4,452
Savings—restricted (interest at 5.25%) (Note 4)		100	100
Money Market Account (variable interest rate)	167,815	186,771	354,586
Time certificate of deposit (interest at 9.0% and 9.625%)	50,000	100,000	150,000
American Savings Bank—time certificate of deposit (interest at 10.45%)	100,000		100,000
Amount due to Federation for deposits inadvertently made to S.C.O.P.E. bank accounts	27,650	(27,650)	—
	\$ 352,255	\$ 367,620	\$ 719,875

The accompanying notes are an integral part of these statements.

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
for the two-year period ended June 30, 1984**

	<u>Federation</u>	<u>S.C.O.P.E.</u>	<u>Combined Total</u>
Cash receipts			
Per capita payments and membership fees	\$ 2,196,819	\$ 733,526	\$ 2,930,345
Interest earned	88,715	61,071	149,786
Conference receipts:			
General	31,664		31,664
Legislative	23,955		23,955
Voter registration fund receipts	—	133,400	133,400
Voluntary fund receipts	—	19,445	19,445
Scholarship reimbursement	36,000	—	36,000
Other receipts	37,886	844	38,730
Total cash receipts	2,415,039	948,286	3,363,325
Cash disbursements:			
Executive salaries	223,078	—	223,078
Expenses and allowances:			
Executives	61,585	2,486	64,071
Geographical and at-large vice presidents	72,099	6,894	78,993
General office salaries	817,846	149,000	966,846
General office staff—expenses and allowances	52,616	35,356	87,972
Assistant director's salary	—	53,680	53,680
Assistant director's expenses and allowances	—	9,368	9,368
Auditing and accounting	42,966	—	42,966
Automobile maintenance	7,495	—	7,495
Conference:			
General	33,916	—	33,916
Legislative	16,212	—	16,212
Convention	153,727	20,569	174,296
Contributions:			
Charitable and other	24,438	60,300	84,738
Political—candidates	—	402,728	402,728
Furniture and office equipment	1,230	—	1,230
Insurance	109,980	21,222	131,202
Legal	97,410	—	97,410
Library	11,635	—	11,635
Maintenance	11,416	—	11,416
Newsletter	134,664	—	134,664
Office rent	151,298	—	151,298
Postage and mailing	62,313	22,785	85,098
Printing	72,371	21,227	93,598
Reimbursed lobbyists' expenses	15,919	—	15,919
Retirement plan contributions	127,728	4,095	131,823
Scholarships	20,658	—	20,658
Services	21,039	—	21,039
Stationery and supplies	44,936	5	44,941
Taxes	112,987	15,085	128,072
Telephone and telegraph	73,590	291	73,881
General expenses	29,753	21,856	51,609
Voter registration fund	—	161,654	161,564
Total cash disbursements	2,604,905	1,008,511	3,613,416
Excess (deficiency) of cash receipts over cash disbursements	(189,866)	(60,225)	(250,091)
Forgiveness of intercompany payable (receivable) (Note 3)	(242,744)	242,744	—

Cash balances, June 30, 1982	784,865	185,101	969,966
Cash balances, June 30, 1984	<u>\$ 352,255</u>	<u>\$ 367,620</u>	<u>\$ 719,875</u>

The accompanying notes are an integral part of these statements.

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION
Notes to Financial Statements**

1. General:

The California Labor Federation (the Federation) and its Standing Committee on Political Education (S.C.O.P.E.) receive per capita payments and membership fees from affiliated unions as specified in the Constitution of the Federation.

2. Basis of Presentation:

The individual and combined statement of cash receipts and disbursements has been prepared from the underlying accounting records, which are maintained on the cash basis. Under such basis cash receipts (revenue) are recorded when received and cash disbursements (expenses) are recorded when the expenditure is made.

The cash basis is an acceptable, comprehensive basis of accounting but varies from generally accepted accounting principles. Under generally accepted accounting principles, the per capita payments and membership fees would be recorded when earned (usually prior to receipt) and expenses would be recorded when due (usually prior to payment).

3. Change in Accounting—Expense Allocation:

The Federation provides certain administrative support for S.C.O.P.E., such as salaries and other overhead expenditures. In prior periods S.C.O.P.E. was allocated its pro rata share of the expenses, as estimated by management, and as of June 30, 1982 S.C.O.P.E. owed the Federation \$242,744 for these allocated expenses.

Effective July 1, 1982 Federation management discontinued the practice of allocating expenses to S.C.O.P.E. Additionally, the indebtedness associated with prior period allocations was forgiven.

4. Restricted Cash Balances:

Restricted cash balances as of June 30, 1984 are as follows:

Commercial:	
Voter registration fund	\$12,012
Voluntary fund	<u>2,430</u>
	<u>\$14,442</u>
Savings:	
Voter registration fund	<u>\$ 100</u>

5. Surety Bond:

A blanket position surety bond in the amount of \$50,000 was in effect during the period from July 1, 1982 through September 30, 1982. Effective October 1, 1982, and through June 30, 1984, the bond increased to \$100,000.

ROLL OF DELEGATES

This comprises the completed roll of delegates to the
1984 Convention of the California Labor Federation, AFL-CIO

- Actors and Artistes of America, Associated**
Actors' Equity Assn. (311)
Edward Weston, 156
Joseph Ruskin, 155
- A.F.T.R.A. (340)
Marie J. Salerno, 170
Judy A. Maatz, 170
- N.A.B.E.T. No. 51 (240)
Paul Morris, 120
Lenter D. Warren, 120
- Screen Actors Guild (3,667)
Kendall Orsatti, 408
Kim Fellner, 408
Joseph Ruskin, 408
Sumi Haru, 408
Yale Summers, 407
Norma Connolly, 407
Paul Napier, 407
Donald Tayer, 407
Dean Santoro, 407
- Screen Extras Guild, Inc. (2,875)
Leonard Chassman, 575
Paul DeCeglie, 575
Jean Hughes Wright, 575
Gary Pettinger, 575
Donald S. Tayer, 575
- Carpenters and Joiners of America, United Brotherhood of**
Pile Drivers, Carpenters, Bridge & Dock Builders No. 34 (500)
Terry L. Price, 250
Ed Kelly, 250
- Carpenters & Joiners No. 36 (616)
Clifford Edwards, 308
Allen L. Linder, 308
- Carpenters-Lathers No. 88 (197)
William Ward, 99
G.O. Parks, 98
- Carpenters & Shinglers No. 194 (959)
Juan R. Gonzales, 320
Robert C. Knight, 320
Peter M. Schantz, 319
- Carpenters No. 586 (1,129)
Richard A. Hardesty, 1,129
- Carpenters & Joiners No. 642 (750)
William Watson, 750
- Carpenters & Joiners No. 668 (133)
Phillip H. Stavn, 133
- Cabinet Makers & Millmen No. 721 (1,152)
Victor Nava, 576
Richard Garrison, 576
- Carpenters No. 848 (300)
John A. Gustafson, 300
- Carpenters No. 1109 (178)
William G. Parker, 89
Ervin J. Warkentin, 89
- Carpenters No. 1400 (377)
Eugene Hudnall, 189
Stephen Lubianetsky, 188
- Carpenters No. 1622 (1,798)
Gerald Connors, 450
C.R. Klein, 450
Gerald Shevenell, 449
Alvie Fletcher, 449
- Carpenters No. 1815 (1,131)
Stephen E. Cobb, 566
James M. Hennington, 565
- Carpenters No. 2463 (363)
Richard Talmage, 363
- Lumber & Sawmill Workers No. 2592 (574)
Raymond K. Nelson, 574
- Communications Workers of America**
Communications Workers No. 9402 (900)
Bruce E. Smith, 900
- Communications Workers No. 9408 (800)
Bill Schemen, 800
- Communications Workers No. 9417 (986)
Sandra Carter, 986
- Communications Workers No. 9421 (1,833)
Mary Robertson, 917
Michael Kingsbury, 916
- Communications Workers No. 9426 (260)
James B. Gordon, Jr., 260
- Communications Workers No. 11502 (623)
James Wood, 623
- Communications Workers No. 11587 (367)
Susan Greenwood, 367
- Electrical Workers, Int'l. Brotherhood of**
Electrical Workers No. 6 (800)
Franz E. Glen, 267
Dan J. Whooley, 267
John Walsh, 266
- Electrical Workers No. 11 (4,500)
E. Earl Higgins, 2,250
Steve Harrington, 2,250
- Studio Electricians, Sound Technicians & Air-Condition Eng. No. 40 (192)
Dick Robbins, 192
- Electrical Utility Workers No. 47 (500)
Rae E. Sanborn, 250
Willie R. Stewart, 250
- Electrical Workers No. 340 (200)
Roy Ridley, 200
- Electrical Workers No. 477 (530)
Joseph F. Doyle, 530
- I.B.E.W. No. 543 (1,332)
John W. Wagasky, 1,332
- Electrical Workers No. 569 (755)
Joseph C. Heisler Jr., 378
Paul H. Blackwood, 377
- Electrical Workers No. 595 (1,282)
Thomas J. Sweeney, 321
Victor Uno, 321
Walter J. Corvello, 320
James L. Schultz, 320
- Electrical Workers No. 639 (375)
Gilbert Wilson, 375
- I.B.E.W. No. 1245 (16,042)
Jack McNally, 2,674
Howard Stiefer, 2,674
Nannette Dominguez, 2,674
Barbara Symons, 2,674
Peter Dutton, 2,673
Richard Robbins, 2,673
- Electrical Workers No. 2295 (500)
Albert J. Musingo, 250
Carl Augino, 250
- Electrical Workers No. 2328 (116)
Jim Stanton, 58
Sam Moore, 58
- Elevator Constructors, Int'l. Union of**
Elevator Constructors No. 8 (138)
Jim Maynard, 69
Jane A. Beelby, 69
- Engineers, Int'l. Union of Operating**
Operating Engineers No. 3 (12,000)
T.J. Stapleton, 1,200
Harold Huston, 1,200
Robert Skidgel, 1,200
Norris Casey, 1,200
James R. Ivy, 1,200
Jerry Martin, 1,200
Don Luba, 1,200
Chuck Smith, 1,200
Ken Bowersmith, 1,200
Don Doser, 1,200
- Operating Engineers No. 12 (10,417)
Steve Billy, 1,737
Cecil Montgomery, 1,736
Dale I. Vawter, 1,736
Richard J. Walsh, 1,736
B. Bob Waggoner, 1,736
James A. Pribyl, 1,736
- Operating Engineers No. 501 (1,500)
Joseph P. Wetzler, 1,500

- Farm Workers of America, AFL-CIO, United**
United Farm Workers, AFL-CIO (9,375)
 Roberto De La Cruz, 938
 Dolores Huerta, 938
 Karl Lawson, 938
 Jose M. Rodriguez, 938
 Ramiro Perez, 938
 Alberto Gonzales, 937
 Oscar Medina, 937
 Humberto Gomez, 937
 Ken Shroeder, 937
 Debby Miller, 937
- Fire Fighters, Int'l. Assn. of**
Oakland Fire Fighters No. 55 (561)
 Richard Cecil, 281
 Vince Riddle, 280
- L.A. City Fire Fighters No. 112** (2,242)
 Lyle E. Hall, 748
 Frank R. Lunn, 747
 Martin G. Garza, 747
- Sacramento Fire Fighters No. 522** (677)
 Wayne Harbolt, 677
- San Francisco Fire Fighters No. 798** (1,440)
 James T. Ferguson, 360
 Leon D. Bruschera, 360
 Anthony G. Sacco, 360
 Ernie Aitken, 360
- Los Angeles County Fire Fighters**
No. 1014 (2,220)
 Dallas Jones, 734
 Bruce Beardsley, 733
 John Stephens, 733
- Ashland Fire Fighters No. 1428 (111)**
 John Bigelow, 111
- Fremont Fire Fighters No. 1689** (109)
 Dale Holback, 55
 Dale Geren, 54
- Food and Commercial Workers Int'l. Union, United**
U.F.C.W. No. 115 (4,927)
 Dino Polizziani, 548
 Robert Vyenielo, 548
 Robert Angeli, 548
 Billie A. Miller, 548
 Frank Cambou, 547
 Ralph Huber, 547
 Gordon Brons, 547
 George Bailly, 547
 Ray Robinson, 547
- U.F.C.W. Butchers No. 120 (2,156)**
 Walter Bachemin, 2,156
- U.F.C.W. No. 137 (813)**
 Mel Rubin, 813
- U.F.C.W. Insurance Div. No. 194-I** (102)
 Cleveland F. Stevenson, 102
- U.F.C.W. Leather, Handbag, Luggage & Allied Products**
Workers No. 213-L (479)
 Albert Shaw, 479
- U.F.C.W. Butchers No. 229-A** (1,534)
 Seymour Glassman, 767
 Albert P. Stegman, 767
- U.F.C.W. Retail Store Employees**
No. 373 (167)
 Stanley Lathen, 167
- United Food & Commercial Workers**
No. 428 (7,802)
 George C. Soares, 867
 David M. Reiser, 867
 E. Dennis Hughes, 867
 Louis Menacho, 867
 Lilee Y. Sugimoto, 867
 Romer M. Rivera, 867
 Herb Sisti, 867
 Stephen J. Stamm, 867
 Ronald J. Lind, 866
- U.F.C.W. Meat Cutters No. 439** (2,396)
 Lester D. Harnack, 1,198
 William Lathrop, 1,198
- U.F.C.W. Butchers No. 498 (1,636)**
 Thomas J. Lawson, 818
 Obie V. Brandon, 818
- Meat Cutters & Butcher Workmen**
No. 532 (689)
 Preston T. Epperson, 345
 Kenneth D. Rickett, 344
- U.F.C.W. No. 588 (1,223)**
 Wynn C. Plank, 408
 Robert W. Morrison, 408
 Gregory Cory, 407
- U.F.C.W. Retail Clerks No. 648** (3,678)
 Joseph F. Grech, 1,839
 Joe Sharpe, 1,839
- U.F.C.W. Retail Clerks No. 775** (2,708)
 Robert A. Brisbee, 2,708
- U.F.C.W. Retail Clerks No. 839** (2,100)
 Sarah Palmer Amos, 2,100
- U.F.C.W. Retail Clerks No. 870** (4,000)
 Stephen H. Rodriguez, 800
 Kenneth D. Beasley, 800
 Richard L. Benson, 800
 Lennard W. Burkhart, 800
 James E. Liggins, 800
- U.F.C.W. No. 1119 (1,708)**
 Harold R. Barling, 854
 Richard J. Zell, 854
- U.F.C.W. Retail Clerks No. 1179** (4,068)
 Francis W. Keefe, 2,034
 James T. Day, 2,034
- Retail Clerks No. 1288 (2,773)**
 Gregory Don Hunsucker, 1,387
 John McManus, 1,386
- Garment Workers Union, Int'l. Ladies'**
Cloakmakers No. 8 (204)
 Shiree Teng, 204
- Ladies Garment Workers No. 55** (825)
 Eva Addison, 825
- Ladies Garment Workers No. 84** (175)
 Rose Griffin, 175
- Ladies Garment Workers No. 96** (865)
 Rose Griffin, 865
- Ladies Garment Workers No. 97** (115)
 Rose Griffin, 115
- Dressmakers No. 101 (1,664)**
 Willie March, 1,664
- Ladies Garment Cutters No. 213** (119)
 Mattie Jackson, 119
- Office & Distribution Workers No.**
214 (34)
 Shiree Teng, 34
- Ladies Garment Workers No. 215** (115)
 Shiree Teng, 115
- Ladies Garment Workers No. 270** (105)
 Phil Russo, 105
- Ladies Garment Workers No. 293** (50)
 Eva Addison, 50
- Ladies Garment Workers No. 451** (85)
 Phil Russo, 85
- Ladies Garment & Access. Workers**
No. 482 (1,005)
 Phil Russo, 1,005
- Ladies Garment Workers No. 512** (265)
 Eva Addison, 265
- Glass, Pottery, Plastics and Allied Workers Int'l. Union**
Glass, Pottery, Plastics & Allied
Workers No. 19 (304)
 Ida McCray, 152
 Jos. B. Gschweng, 152
- Glass Pottery, Plastics & Allied**
Workers No. 69 (728)
 Joe Cardona, 243
 Jimmy Stafford, 243
 Eileen G. Mitchell, 242
- Glass, Pottery, Plastics & Allied**
Workers No. 81 (342)
 Wanda J. Logan, 171
 Raymond B. Munion, 171
- Glass Bottle Blowers No. 82 (117)**
 John J. Moreno, 59
 Doris L. Clower, 58
- Glass, Pottery, Plastics & Allied**
Workers No. 137 (1,155)
 Karl Weichinger, 385
 Sam Fullerton, 385
 Joe Vanpool, 385
- Glass, Pottery, Plastic & Allied**
Workers No. 141 (250)
 Marge Pagan, 250
- Glass Bottle Blowers No. 155 (546)**
 Chris Hanzo, 546

- Glass, Pottery, Plastics & Allied Workers No. 192 (181)
James H. Gilbert, 181
- Graphic Communications Int'l. Union**
Graphic Communications No. 3-B (829)
Mary Anne Petersen, 415
Rudy S. Meraz, 414
Graphic Communications No. 777 (5,223)
Lenore Frigaard, 5,223
- Hotel Employees & Restaurant Employees Int'l. Union**
Hotel & Restaurant Employees & Bartenders No. 2 (12,833)
Charles Lamb, 3,209
Lawrence Tom, 3,208
Sherri Chiesa, 3,208
Jackie Walsh, 3,208
Hotel & Restaurant Employees & Bartenders No. 11 (6,322)
Fred Felix, 6,322
Hotel, Motel & Restaurant Employees & Bartenders No. 18 (726)
Loretta Mahoney, 726
Hotel & Restaurant Employees & Bartenders No. 30 (4,868)
Marco J. LiMadri, 4,868
Loretta Proctor, 2,434
Hotel & Restaurant Empls. & Bartenders No. 49 (1,548)
Ted T. Hansen, 774
Joseph McLaughlin, 774
Bartenders & Culinary Workers No. 126 (751)
Nick Georgedes, 751
Hotel Employees & Restaurant Employees No. 309 (150)
Tom Malta, 75
Gail Fabian, 75
Bartenders & Culinary Workers No. 340 (5,174)
George Smith, 518
Joe Griffin, 518
Gerald McEvoy, 518
Harry Young, 518
Val Connolly, 518
Toy Smith, 517
Dolores Parlato, 517
Darlene Cardoza, 517
Kathy Gillespie Dreith, 517
Eunice Disley, 516
Hotel & Restaurant Workers & Bartenders No. 483 (2,924)
Leonard P. O'Neill, 1,462
Julius Devera, Jr., 1,462
Culinary Alliance & Bartenders No. 498 (83)
Patricia Sundberg, 83
Hotel & Restaurant Employees and Bartenders No. 681 (4,615)
David L. Shultz, 513
Maurine Y. Tribole, 513
Johnie M. Goodnight, 513
Donald J. Wilson, 513
Millard Hill, 513
John Kascak, 513
M.R. Callahan, 513
Lucille Chalfa, 512
Steve Beyer, 512
Culinary Alliance & Bartenders No. 703 (750)
Ted Zenich, 750
Culinary Workers & Bartenders No. 814 (611)
E.L. "Nick" Starner, 2,306
Victor A. Valenzuela, 2,305
Iron Workers, Int'l. Assn. of Bridge, Structural and Ornamental Iron Workers No. 155 (96)
Joe Roth, 48
Ron Stark, 48
Iron Workers No. 509 (401)
A.M. Rezendes, 201
D.E. Shelton, 200
Laborers' Int'l. Union of North America
Hod Carriers No. 36 (83)
Ray Jackson, 42
Alexander Corns, 41
Laborers No. 73 (719)
W.J. Billingsly, 240
Archie Thomas, 240
Mitchell Surrell, 239
Laborers No. 89 (3,153)
Paul Aleman, 1,051
Harry Jordan, 1,051
Richard Scannell, 1,051
Hod Carriers & Laborers No. 139 (781)
Albin J. Gruhn, 781
Hod Carriers No. 166 (220)
Leon Davis, Sr., 110
Sam Robinson, 110
Laborers No. 185 (1,695)
Paul Radford, 1,695
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Warren L. Jackman, 1
- Marin Bldg. & Const. Trades Council (2)
James F. Barrett, 1
- Napa-Solano Bldg. & Const. Trades Council (2)
Charles E. Hubbard, 1
- San Francisco Bldg. & Const. Trades Council (2)
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Lawrence Mazzola, 1
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William Ward, 1
- Carpenters, California State Council (2)
Anthony L. Ramos, 1
Robert L. Hanna, 1
- Culinary State Alliance (2)
Loretta Mahoney, 1
Fred Felix, 1

Electrical Workers, California State Assoc. of (2)
E.J. Hansen, 1

Machinists, California Conference of (2)
James Quillin, 1

Operating Engineers, State Conference of (2)
William G. Dowd, 1
Ron Wood, 1

Service Employees, California State Council (2)
Timothy J. Twomey, 1
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Teachers, California Fed. of (2)
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Central Labor Councils

Alameda County Central Labor Council (2)
Richard K. Groulx, 1
Steven K. Martin, 1

Contra Costa County Central Labor Council (2)
Steven A. Roberti, 1
Tony Cannata, 1

Fresno & Madera Counties Central Labor Council (2)
Faytie R. Shilling, 1
Margaret Bettencourt, 1

Los Angeles County Fed. of Labor (2)
William R. Robertson, 1
J.J. Rodriguez, 1

Marin County Central Labor Council (2)
Ray Castell-Blanch, 1
Charles Weers, 1

Marysville Central Labor Council (2)
Dan Senechal, 1

Monterey County Central Labor Council (2)
Sarah Palmer Amos, 1

Napa & Solano Counties Central Labor Council (2)
Thomas Epperson, 1

Orange County Central Labor Council (2)
Mary L. Yunt, 1
Bill Gibson, 1

Sacramento Central Labor Council (2)
Wayne Harbolt, 1

San Bernardino-Riverside Counties Central Labor Council (2)
Mary Curtin, 1

San Diego-Imperial Counties Central Labor Council (2)
Joseph S. Francis, 1

San Francisco Central Labor Council (2)
John F. Crowley, 1

San Joaquin-Calaveras Counties Central Labor Council (2)
Mickey Harrington, 1
William H. Pietz, 1

San Mateo Central Labor Council (2)
Richard Holober, 1
Jeff Pector, 1

Santa Clara County Central Labor Council (2)
Peter Cervantes-Gautschi, 1
Michael Harvey Baratz, 1

Sonoma, Mendocino & Lake Counties Central Labor Council (2)
Nick J. Bardes, 1
Albin J. Gruhn, 1

Stanislaus & Tuolumne Counties Central Labor Council (2)
Pete Dutton, 1
John McDonnell, 1

Tri-Counties Central Labor Council (2)
Charles Regis, 1

Tulare-Kings Counties Central Labor Council (2)
Neil D. Ballweber, 1

Councils

Federated Fire Fighters of California (2)
Daniel Terry, 1
Brian Hatch, 1

Hollywood AFL Film Council (2)
William K. Howard, 1
Paul Meister, 1

Los Angeles Union Label Council (2)
Merilyn Toro Fornatoro, 1
Dick Wendt, 1

Maritime Trades, San Francisco Port Council (2)
Morris Weisberger, 1
Brandon Tynan, 1

Maritime Trades Dept. So. Calif. Ports Council (2)
Mike Worley, 1
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Metal Trades Council, Bay Cities (2)
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Retail Clerks, S.W. States Council (2)
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Russ Pool, 1
Joseph Grigsby, 1

Carpenters, L.A. Dist. Council (2)
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Bill E. Perry, 1

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Iron Workers, District Council of (2)
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Richard Zampa, 1

Laborers, So. Calif. Dist. Council (2)
Ray M. Wilson, 1
Louie Bravo, 1

Ladies Garment Workers, Pacific-Northwest Dist. Council (2)
Mattie J. Jackson, 1

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