

Proceedings

Seventeenth Convention

**Los Angeles
October 11–13, 1988**

CALIFORNIA LABOR FEDERATION, AFL-CIO

John F. Henning, Executive Secretary-Treasurer

417 MONTGOMERY STREET, SAN FRANCISCO



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CALIFORNIA LABOR FEDERATION, AFL-CIO**

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

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In Memoriam

*Jacque Darracot Carrel
Office and Professional
Employees No. 3
San Francisco*

*Ray Castell-Blanch
Marin County Central
Labor Council
San Rafael*

*Frank Drozak
Seafarers International
Union
San Francisco*

*Jack Goldberger
Newspaper and Periodical
Drivers No. 921
San Francisco and
California Labor
Federation, AFL-CIO*

*George Johns
San Francisco Labor
Council
San Francisco*

*Roscoe Jones
Air Transport Employees
No. 1781
Burlingame*

*Kenneth E. Lord
Oil, Chemical and
Atomic Workers No. 1-128
Long Beach*

*Wendell J. Phillips
Bakery Wagon Drivers and
Salesmen No. 484
San Francisco*

*Dorothy Polletta
Office and Professional
Employees No. 3
San Francisco and California
Labor Federation, AFL-CIO*

*Wally Sanford
Plumbers and Pipefitters No. 250
Los Angeles*

*George Smith
Bartenders and Culinary
Workers No. 340
San Mateo*

*Morris Weisberger
Sailors Union of the Pacific
San Francisco and California
Labor Federation, AFL-CIO*

*Charles Yelkey
Amalgamated Transit Union No. 256
Sacramento and California
Labor Federation, AFL-CIO*

PROCEEDINGS of the Seventeenth Convention

FIRST DAY

Tuesday, October 11, 1988

MORNING SESSION

Call to Order and Opening Ceremonies

The Seventeenth Biennial Convention of the California Labor Federation, AFL-CIO, was called to order at 10:30 a.m. by William R. Robertson, Executive Secretary-Treasurer of the Los Angeles County Federation of Labor, AFL-CIO, who served as Temporary Chairman of the Convention.

After welcoming the delegates, Temporary Chairman Robertson called on Sally Stevens, a member of AFTRA and the Screen Actors Guild, for the singing of the National Anthem. Vocalist Stevens was accompanied by Donna Davidson on the piano. Both performers, Temporary Chairman Robertson noted, are members of the local AFTRA board.

Next, the Eagle Scouts Apache Chapter of the Arrow led the Convention delegates in the Pledge of Allegiance to the Flag.

Temporary Chairman Robertson then called on Father Gary Smith of Our Lady of Solitude Church and Staff Organizer for the United Neighborhood Organization, who gave the invocation.

Mayor Tom Bradley, who was scheduled to welcome the delegates to the city at the morning session, would speak at the afternoon session instead, Temporary Chairman Robertson announced.

Temporary Chairman Robertson told the delegates that he was gratified to see many union representatives assembling from throughout the state in preparation for an intense political campaign to get out the vote on election day, November 8th.

Under the leadership of Secretary-Treasurer Jack Henning and President Al Gruhn of the California Labor Federation, working together with the central labor councils and unions in the state, Labor, he said, will ensure a victory in California for Democratic candidate Michael Dukakis campaign in California as labor liaison.

Temporary Chairman Robertson then wished

the delegates well in the long days of work ahead and proceeded to introduce Federation President Albin Gruhn to formally open the Convention.

President Gruhn spoke as follows:

Formal Opening of the Convention ALBIN J. GRUHN President of the California Labor Federation, AFL-CIO

Delegates, I do declare this 17th 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 the Federation, I wish to thank the officers and staff of the Los Angeles County Federation of Labor as well as the officers and staff of this Federation who have assisted in carrying out the numerous details in preparation for this 17th Convention of our Federation.

Thanks to Sally Stevens, a member of the local and the national AFTRA boards for the singing of the National Anthem; and to Donna Davidson, a member of the local AFTRA board, for being the accompanist; to the Eagle Scouts, Apache Chapter Order of the Arrow for the presentation of the flag; to Father Gary Smith of Our Lady of Solitude Church, and staff organizer for the United Neighborhood Organization for that inspiring invocation.

Thanks to Bill Robertson for his remarks. I wish to take this opportunity to express our deep appreciation to our Vice President Bill Robertson for his dedicated service to our Federation and his untiring service as the executive officer of the Los Angeles County Federation of Labor.

As we begin this 17th Convention of the California Labor Federation, AFL-CIO, it is fitting that we again remind ourselves of the historic struggles of our unions, their leaders and their members in bringing democracy, human dignity, decent wages and fringe benefits and working

conditions to the workers of this country.

The Statements of Policy that have been submitted to you at this Convention from the Executive Council clearly spell out organized labor's positions for continued improvement and expansion of programs and legislation, not only for our members, but for all workers and for all of the people. The ability of organized labor to obtain these objectives will depend in a large part on how effective we are in the arena of political action.

There are only 28 days left between now and election day, November 8th. Organized labor in California can and will do its full part in helping to elect Michael Dukakis as the next President of the United States.

The votes of members of organized labor and their families can make the difference and give California's 47 electoral votes to the democratic ticket of Michael Dukakis and Lloyd Bentsen. We can also help to elect Leo McCarthy as California's new U.S. Senator and win a smashing victory for Proposition 97, the initiative to restore Cal-OSHA, to save lives and make the workplace safe in the state of California.

It is also vital that we elect greater numbers of labor-endorsed candidates to Congress and our State Legislature. From now until November 8th, we must be sure that our members and their families are fully informed on the issues, that they understand the differences between candidates, and that they exercise their right to vote.

Bush's Record

For example, let's look at George Bush's record when he was in the House of Representatives, back in the 60's. He had a five percent Right voting record on AFL-CIO legislative issues. Only five percent Right. No wonder he is so upset about liberals in this country.

In this Presidential campaign Bush is charging Michael Dukakis of being a liberal, as if that was something subversive.

His running mate, Senator Quayle had a nine percent Right voting record on 129 votes on AFL-CIO legislative issues during his Senate career. Senator Quayle is an ultraconservative. Of course, Bush has tried to act as the moderate, but Bush is also an ultraconservative.

In 1964 when Barry Goldwater was running for president, Bush went all out in the state of Texas campaigning for Barry Goldwater. He also ran for the Senate at that time and was defeated by Yarborough.

Let's look at the voting records of the California candidates running for the United States

Senate.

When he was in the Legislature of California, Leo McCarthy had 152 Right votes and 16 Wrong votes, for a record of 90 percent Right on California AFL-CIO legislative issues.

In the committees of the State Legislature, where many of the bills either are defeated or moved along, he had 31 Right and only one Wrong for a 97 percent voting record.

Senator Pete Wilson's voting record in the United States Senate on AFL-CIO legislative issues, was 9 Right, 61 Wrong, or a voting record of 13 percent Right.

This is the kind of information that we must get to our membership and their families so they'll know the issues and voting records and the real thinking of these candidates.

Dukakis Endorsed

The AFL-CIO has made an extensive study of Michael Dukakis's record. The AFL-CIO endorsed him for President based upon his policies and his record on issues that are so vital to the labor movement. Michael Dukakis has repeatedly said that our future is our work force. He knows and appreciates what the labor movement has meant to working Americans. Michael Dukakis has a plan for America's future, and a partnership with American workers is the cornerstone of that plan.

Labor certainly has been given no partnership in Washington during the Reagan-Bush Administration. Labor has been cast aside as virtually a nonentity in this great country of ours despite the fact since its founding our trade union movement has been in the forefront in fighting for better laws and better conditions for all the people of this country.

Dukakis is for secure jobs, as one of his first priorities. This means good jobs and good wages for every American. Not the kind of new jobs that Reagan and Bush and Quayle brag about ... jobs with poverty wages and no fringe benefits.

Good union jobs have been lost and exported to low-wage countries while workers in so-called new U.S. jobs have to be subsidized by welfare in order to maintain a meager existence. What a sad state of affairs in this country of ours.

Adequate plant closing notification remains a live issue in this campaign. Congress finally passed plant closing legislation by such an overwhelming margin that it forestalled a Reagan veto.

The Reagan-Bush Administration had blocked action on this issue for years.

During the period 1981 to 1988, millions of

Americans' best paying industrial jobs were wiped out by the unfair trade practices of other nations. In the same period, when millions of workers were devastated by plant closings and layoffs, Michael Dukakis was a strong advocate of fairness for U.S. workers and supported adequate plant closing notification. Mike Dukakis knows when the actions of other nations take advantage of American workers.

Health Insurance in Massachusetts

Michael Dukakis also supports continued health care coverage for laid-off workers, paid for by their employers in instances of plant closings.

Governor Dukakis recently won approval of a landmark law in Massachusetts which provides basic health insurance for every resident who is not otherwise protected. Thanks to the foresight and commitment of Mike Dukakis, Massachusetts is the first state to take this important step.

Michael Dukakis also is for greater investment in badly needed construction and repair of roads, bridges, rail, airport facilities, mass transit and other projects that serve public safety, welfare and convenience that would create hundreds of thousands of construction and manufacturing jobs in this country.

He renewed a commitment to federal aid for education and restoration of funding to help give American children the best possible schools. He supports a federal teacher excellence fund and additional low interest loans to help workers' children attend college. It is virtually impossible for the average worker's family to attend a college due to vastly increased costs of higher education.

This labor movement of ours has fought for excellence in our public education system which requires adequate funding and adequate salaries for our teachers to give them the income they deserve for the time they put into their own education in order to carry on the important professional work of educating our children.

Michael Dukakis is also for worker protections, including safeguards to protect workers' rights, to join a union, full political rights for government employees, for prevailing wage protections for building and construction workers, stronger job safety and health laws, including the right-to-know about dangerous substances at the job sites.

Dukakis is for more effective enforcement of the occupational safety and health law and swift, stern punishment of violators. We all know what the Reagan-Bush Administration did to Federal OSHA with its lack of enforcement and lack of

adequate funding. We also know that the Reagan-Bush Administration failed to provide low-cost housing and the construction and rehabilitation of apartments for rent and homes for purchase within the financial reach of low-and middle-income families.

Dukakis also supports a family needs package, including affordable, quality child care for families with single parents and families in which both parents work. He supports adequate leave to meet parental responsibilities as well as serious family illness.

These are the things that our endorsed candidate stands for. He's a liberal. That's terrible, according to Bush. These are the things we stand for, to make a better life for our members, for their families and for all Americans.

We're in a very crucial time in this country of ours. I remember the depression years of the 30's which was preceded by the bashing of our unions with the American plan during the 1920's. Prior to the Great Depression when the Republican administration said there were going to be two cars in every garage and a chicken in every pot. Instead our citizens wound up on bread lines with people asking, "Brother, can you spare a dime?"

Today, under the Reagan-Bush Administration we find our national debt the largest ever. Our national trade deficit is over 400 billion dollars and growing every year by over 100 billion. If this trade deficit keeps up, by the end of the 90's, we'll have a trillion dollar debt owed to foreign countries. Just think of the billions of dollars taxpayers will have to pay in interest on this debt. That takes the needed money away from the resources needed to develop and rebuild the infrastructure of our country.

Letter Tells the Story

I'd like to take this opportunity to read from this letter I received in the spring of this year. It says, "The average American family is less than four months away from homelessness in the face of a catastrophic illness or the loss of a job by the principal breadwinner. The average family will be living on the streets in less than 16 weeks."

In less than 16 weeks, and Mr. Bush and Quayle say everything's wonderful.

The letter goes on, "Shelters now report that the biggest growth in people needing a place to sleep is among the people who are working. Almost without notice, we have become a society in which industry and the willingness to work no longer guarantees a family shelter, food and health care.

"One quarter of our nation's children live in

poverty. For the first time in our history, most of the people who are poor are children, and over one million children are homeless today, half of them under the age of five.

"Just a few short years ago, these statements would have been unthinkable, but now, painfully, they are true for every part of our country, including here in the San Francisco Bay Area.

"We used to consider ourselves a society with a social safety net, people who were very troubled, who still need assistance and between the government and the efforts of private charity, their needs could be met. That just isn't true anymore. Many of the people living in cars or eating at soup kitchens are the working poor, and even worse, we are beginning to see signs of a growing skepticism that anything can be done about such conditions."

Undoubtedly Bush or Quayle would say this is a letter from a wild-eyed liberal who doesn't know what's going on in the social and economic structure of this country.

The letter was from Archbishop John R. Quinn of the Catholic Archdiocese of San Francisco.

I would also like to read from an article appearing in the October 9, 1988 issue of a Los Angeles newspaper:

"Our friends are homeless. Our children. It's hitting the middle class that thought this would never happen to them."

The title of the article is, "Middle Class Not Immune to Spread of Homelessness."

Our country is truly in crisis. Labor has its political action job to do in the days between now and November 8th and the way to do it is by one-on-one contact with our members and their families. It's the key to the success of this education and get-out-the-vote program. Let's all do our part to assure a great victory for workers and their families on November 8th. Remember, every vote counts. One, two or three additional votes per precinct can assure victory for labor-endorsed candidates in a very close election, and this could be a very close election from all the reports that we're hearing.

There are approximately 25,000 precincts in the State of California; so if you get four additional people to the polls who are our members and their families, you get 100,000 more votes. Mayor Bradley lost by less than 100,000 votes when he first ran for election as Governor.

If we had four or more labor votes for our endorsed candidates in these precincts in the 1982 general election, we wouldn't be experiencing what we're going through today in this state,

including the struggle Jack Henning carries on under adverse conditions, fighting for the legislative program of labor in Sacramento.

As part of my opening remarks to this Convention, I wish to express my appreciation and that of the delegates, I'm sure, to our Executive Secretary-Treasurer, Jack Henning, for his dedicated and untiring service and work for this Federation; for his leadership in coordinating the legislative program of this Federation and its affiliate organizations in Sacramento, and also, Jack, for your all-out efforts and leadership in respect to restoring Cal-OSHA.

As Bill Robertson said when we looked at the potential in getting the initiative on the ballot in the first place, it took many, many contacts and coordination, and we were successful. Jack, I believe we finally got about 700,000 signatures in the State of California, way above the amount we needed to qualify.

Then came the matter of getting the finances so we could carry out the program of getting the signatures and also the matter of winning this campaign and having a smashing victory on November 8th for Proposition 97.

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

I'm continuing to serve as organized labor's representative on the State Job Training and Coordinating Council, and as a member of its operations and oversight committee, assisting our local organizations relative to Title III training funds needed to assist workers affected by plant closures and mass layoffs.

I'm also serving as a member of the Executive Committee of the California Industry and Education Council, as a trustee of the Northern California World Affairs Council. I served as co-chairman of the California Conference on and Apprenticeships Recommendation Committee, as a vice-president of the Consumer Federation of California and as a member of the California Employment Training Panel Research Advisory Council.

I have attended and been a participant in many meetings and conferences of this Federation as well as conventions, demonstrations and conferences of affiliated organizations, and in attendance at meetings with labor and government officials from various foreign countries.

It has been an honor and a privilege to serve you as your President. In closing my remarks, I'd also like to thank all of the officers of this Federa-

tion for their support and cooperation, and let us always remember that in unity there is strength. United we stand, divided we fall, an injury to one is an injury to all.

Yes, it is a union that brought us together here, and it is a union that makes us strong. Thank you very much.

(applause)

Convention Photograph

Having concluded his remarks, Chairman Gruhn announced that a Convention photograph would be taken. Following the taking of the photograph, he called on the escort committee for Speaker of the Assembly, Willie L. Brown, Jr.

Escort Committee for

Speaker Willie L. Brown, Jr.

Chairman Gruhn announced the Committee as follows: Vice Presidents Steve Edny, Ophelia McFadden, Billy Joe Douglas, Paul Dempster, Tom Stapleton and William Ward.

The Escort Committee then escorted Speaker Brown into the Convention hall.

Chairman Gruhn next called on Secretary-Treasurer Henning, who introduced Willie Brown to the delegates.

Address

HONORABLE WILLIE L. BROWN, JR. Speaker of the California Assembly

The delegates, at the request of Speaker Brown, remained silent for one minute in memory of Assemblyman Curtis Tucker who had recently passed away.

Speaker Brown reminded the delegates that at the time of the Democratic Convention at Atlanta this summer, the party enjoyed a 17 point advantage in the polls, due largely to the choice of quality candidates and the help of organized labor.

By working together, he said, we have a great opportunity to make that advantage a reality come true over the next three weeks.

Speaker Brown told the delegates that the words of Sam Gompers, "reward your friends and punish your enemies" were never more true today. Thirty years ago, he said, when William Knowland tried to destroy the union movement, labor responded with a landslide victory at the polls.

"In 1958 when the votes were counted," he said, "Pat Brown had been elected Governor and that was the third time in this whole century that a Democrat had been elected to the Governorship by more than a million votes.

"Clair Engle had been elected to the U.S. Senate and both the Senate and Assembly were in the

safe hands of Democrats. . ." he said.

Organized labor had been effective in overcoming the robber barons of the past, he said, when Herbert Hoover's promises of prosperity during the 1930's turned into a nightmare for working people. Only the House of Labor talked about social programs and social movements.

The depression presented a great opportunity, he said, for the Democratic Party, led by Franklin Roosevelt, to come forth with programs like social security, unemployment benefits, safety programs and child labor laws. No longer would strikes and organizing activities become capital crimes as the courts and lawmakers took a new look at the difficulties of working people, he pointed out.

The modern day robber baron, he said, is Ronald Reagan. Reagan went about destroying those institutions and ideas we believe in, he said, and that began with the demise of PATCO, the Air Traffic Controllers Union.

"It doesn't shock me that I see 3.5 million people homeless in the streets of America, many of them in the State of California," he said. "It doesn't shock me that there are entire families there. What else would you expect when the subsidized housing program is cut by 78 percent in this administration.

"It doesn't shock me, when I find that now there's the necessity for police officers and FBI people to check on politicians. After all, that standard was set at the national level when the most indicted and corrupt administration since Warren G. Harding is currently in place in Washington, D.C."

The mini-version of Ronald Reagan is in our own state capitol, Speaker Brown told the delegates. Governor Deukmejian is doing the same horrible things to organized labor on the state level that Reagan is doing on the federal level, he said. The Governor abolished Cal-OSHA and we are going to see to it that Proposition 97 passes, he promised.

Just as labor delivered the goods for Cecil Green in the 33rd State Senate District by walking precincts and staffing phone banks, there will be many more victories for working people in November, he predicted. He praised Democratic candidates like Bob Epple, Willard Murray and Rick Thierbach, labor-endorsed candidates who will win, he said. The way to stop a William Duplissea and his contracting out program, he said, is to beat him with a quality candidate at the polls. Labor-endorsed Ted Lempert is the quality candidate who can do that.

The opportunity is there, Speaker Brown said,

All we need to do is pretend it's 1958 again, as though we were facing William Knowland again. With a little work, we can accomplish the goals we need to reach in 1988, he promised.

APPOINTMENT OF CONVENTION COMMITTEES

Following Willie Brown's address, Chairman Gruhn called on Secretary-Treasurer Henning to read the names of the members of the Convention Committees as appointed by the President:

Committee on Credentials

Loretta Mahoney, Chair, Hotel, Motel & Restaurant Employees & Bartenders, Local 18, Santa Rosa.

Solomon Ayoob, Marine Firemen's Union, San Francisco.

John Bigelow, Ashland Firefighters, San Lorenzo.

Janice Borunda, Los Angeles Union Label Council, Los Angeles.

Preston Epperson, U.F.C.W. Butchers No. 532, Vallejo.

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

Michael J. Hartigan, Communications Workers No. 9400, Paramount.

Carol Jensen, Service Employees No. 660, Los Angeles.

Harry Jordan, Laborers No. 89, San Diego.

Ronald J. Lind, U.F.C.W. No. 428, San Jose.

Armando Lopez, Laborers No. 652, Santa Ana.

John Moreno, Glass, Pottery, Plastics No. 82, San Ramon.

Carole Sickler, Office Employees No. 30, Los Angeles.

Barbara Symons, I.B.E.W. No. 1245, Walnut Creek.

Peggy Turner, Hotel & Restaurant Employees & Bartenders No. 50, Hayward.

Committee on Constitution

Jack McNally, Chair, I.B.E.W. No. 1245, Walnut Creek.

Cass Alvin, United Steelworkers No. 1304, Emeryville.

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

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

Ray Foreman, Southern California Pipe Trades Council, Los Angeles.

Harry Ibsen, CWA District Council No. 9, Sacramento.

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

George McCartney, Seafarers Atlantic & Gulf, San Francisco.

Ophelia McFadden, Los Angeles County Employees No. 434, S.E.I.U., Vernon.

Miles Myers, California Federation of Teachers, Burbank.

Ken Orsatti, Screen Actors Guild, Hollywood.

Stephen Rodriguez, U.F.C.W. Retail Clerks No. 870, Hayward.

Jack Stowers, San Bernardino & Riverside Counties Central Labor Council, Riverside.

Ed Turner, Seafarers-Steward Division, S.I.U., San Francisco.

John Valenzuela, Laborers No. 585, Ventura.

Committee on Legislation

Edward C. Powell, Chair, California State Theatrical Federation, San Francisco.

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

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

James B. Gordon, Jr., Communications Workers No. 9422, Hayward.

Robert Hanna, California State Council of Carpenters, Sacramento.

Dolores Huerta, United Farm Workers, Keene.

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

Dallas Jones, Los Angeles County Firefighters No. 1014, South Gate.

Maura Kealey, California State Council of Service Employees, Sacramento.

Patti Meritt, Culinary Workers and Bartenders No. 814, Santa Monica.

Jim Quillin, California Conference of Machinists, Oakland.

Charles J. Reiter, California Region Public Employees District Council of Laborers, Sacramento.

Richard C. Robbins, Electrical Workers No. 465, San Diego.

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

John L. Smith, Laborers No. 1184, Riverside.

William Ward, Lathers No. 88, Oakland.

Huerta Unable To Serve

Secretary-Treasurer Henning noted that Dolores Huerta, having suffered an assault by San Francisco police at a peaceful rally and needing to undergo emergency surgery, was still recovering from the ordeal and unable to attend the Convention.

He then continued to announce the Committee appointments:

Committee on Resolutions

Jerry P. Cremins, Chair, State Building & Construction Trades Council, Pasadena.

Louie Bravo, So. California District Council of Laborers, Los Angeles.

Margaret Butz, United Public Employees, No. 790, SEIU, Oakland.

Val Connolly, Hotel & Restaurant Employees No. 340, San Mateo.

Joseph S. Francis, San Diego-Imperial Counties Central Labor Council, San Diego.

Wayne Harbolt, Sacramento Central Labor Council, Sacramento.

Floyd E. Henke, Electrical Workers No. 11, Los Angeles.

Don Hunsucker, U.F.C.W. Retail Clerks No. 1288, Fresno.

Lawrence Martin, California State Conference of Transport Workers, San Francisco.

Steve Martin, Alameda County Central Labor Council, Oakland.

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

Steve Nutter, Southwest District Council of Garment Workers, I.L.G.W.U., Los Angeles.

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

Raoul Teilhet, California Federation of Teachers, Burbank.

William Waggoner, Operating Engineers No. 12, Los Angeles.

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

Committee on Rules And Order of Business

Steve Edney, Chair, United Industrial Workers Cannery Division, Wilmington.

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

Bob Anderson, Air Transport Employees No. 1781, Burlingame.

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

William K. Howard, Motion Picture Costumers No. 705, Hollywood.

Phyllis Kern, Office & Professional Employees No. 3, San Francisco.

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

Max Mont, AFSCME No. 800, Los Angeles.

Don R. Payne, Northern California District Council of Laborers, Richmond.

William Sauerwald, Painters District Council No. 36, Los Angeles.

Richard Sawyer, Santa Clara County Central Labor Council, San Jose.

Penny Schantz, Service Employees No. 415, Aptos.

John Strickland, Communications Workers No. 9588, Colton.

James Tatum, Operating Engineers No. 501, Los Angeles.

Paul Varacalli, United Public Employees No. 790, SEIU, Oakland.

James Wood, Los Angeles County Federation of Labor, Los Angeles.

Committees Approved

Secretary-Treasurer Henning's motion, duly seconded, to accept the committees as appointed, was carried.

Claude Blackey Evans Nevada State AFL-CIO

Secretary-Treasurer Henning introduced Claude Evans, the executive officer of the Nevada State Federation who wished the delegates well in their deliberations.

Brother Evans noted that the Idaho State Federation, boasting 97 percent affiliation of its state's locals, was very involved in the campaign to elect Michael Dukakis president.

Recess

Chairman Gruhn then recessed the Convention at 12 noon, to recovene at 2 p.m.

AFTERNOON SESSION

Chairman Gruhn called the Convention to order and asked Secretary-Treasurer Henning to

introduce the next speaker, Lloyd Aubry, State Labor Commissioner.

Address
LLOYD AUBRY
Labor Commissioner
State of California

Commissioner Aubry told the Convention delegates that he wanted his remarks to include a description of the kinds of enforcement his office does, the relationship between the Labor Commissioner's office and organized labor and a discussion of the legislative bills his office has been working on.

Union members, he said, cannot use the wage claim process of the Labor Commissioner's office as a result of an earlier court decision. He is forced to dismiss wage claims when his office receives them, he told the Convention delegates, because of this decision.

Commissioner Aubry told the delegates that labor unions that are not construction unions, can utilize the procedures of the Labor Commissioner's office in regard to "retaliation" sections of the state labor code that make it illegal for employers to discriminate and retaliate against employees for such actions as contacting his office, or retaliation for serving on jury duty, for revealing wages, for engaging in political activities, and if a public employee, retaliation for refusing to work because of an unsafe working condition. He promised an investigation and if necessary, a hearing.

Commissioner Aubry told the delegates he has issued pamphlets on the rights of agricultural employers and employees. The publications speak of overtime rights, record-keeping responsibilities and the farm labor contractor's responsibilities.

There is also a pamphlet on child labor his office distributed that is an extensive guide to the state and federal laws in California.

The Commissioner cited statistics that show how his office is enforcing workers' compensation violations. The figures are up 42 percent in citing people for not having workers' compensation when they should, he said. Child labor citations are up 37 percent, and cash pay citations are up 26 percent, he said. The number of public works cases his office has handled in the last 3 years has doubled as has the number of fines, he claimed.

When he first took office, he said, his office had been heavily criticized for taking too long in handling wage claim cases and he has responded with an effort to reorganize and streamline the process and settle cases as quickly as possible.

The Governor's last budget added 14 and a half

people to the Labor Commissioner's staff, he cited.

The Labor Commissioner's office has added Sections 1025 and 1028 to provide protections for persons involved in drug rehabilitation programs, he said. They've increased misdemeanor penalties for child labor violations and extended the statute of limitations for filing discrimination complaints under the Health and Safety code, he said.

Assemblyman Floyd authored a bill, he pointed out, that requires the Labor Commissioner to hold hearings within 90 days of the determination to go to a hearing.

The bond for farm labor contractors has been increased from \$5,000 to \$10,000, he noted.

His office has also created a Public Works Advisory Committee on which a number of union members sit, including Jerry Cremins of the State Building and Construction Trades Council.

He summed up by telling the delegates:

"The point that I'm trying to make here is that there are a number of areas where we can work together, where legislation has been enacted that was supported by the Labor Commissioner, the Deukmejian administration, and the Federation, and I hope that that would continue."

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

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

Chairwoman Mahoney reported as follows:

"Thank you, Mr. Chairman and Brother Henning. This is a partial report, and it's the additions and deletions, starting as of October 3rd:

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

Report Adopted

"Mr. Chairman, this is a partial report of the Credentials Committee, and I move its adoption."

The motion was seconded and carried.

Chairman Gruhn next called on Secretary-Treasurer Henning who commended the work of union artists contributing to the exhibit in the adjoining foyer area.

**Recognition of
Union Artists
John F. Henning
Executive Secretary-Treasurer**

“Mr. Chairman, delegates, you may have noticed in the outer lobby, works of art and paintings, and I think you should know the background. I have here a statement on the history of those works given me by the Los Angeles County Federation of Labor.

“Every year for the past nineteen, the Los Angeles County Federation of Labor directs the attention of the community to the cultural and creative talents of workers by sponsoring a union artist exhibit.

“This is a spectacular exhibit of paintings, sculpture and photography done by union members and their families. I should note that tradition was started by the late Sid Horowitz and continued by Bill Robertson. This is a cultural contribution that the Federation makes to the community.

“Thousands of people see it during the month that it is on display in the bridge gallery at Los Angeles City Hall, and we think it has a most positive image for labor. We are fortunate to have a small collection of these paintings and photographs on exhibit in the foyer area of this Convention for your enjoyment.

“You should note that the California Labor Federation of Labor asks the Los Angeles County Federation to provide the paintings of union members for your review and for your appreciation.

“We are also honored to have some of the artists in attendance today. All could not be here because of their work, but some have arranged their schedules to be with you, and now, I would like to call on those individuals who are with us today, and I know that you appreciate their talents, and you appreciate the dedication they have given to this union art exhibit.”

He then introduced the artists who were present as follows:

Sharon Dellamarie AFSCME Local 3143.

Anna Elisa, Screen Actors Guild.

Hal Heimlick, Screen Actors Guild.

Stanton Manolakas, Musicians Local 47.

Ernest C. Miller, Hotel Employees and Restaurant Employees Local 11.

Judith Peters, Bakery and Confectionery Workers Local 37.

Chuck Sheehan, PATCO.

Ralph Travis, Los Angeles City Fire Fighters Local 112.

Dan Wiesendanger, Bakery and Confectionery Workers Local 37.

Secretary-Treasurer Henning noted that in addition to the artists he had just introduced, there were others who could not be present.

Those artists not present who had contributed to the Los Angeles County Federation of Labor's union art exhibit were:

Greg Baird, Sign Painters Local 831.

Judith Chandler, Bakery, Confectionery and Tobacco Workers Local 37.

Victor Czerkas, Scenic and Title Artists Local 816.

Belle Feinzimer, Office and Professional Employees Local 30.

Gary Franklin, A.F.T.R.A.

Chris Katko, Office and Professional Employees Local 30.

Denny Macko, Photographers Local 659.

David Steitz, United Teachers of Los Angeles.

Bob Anton, Los Angeles City Fire Fighters No. 112

Elsa Wagner, Cabinet Makers Local 721.

Late Resolutions

Secretary-Treasurer Henning continued:

“Mr. Chairman, delegates: We have late resolutions submitted. First, by Machinists Automotive Trades District Lodge 190, Oakland, **Increasing Contacts and Trust Between the World's Unions.**

“The next five have been submitted by the Central Labor Council of Napa and Solano Counties.

“**Increasing Contacts and Trust Between the World's Unions.**

“**Bring ‘May Day’ Back Home to the U.S.**

“**Protect Union Rights in South Korea and Pittsburgh, California.**

“**Release of Imprisoned Arab Journalists.**

“**Free Chilean Trade Union Leaders**

“We have one other resolution

“**U.S. National Maritime Policy**, introduced by Sailors Union of the Pacific, Marine Engineers Pacific Coast District, Marine Firemens Union; Seafarers, Atlantic and Gulf District, Master, Mates and Pilots.”

Motion Carried

“Mr. Chairman, I move that these late resolutions be accepted.”

Secretary-Treasurer Henning's motion, duly seconded, was carried.

Escort Committee for Mayor Tom Bradley

Chairman Gruhn announced the Escort Committee for Mayor Tom Bradley:

Ken Orsatti, John Valenzuela and Steve Edney, all vice presidents.

Chairman Gruhn next called on William Robertson, secretary-treasurer of the Los Angeles County Federation of Labor for an introduction of the next speaker, Mayor Tom Bradley of the City of Los Angeles.

The Committee then escorted the Mayor into the Convention Hall.

Address TOM BRADLEY Mayor of Los Angeles

Mayor Bradley welcomed the delegates to Los Angeles. He pointed out that he had enjoyed a 25 year friendship with organized labor, a relationship of which he was very proud.

He recalled joining with the labor movement on the fight for prevailing wages and the struggle to achieve comparable worth for women workers in the employ of the City of Los Angeles. They have enjoyed a 10 to 15 percent boost in their wages, he said.

Mayor Bradley reminded the delegates that he once predicted if George Deukemejian were elected Governor, it would spell the end of an effective Cal-OSHA plan. We cannot rely on the feeble program of federal OSHA for worker safety and health protection, he said. Now we must sell the voters on passage of Proposition 97. Labor has done a wonderful job in collecting the signatures needed for putting the initiative on the ballot, he told the Convention delegates.

Our task now is to get the registered voters out to vote on election day, he said.

Mayor Bradley then criticized George Bush on his so-called law and order record.

"He is a man who claims to be a law and order candidate. Sounds very strange to me, and I think we ought to point out there have been over 60 indictments of his own administration over the last eight years. That doesn't sound like very good law and order to me."

Mayor Tom Bradley told the delegates that a drug and narcotics task force composed of various federal and state agencies had been focused on drug trafficking in the State of Florida. When the traffickers moved their operations to southern California, he asked the Reagan-Bush administration to send a strike task force here similar to the one sent to Florida.

The Reagan administration's response was to send only 8 additional agents to southern California. Los Angeles has 169 drug enforcement agents, he said, while Miami has over 380 and New York City about 300.

That doesn't sound like law and order to a lot of people, he said.

Organized labor must buckle down and push Dukakis over the top, Mayor Bradley said. We can do it and "I'm confident we can bring Leo McCarthy into the United States Senate too.

"We can look forward to a nation of the 1990's," he said, "that cares about the common people in this country, that has sensitivity and understanding about their needs, that knows that there are needs all the way across the board from education to housing, to clean air and clean water."

Secretary-Treasurer Henning then called on Gwen Newton, executive officer of Office Employees No. 30 at Los Angeles for her remarks.

CITY OF HOPE Gwen Newton, Secretary Office Employees No. 30

Sister Newton told the Convention delegates that the members of her union who are employed at City of Hope are not being afforded the child care they sorely need the deserve.

"Many of our members are women, single heads of households who live from hand-to-mouth, doing the best that they can to provide food and shelter for their families. Obviously, the next question is, when did humanitarianism go out the door at City of Hope?" she asked.

"As you know, child care costs are presently out of reach for most American couples. The medium earnings of a man working full-time in 1986 was \$19,400.

"Child care for two children gobbled up 30 percent of that salary, or almost \$6,000. For women, it was even worse. The medium income was less than \$13,000. Almost daily, there are reports of children who face life-threatening situations because of inadequate child care arrangements.

"It is unreasonable and an unfair posture that the administration of the City of Hope has exacerbated this already difficult problem for our members," she charged.

The situation at the City of Hope is a disgrace, she said.

The institution refused to negotiate, she

charged, and when it claimed economic hardship, Local 30 won the arbitration.

Secretary Newton asked the delegates to help by writing to administrator Sanford Shapero to protest his union-busting action.

City of Hope cut the hourly rate of Local 30's members without economic or other justification, she said, and requested that the delegates act by telling Shapero to settle with the union.

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

REPORT OF COMMITTEE ON RULES AND ORDER OF BUSINESS Steve Edney, Chairman

Chairman Edney reported as follows:

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 the 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 to — and reported by the Committee on Rules.

4. *Convening the Convention.* The convention shall convene at 9:30 A.M. each day after the opening session which shall convene at 10:00 A.M. It shall recess from 12:00 to 2:00 P.M. each day and recess at 5:00 P.M. each afternoon unless the delegates agree to extend the sessions or to call a special night session by a two third vote of those present and voting.

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 nonconcurrence shall be first on the minority report.

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

8. *Passage of Resolutions and Committee Reports by Convention.* A majority of the delegates present and voting shall be required to act on a committee report or a resolution except the constitutional amendment, which shall require a two-thirds vote of the delegates present and voting. No motion shall be acted upon until an opportunity to speak has been given the delegate making 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 the order named.

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

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

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

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

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

15. *Recognition and Decorum of Delegates.*

(a) Delegates, when arising to speak, shall respectfully address the Chair and announce their full name and 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 shall be entitled to the floor.

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

(d) Any delegate may appeal from a decision of the Chair, without awaiting 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 the opportunity to do so; nor more than twice on the same subject without permission by a majority of the delegates present and voting; nor longer than five minutes at a time without permission by a majority vote of the delegates present and voting.

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

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

announced.

“Mr. Chairman, these are the proposed rules for this Convention. The Committee in its sessions at all times had a quorum present and was unanimously presented to the Convention.

Report Adopted

Chairman Edney's motion to adopt the Committee's report was seconded and carried.

Announcements

Chairman Gruhn called on Secretary-Treasurer Henning for the following announcements:

Secretary-Treasurer Henning noted an exhibit for the State Employment Training Panel on a table next to the United Farm Workers table at the hotel.

The Committee on Resolutions, he said, will meet at 4:30 p.m. in Bunker Hill Room North and the members' names were read.

Delegate Gwen Newton referred to a flyer that had the name and address of Sanford Shapero. She also asked that the delegates contact Abraham Bolsky, chair of the Board of Directors on behalf of Local 30 members.

Recess

Secretary-Treasurer Henning then moved to suspend the rules and recess the Convention. His motion was seconded.

(Whereupon, at 3:55 p.m., the Convention recessed until 9:30 a.m. Wednesday, October 12, 1988.)

PROCEEDINGS of the Seventeenth Convention

SECOND DAY

Wednesday, October 12, 1988

MORNING SESSION

Call to Order

Chairman Gruhn called the Convention to order at 10:10 a.m. He then called on the Reverend J. Benjamin Hardwick of the Praises of Zion Baptist Church, who gave the morning's invocation.

Following the invocation, Chairman Gruhn announced the Escort Committee for Gray Davis, State Controller of California.

Escort Committee for Gray Davis

Chairman Gruhn called the Escort Committee to the platform. The members were named: Wayne Harbolt, Richard Robbins and Cass Alvin, and M.R Callahan, all Vice Presidents of the California Labor Federation.

Chairman Gruhn next called on Secretary-Treasurer Henning who introduced the next speaker, Gray Davis, the State Controller.

Address GRAY DAVIS Controller, State of California

Controller Davis told the delegates how he first began his long association with organized labor in 1973 during the time he worked with Tom Bradley who was then City Councilman.

Years later, he said, with the help of the late Jess Unruh and the labor movement, he was elected to the State Controller's office.

His association with labor has been close, he said. He told the delegates he's been in constant contact with people like Bill Waggoner, Bill Robertson, Jerry Cremins, Max Warren and Jack Henning.

His job as controller, he explained, in addition to paying the state's bills and being the state's auditor, is to serve as the head of the tax system. Being active on the pension funds allows him to make sure enough money is invested in California. He termed it the California First Program.

About 15 cents of each real state pension fund estate dollar is invested in California, whereas

the Japanese have 31 cents of their American real estate dollar invested in this state.

Controller Davis said he wants to increase the percentage California invests in itself.

"This is a good economy to bet on," he said. "The beneficiaries that we serve will be well protected by investments that put Californians to work. So we're calling this a California First Program. We're setting aside 500 billion dollars, and the obligation is to look first in California."

He told of the plans formulated by the Board of Equalization to tax labor's health benefit funds. He pledged to work to ensure that that doesn't happen and such funds remain tax free.

Controller Davis told the delegates how the team concept at the Fremont Toyota-GM plant has produced a car competitive with any in the world market in terms of engineering capabilities.

The team concept was first created at Harvard University, he said, although many people wrongly think it was the invention of Japanese manufacturers. Every worker at the Fremont plant, he claims, has an opportunity to tell management how a better job can be done, "and who knows better than the worker how he can do a better job?" Davis asked.

Labor, he said, is showing management how America can compete in the decades ahead.

With labor's help, Davis said, a bill was passed to allow the hiring of collection agencies to ensure efficient collection of taxes. This is a fine idea for all of us, he said, because "when you don't pay your taxes, you're not cheating some vague abstraction called the State; you're cheating all of us, all of us who want better schools, better roads, better trauma centers. We are the abstraction called the State."

Controller Davis then praised Senator Roberti's Homeless Initiative, Proposition 84. His own bill to help the homeless was vetoed by the Governor.

There is nothing more important on the ballot, he said, than Proposition No. 97, the initiative

that will benefit all working men and women in terms of their health and safety on the job.

The notion that the Federal Government could do a better job than California in protecting workers is just plain wrong, he pointed out.

At Jack Henning's urging, he said, the Controller's office did an audit and learned what everybody suspected: that Cal-OSHA has twice as many inspectors than the federal program; that California has 170 toxic chemicals banned from the worksite that the federal government hasn't even decided whether or not they are dangerous; that the state program can shut down a job immediately if there is a safety or health problem and the federal government has to go to court to get an injunction, and that Cal-OSHA inspectors work with local prosecutors and federal OSHA does not, resulting in over 200 prosecutions throughout the state. Only 13 prosecutions have been made by the federal Justice Dept. since Federal OSHA's beginning, he said.

Davis noted that the Governor's claim that the abolition of Cal-OSHA will save money is a poor idea at best. He pointed out the folly of saving a few dollars in exchange for injuries and lives lost. There will be between twice and eight times as many deaths without Cal-OSHA, he said.

The employers too will feel the sting of the Governor's action when their workers' compensation premiums skyrocket because of increased injuries and deaths at the worksite. The Court of Appeals said he was wrong, Davis noted, as well as the Governor's own Supreme Court. So, now, it's up to labor to get the voters to the ballot box to prove the Governor wrong.

He told the delegates he promised Jack Henning a contribution to the Cal-OSHA campaign of \$5,000 from his own campaign committee.

Labor will get out the vote for Proposition 97, he said, and they will push Dukakis and McCarthy over the top as well.

"You brought us Social Security. You brought us the eight-hour day. You brought us minimum wages. You brought us workers' compensation. You have brought us every progressive change that has occurred in the social agenda in America. And you are stronger now than you have been in years in California. You have more resources at your disposal, more people on the street, more people on the phones, and we can win this election. We can win it with your help," Davis told the delegates.

Chairman Gruhn thanked Controller Davis for his address to the Convention and called on Jack McNally, chairman of the Committee on Constitution, for a report.

REPORT OF COMMITTEE ON CONSTITUTION Jack McNally, Chairman

Chairman McNally reported as follow:

Resolution No. 19 Nomination and Election Procedures

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 20 Federation Vice Presidents

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 21 COPE Endorsement Procedures

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No.22 Per Capita Tax

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Report Adopted

Chairman McNally moved that the Committee's report be accepted. His motion was seconded and carried.

He then moved to accept the report of the Committee as a whole and it was seconded and carried.

Committee Thanked

Chairman McNally then thanked the members of the Committee for their work and read their names. He then requested of the Chair that the Committee be discharged.

Chairman Gruhn also expressed appreciation for the Committee's work and dismissed the members with a vote of thanks.

Next, Chairman Gruhn called upon Secretary-Treasurer Henning who introduced Richie Ross of the Coalition to Restore Safety at Work, for his remarks to the Convention.

Address RICHE ROSS Coalition to Restore Safety at Work Proposition No. 97

Richie Ross told the delegates that in the time

remaining before the election on November 8th, the fruits of his work together with organized labor will be clear to all.

The Coalition, he said, has picked up endorsements for Proposition No. 97 from all areas from the major papers in the state: the American Lung Association, the California Medical Assn., the American Cancer Society and the League of Women Voters, just to mention a few.

The opposition, he pointed out, is underfunded, disheartened and disorganized.

A very recent poll has shown that the support for Proposition No. 97 is two and a half times to one. But, he said, while 46 percent of people said they favor Prop. 97, and only 19 percent were opposed, the large undecided group is worrisome.

We must publicize the cause of the initiative on television, he emphasized, but to do that will cost money. We are \$110,000 short of securing television time reserved for use before the election, he said.

Ross credited the labor movement for tremendous help in raising the money needed to assure passage of Proposition No. 97.

“Operating Engineers Local 3 has been enormously helpful. I know you all are aware of what IBEW 1245 has done, the enormous contribution that Jack McNally’s local has made to this effort — \$200,000 since we’ve started.

“Operating Engineers Local 3 has also played a significant role in providing us with an awful lot of printed material, which many of your friends in the Democratic Party are enabling us to insert into their political mail,” he said.

So, he said, combined with television and “piggybacking” on Democratic slate mailings and with the various editorial endorsements in support of Proposition No. 97, we should be able to achieve a victory for safety and health at the workplace on election day. All that is needed right now, he stressed, is that \$110,000 to guarantee television air time.

Secretary-Treasurer Henning thanked Richie Ross for his remarks and proceeded to introduce Mike Riley, executive officer of Teamsters Joint Council No. 42 in Southern California.

The Teamsters International, Secretary-Treasurer Henning indicated, contributed \$100,000 to the Cal-OSHA campaign, more than any International of the AFL-CIO. He thanked the Teamsters for that contribution.

Address
MIKE RILEY, President
Teamsters Joint Council 42
Los Angeles

President Riley said the Teamsters were glad to be back in the AFL-CIO after a thirty year absence. It was Jackie Presser, he said, at the AFL-CIO Convention in Florida last year, who should be credited with persuading the Teamster General Executive Board to rejoin the AFL-CIO.

All three Teamster Joint Councils will be re-affiliated with the California Labor Federation soon he said. His own Joint Council 42 voted to rejoin the State Federation on Friday and he expected Joint Councils 38 and 7 to do the same when they conduct their elections in November and January.

It is important, Riley said, that labor be organized to fend off the terrible adversaries who are determined to destroy unions in this country.

Secretary-Treasurer Henning thanked President Riley for his remarks and then introduced Nobby Miller, executive officer of Teamsters Joint Council 38 in Central California and chairman of the Teamsters Public Affairs Council for California.

Address
NOBBY MILLER
President, Teamsters
Joint Council 38
Modesto

President Miller also told the delegates how good it was to have the Teamsters back in the AFL-CIO, along with Jimmy Herman and the Longshoremen’s Union.

“It’s high time,” he said, “that labor got it together.”

It was all the way back in the early 1930’s, he said, when Franklin Roosevelt used his office to free labor unions in this country to organize the unorganized and represent their members. At that time, he noted, organized workers reached a peak of 37 percent of the labor force, now dwindled down to 17 percent and heading lower.

It’s ironic, he said, that it was politics that freed the labor movement years ago from the constraints of the corporations and now it’s the politicians who are putting the chains back on. It is obvious, he said, that we now need to be more politically active than ever.

Secretary-Treasurer Henning thanked Nobby Miller for speaking to the delegates and then introduced Chuck Mack of Teamsters Joint Coun-

cil 7 in the northern California area, for his remarks.

**Address
CHUCK MACK, President
Teamsters Joint Council 7
San Francisco**

President Mack told the delegates about several strikes the Teamsters are involved in around the Bay Area, first with Fleming Foods and now with the chain grocery stores. A 17 week strike at Fleming Foods has cost the store approximately 15 to 20 million dollars but the workers went back without a clearcut victory, agreeing to arbitrate some of the issues.

When an employer makes that kind of economic commitment to take on the union, he said, to hire strikebreakers and curtail their own operations, labor had better take note of how serious the owners are about busting the unions.

"While they didn't win that," he said, "it has to give all of us pause for concern. Now as we go into the strike with Lucky and the lockout with Safeway in Northern California, we're again confronted with an employer that has got tremendous economic clout. There's no way that organized labor in the future can deal effectively with those types of companies unless we're coming together.

"We've pooled the resources and the strengths that we have, to be able to go out and deal with those employers. If we do that, we can win. We need to be activists; we need to be aggressive. We need to be militant because that's what the challenges are going to be for the future," he warned.

Chairman Gruhn thanked President Mack for his words and called upon Loretta Mahoney for a report of the Credentials Committee.

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

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

(See completed Roll of Delegates.)

Report Adopted

Her motion to adopt the Committee's report, was seconded and carried.

Committee Thanked

Chairwoman Mahoney then thanked the Committee for its work and read the members' names.

Chairman Gruhn also expressed his apprecia-

tion for the Committee's work and discharged them with a vote of thanks.

**Escort Committee for
Leo McCarthy**

Chairman Gruhn appointed the Escort Committee for Lt. Governor McCarthy: Loretta Mahoney, Jerry Cremins, Bill Robertson, Billy Joe Douglas, Jack McNally and Armando Lopez.

Chairman Gruhn next called on Eddie Powell, chairman of the Legislation Committee for a report.

**REPORT OF COMMITTEE
ON LEGISLATION
Edward C. Powell, Chairman**

Chairman Powell reported as follows:

**Resolution No. 14
Forbid Mandatory Overtime**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 15
Respect for Picket Line Not
Disqualifying for Unemployment
Insurance Benefits**

The Committee's report:

"Mr. Chairman, your Committee recommends the following amendments: In the first 'Whereas,' Line 2, delete the words 'Economic Development' and insert the words 'Employment Development Department.'

"In the third 'Whereas,' Line 2, following the word, 'cross,' delete the word 'and' and insert the word 'an.'

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

The motion was seconded and carried.

Report Adopted

Chairman Powell's motion to adopt the Committee's report as a whole was seconded and carried.

He then expressed his thanks to the members of the Committee and read their names. Having completed all its assignments, the Chairman requested the Committee be discharged.

Chairman Gruhn also thanked the Committee for its work and dismissed the members.

Chairman Gruhn next called on Jerry Cremins,

Chairman of the Resolutions Committee for a report.

**REPORT OF COMMITTEE ON
RESOLUTIONS
Jerry Cremins, Chairman**

**STATEMENT OF POLICY I
The Economy**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 1
Stop McClatchy Union Busting**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 7
United Way of Santa Clara and
Hope Rehabilitation Services, Inc.**

The Committee's report:

"Your committee recommends that in the 4th line of the 'Resolve,' change the word 'defend' to 'defund.' That in the 7th line of the 'Resolve,' the word 'allegedly' be inserted before the word 'fraudulent.' That in the 8th line of the 'Resolve,' the word 'allegedly' be inserted before the word 'illegal.' That in the 9th line of the 'Resolve,' the word 'alleged' be inserted before the word 'numerous.' That the balance of the 'Resolve' following the word 'and' in the 10th line of the resolve be deleted and the following inserted in its place:

"The issue of placing United Way of Santa Clara and Hope Rehabilitation Services, Incorporated on the Federation's Do Not Patronize boycott list, be referred to the incoming Executive Council and Executive Secretary-Treasurer for action in accordance with established procedures and that the incoming Executive Council and Secretary-Treasurer seek the views of appropriate central labor bodies and affiliates in regard to any minimum conditions of employment,' since the same are not in the jurisdiction of the Federation.

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

The motion was seconded.

Delegate Margaret Butz (Service Employees Local 535, Oakland) spoke in support of the resolution and the Committee's recommendation.

The Committee's recommendation was then adopted.

**Resolution No. 12
Living Wage Ordinance**

The Committee's report:

"Mr. Chairman, your Committee recommends the following amendments:

"In the first 'Resolve,' Line 6, following the word 'cities,' insert the phrase 'when requested to do so by concerned local central labor councils.'

"Revise the second 'Resolve,' second line through Line 3, by deleting the phrase 'and to the National Building Trades Department,' since any such recommendation to that department is within the jurisdiction of the State Building Trades Council.

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

The motion was seconded and carried.

**Resolution No. 13
Richmond Safeway Distribution Center
Workers and Neighbors**

The Committee's report:

"Mr. Chairman, your Committee recommends the following amendments:

In the 3rd 'Whereas,' first line, following the word 'worker,' change the word 'and' to 'are.'

"In the 7th 'Whereas,' Line 5, delete the phrase 'such as schools.' Delete all material following the conclusion of item four in the first 'Resolve,' your Committee having been advised such material was included due to a typographical error.

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

The motion was seconded.

Delegate Howard Caine (Actors Equity Association) asked the Chairman a question regarding the status of Safeway, and Chairman Cremins answered the delegate's question.

Delegate Steve Roberti (Contra Costa County Central Labor Council, Martinez) spoke in support of the motion to adopt the Committee's recommendation.

The Committee's recommendation was then adopted.

**Resolution No. 16
Repeal Boycott Sections of National
Labor Relations Act**

The Committee's report:

"Mr. Chairman, your Committee recommends the 'Resolve' be amended to read as follows:

" 'Resolved, This 17th Biennial Convention of

the California Labor Federation, AFL-CIO, states as its position that no State law be passed which would prevent a labor organization from using the means of peaceful picketing against any firms allied with an employer involved in a bona fide labor dispute and requests the national AFL-CIO to reiterate its demand for repeal of all boycott sections of the National Labor Relations Act.'

"Mr. Chairman, as so amended, your Committee recommends concurrence, and 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 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.

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.

This completed the partial report of the Resolutions Committee.

Chairman Gruhn next asked the Escort Committee for Lt. Governor McCarthy to lead the Lt. Governor to the platform.

Chairman Gruhn then proceeded to introduce the next speaker, Lt. Governor Leo McCarthy to the Convention delegates.

Address LEO T. MCCARTHY Lieutenant Governor State of California

Lt. Governor McCarthy praised the labor movement for working hard at registering voters for the upcoming election.

He said he had been trying to get his opponent in the U.S. Senate race, Pete Wilson, to join him in a debate but had not been successful in doing so.

Lt. Governor McCarthy said he is anxious to ask Wilson a lot of questions in front of a million California television viewers. Questions like:

"Pete, why did you vote to cut social security five times and to cut Medi-Care 12 times?"

"Pete, why did you vote against the first major housing legislation to help families acquire their first home? Why did you vote against it on the floor of the Senate and tell a large visiting California delegation of builders and real estate folks that you were going to vote to sustain President Reagan's anticipated veto, and then at the last minute on a voice vote on the Senate when it was clearly going through almost unanimously, you went along and claimed you'd been there all along for that housing legislation when everybody knew that you hadn't been?"

"I'd like to ask Pete why he voted against funding for college loan programs so kids of middle income and lower income families would have a chance to get into education, which has become a pretty high priced item right now.

"I'd like to ask Pete Wilson why he voted against child care back in 1985 and then made a television spot which he started showing in June that said he's for child care, and then finally introduced a bill on August 10th ... saying he's for child care."

Low and middle income families have the same dreams today that people had 40 years ago, he said, but now, when they try to buy a home, it's out of reach and we should be doing something about that.

Mike Dukakis's suggestion that we lift the limit on FHA loan authorizations sounds sensible, McCarthy said.

How can working people get their kids into four year colleges, he asked, when the costs run \$40,000 to \$60,000. That's the kind of problem we need to address. The way to start, he urged, is to get people in the White House and the U.S. Senate who will meet the problems head-on.

The polls that have come out in recent weeks, he pointed out, are encouraging. The presidential

hotline poll says there's a 7 point spread, 41-34. A poll published yesterday by Steve Teichner said it's a 3 point spread, 40-37.

Lt. Governor McCarthy said he was proud to be running on the same ticket as Mike Dukakis and Lloyd Bentsen and predicted we could win it

all, including the restoration of CAI-OSHA, on November 8th.

Recess

Chairman Gruhn thanked Lt. Governor McCarthy for his address and then recessed the proceedings until the hour of 2 p.m.

AFTERNOON SESSION

Chairman Gruhn called the Escort Committee to accompany Attorney General Van de Kamp to the podium.

He then asked Secretary-Treasurer Henning to introduce the Attorney General to the delegates.

Address

JOHN VAN DE KAMP Attorney General of California

Attorney General Van de Kamp said Mike Dukakis is a man of integrity and character, a person who loves public policy, who thinks things through and never does things carelessly. These are traits he has observed, he said, based on his own personal interaction with Dukakis in recent years.

During the upcoming debates, Van de Kamp said, we will have to focus our attention where it belongs, beyond the personalities and on the issues that will affect all working Americans.

It's a strange sight, he said, to see Bush on television talking about understanding working people's problems. For eight years, Bush held the President's coat while federal aid to education was slashed to ribbons. But now, he said, it's an election year and things are different. Bush wants to be the "education President."

"For eight years, he was the cheerleader of an administration that has spoiled the California coast, looked the other way on acid rain, dragged its feet on toxic waste dumps, eliminated funds for clean-up projects like Boston Harbor, and don't forget that," Van de Kamp said.

"Now it's an election year and George Bush says, 'I'm an environmentalist,' and he goes up to Boston Harbor to pin the blame on Michael Dukakis when it's been the EPA that turned down the cleanup of that harbor. For eight years he was the prince of happy talk in an administration that was deaf to the pleas of working mothers and their children."

When Ronald Reagan went after the Social Security trust fund to pay for his voodoo economics, George Bush was at his side. . . we mustn't forget that, Van de Kamp said. When the

Republicans voted to cut future Social Security benefits, it was Pete Wilson, recovering in the hospital from surgery, who had himself wheeled to the Senate floor at Bush's request, to cast the deciding vote.

George Bush, he said, has been the champion of trickle-down economics, tax breaks for the rich and tough breaks for everyone else.

The richest one percent of the population are promised a \$20 billion tax break by the Reagan-Bush administration and the average working American family is offered \$20, he pointed out.

Bush isn't fooling anyone by saying he suddenly would like to see the minimum wage go up, Van de Kamp said. The history is that the Republicans have filibustered in the Senate to keep the minimum wage just where it is, at rock bottom.

We can and must save Cal-OSHA, Van de Kamp told the delegates.

The program has saved hundreds of workers' lives over the years. Did the Governor really think we would sit still while he forced this tragedy on working people, all for a miserable 8 million dollars?" he asked.

Van de Kamp estimated the Governor's decision would cost employers at least \$50 million in increased workers' compensation premium hikes. But more importantly, he said, it will cost lives, and it's already started to do so. The National Safe Workplace Institute, he said, anticipates construction workers are three times more likely to die at work under federal OSHA than under Cal-OSHA.

Attorney General Van de Kamp then gave a check for \$40,000 to Secretary-Treasurer Henning as a contribution to the Coalition to Restore Safety at Work, the Proposition 97 campaign.

"I know you are going to need it in the next two weeks," he said.

Secretary-Treasurer Henning thanked Attorney General Van de Kamp for his address and next introduced Assemblyman Tom Hayden for an address.

Address
TOM HAYDEN
California Assemblyman

Assemblyman Hayden pointed out that both Bush and Dukakis are talking about the same America in their campaigning but they certainly see it from their own perspectives.

For Dukakis, it's an issue of jobs and the economy and for Bush, he said, it's an issue of crime, crime and more crime. Dukakis talks about good jobs, good wages, American jobs, job training, education and better health insurance plans, Hayden said.

Bush's response, he said, is that the status quo is good, that our work is essentially done and Ronald Reagan has achieved greatness for us, so we should defend him. Not so, Hayden said.

The furlough issue is a fraud, Hayden stressed. The whole idea of locking people up as the answer to crime is a fraud. It would be preferable to put people into a job before they go to jail, he said. When everybody is working, crime is down, Hayden said.

How did the administration create 17 million jobs in the private sector in the 1980's? By running up the national debt to 1.6 trillion dollars in the past decade, Hayden asserted. That's Bush's job policy, he said.

We need a jobs program in California, Hayden said. People in community colleges learn a new skill only to find that skill is obsolete when they get out.

Organized labor has to be out front on that issue and Tom Hayden promised to be there shoulder-to-shoulder until we have a "put them to work" solution, not to simply trust in the free market to create new jobs, but a state jobs policy.

Secretary-Treasurer Henning thanked Assemblyman Hayden for his address and then gave his Report to the Convention to the assembled delegates.

Address
JOHN F. HENNING
Executive Secretary-Treasurer
California Labor Federation, AFL-CIO

I would like to speak to you on the political crisis facing the movement. This year, above everything else, is a political year for labor and the nation. Obviously, passage of Proposition 97, to restore Cal-OSHA, is the immediate task before us.

It is true that the Field Poll shows us leading by fifty-seven percent to twenty-eight percent. The

difficulty is the number of measures on the ballot: 29 state initiatives, together with like measures on city ballots, as with San Francisco, where there are twelve issues before the voters.

Thus, it would be quite easy for the average voter to avoid study of what the various measures would mean in terms of the public good.

That is why we give so much importance to our television program that will emerge this week and why we feel obliged to ask for more money during the closing days. If your union or council has not yet given, please do so at once. The success of our campaign depends on our television presentations as we draw close to election day.

Must Elect McCarthy

Then there is the matter of Leo McCarthy, candidate for the United States Senate. The Teichner Poll finds him trailing by only three percentage points, but as Leo reminded me this morning, the Teichner Poll does not factor in the voting habits of Democrats and Republicans. If those factors are considered in the analysis, Wilson would enjoy more than a three percent advantage since Democrats don't vote as well as Republicans.

Leo says because of the lax voting ways of Democrats, he thinks that he may be trailing by six percentage points.

Thus, we must increase our efforts to elect McCarthy. The U.S. Senate may be our last line of defense if a Republican President captures control of the Supreme Court.

This morning at 11:00 o'clock, I was obliged to participate in a telephone conference call initiated in Washington by AFL-CIO President Lane Kirkland and embracing the respective state federation leaders in the five Western States of California, Oregon, Washington, Montana and New Mexico.

We shared in a review of what independent polls showed in the presidential campaign in those states. They indicated Dukakis was leading in four of the five states: California, Oregon, Washington and Montana, losing only in New Mexico.

In truth, the last Field Poll had Dukakis leading by only one percentage vote in California.

Of all the political struggles, that over the presidency is the most critical. When we think of the presidency, we think of the grandeur of Washington, the heroism and death of Lincoln, the social and liberal visions of Franklin Delano Roosevelt.

We certainly don't think of the presidency as

the property of the assault forces of American capitalism as it would be in a Bush presidency. This is not an alarmist's view. In the closing days of his Administration, the conservative Dwight Eisenhower cited the greatest menace to the future of the Republic. He did not name the encroachments of the Soviet Union nor of Red China, but rather said that the greatest menace to the American future would be the coming to power of the military-industrial complex.

We saw the military industrial menace again in the life of a man whose career had been dedicated to the defense of the country, but who attempted to take his own life rather than speak to the scandal affecting foreign policy and arms dealers.

Supreme Court Changes Due

Then there are the dangers of a Bush presidency that will be visited on domestic affairs. For example, the Los Angeles Times today noted that nature, in its inevitable course, will remove three Justices from the Supreme Court within the next two or three years.

Illness and age will almost certainly remove Thurgood Marshall and William Brennan, both of whom have been unfailing advocates of personal rights and liberties. The same factors will almost certainly eliminate a Republican moderate, Justice Harry Blackmun.

This will leave six conservatives on the bench with three new appointees to be named by the conservative George Bush if he is elected.

The interpretation of labor law and of all laws affecting working people would then be in the hands of those whose philosophies would be hostile to the existence of unionism and worker rights.

The presidency also commands appointments of administrative agencies, including the National Labor Relations Board. The Board came into existence under Franklin Roosevelt to establish equity between wealth and working people.

There can never be equity between the billions of industry and the inferior position of the workers without a law that says labor has rights that money can never deny.

The purpose of the National Labor Relations Act was to recognize that collectively workers can stand strong, whereas alone and apart they are doomed to be destroyed. The present conservative members of the Board were placed there to preserve the predatory, relentless passions of American capitalism. They have served their

masters, and our movement has accordingly suffered. The election of Bush would mean more of the same.

Nation's Health in Balance

American health will be another victim of a Republican presidential triumph. Every nation in the industrial world, save America, boasts of a health care program that cares for all people from the cradle to the grave, without measure of income and, by God, that should be the American inheritance.

Then there is the tragedy of the homeless. In San Francisco two weeks ago, I saw European visitors taking pictures of our American homeless. What kind of a society must they think we have? What kind of a society does George Bush think we have? He has moved in a milieu of wealth and influence from childhood, and he cannot find it within himself to identify with those who suffer the deprivation of our system.

And now a word on governmental design. Our American structure of government gives us three branches of government, trusting in the theory of checks and balances.

We appreciate that the structure never worked ideally. If it had, blacks never would have been slaves from the founding of the Republic until 1865. Nonetheless, the design of equity was there and in large has preserved the freedom and stability of our society.

The Constitutional Fathers never anticipated that there should be embodied hatred in one of the three branches over another. There should never be hatred in the presidency against the judiciary for example, simply because the Supreme Court dared to stand against a presidential edict. The great danger of our time is that the Rightists capture the Court and thereby gain unchallenged power over the legislative branch. This they would do through the appointment powers of the presidency.

In sum, the presidential election of this year can determine not only the future of the American labor movement, but the future of freedom as we have known it in the concepts of Abraham Lincoln, Franklin Delano Roosevelt, and of all who before and since their days understood that freedom belongs to the people. Neither labor nor the nation can afford a Bush presidency.

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

**PARTIAL REPORT OF
COMMITTEE ON RESOLUTIONS
Jerry Cremins, Chairman**

**STATEMENT OF POLICY III
Foreign Policy**

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

**Resolution No. 2
Increasing Contacts and Trust
Between the World's Unions**

The Committee's report:

"The Committee recommends deletion of both 'resolves' and inserts the following:

"Resolved, That the 17th Biennial Convention of the California Labor Federation, AFL-CIO, requests the National AFL-CIO to consider a change in policy to permit contacts between U.S. unionists and unionists of all other nations without government restrictions."

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

Delegate Max Mont (AFSCME No. 800, Los Angeles) spoke in opposition to the recommendation.

Delegate Steve Nutter (Southwest District Council, Ladies Garment Workers Union, Los Angeles) spoke in support of the Committee's report.

Delegate Steve Roberti (Contra Costa County Central Labor Council, Martinez) also spoke in support of the Committee's report.

Secretary-Treasurer Henning added his support to the Committee's recommendation.

The Committee's recommendation was adopted.

**Resolution No. 3
Free Chilean Trade Union Leaders**

The Committee's report:

"Your Committee recommends that in the second 'resolve,' first line, the phrase 'instructs its' be deleted, and in its place the phrase 'requests the National AFL-CIO' be inserted.

"As so amended, your Committee concurs with the intent of the Resolution, but recommends that the Resolution be filed as amended so that the intent may be implemented by the incoming executive council and the executive secre-

tary-treasurer consistent with National AFL-CIO procedures, and I so move, Mr. Chairman."

The motion was seconded and carried.

**Resolution No. 4
Bring 'May Day'
Back Home to the U.S.**

The Committee recommended non-concurrence.

The Committee's recommendation was adopted.

**Resolution No. 5
Protect Union Rights
of South Korea and
Pittsburgh, CA**

The Committee's report:

"Your Committee recommends that in the second 'resolve,' second line following the word 'officers,' the phrase 'in accord with the National AFL-CIO policy' be added.

"Your Committee recommends that the resolution be filed so that the intent may continue to be enforced by the incoming executive council and the executive secretary-treasurer, and I so move, Mr. Chairman."

The motion was seconded and carried.

**Resolution No. 6
Release of Imprisoned
Arab Journalists.**

The Committee's report:

"Your Committee recommends that the word 'calls' in the third line of the resolve be deleted and the phrase 'recommends to the national AFL-CIO to call' be inserted in said word's place. Your Committee agrees with the intent of the resolution but recommends it be filed and referred to the incoming executive council and executive secretary-treasurer for action consistent with the procedures of the national AFL-CIO and I so move as amended, Mr. Chairman."

The motion was seconded and carried.

**STATEMENT OF POLICY VIII
Social Security**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY IX
Health Care**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 24 Oppose Proposition 102

The Committee's report:

"Mr. Chairman, your Committee notes this item is not a proper subject of business for this Convention. The Pre-General Election Convention has already endorsed a No vote on Proposition 102.

Your Committee recommends this Resolution be filed, and I so move."

The motion was seconded and carried.

The Committee on Resolution's report completed, Chairman Gruhn called on Secretary-Treasurer Henning for some announcements.

Announcements

Secretary-Treasurer Henning announced that a Dukakis rally would be held in Sacramento on Friday at 12 noon on the Capitol steps.

He then announced that Mike Hardeman is running for supervisor in San Francisco and his campaign is in need of financial support. Mike is business manager of Sign, Display and Allied Crafts Local 510, he said.

Secretary-Treasurer Henning then introduced to the Convention, two sisters who have been involved in the struggle at City of Hope, Donna Bell and Janet Hall.

Chairman Gruhn then introduced Jerry Cremins for an address to the Convention.

Address

JERRY CREMINS, President State Building and Construction Trades Council

President Cremins thanked Jack Henning for all that he had done to restore Cal-OSHA and then predicted a victory for the initiative in November. He also thanked Jack McNally for the \$200,000 contribution his union, IBEW Local 1245, had made to the campaign.

He said the Governor is absolutely blind on the issue of Cal-OSHA and it would only cost a mere 30 cents per year per person to run the program in California.

The Governor, he said, should be defeated in 1990 on this one issue alone.

One of the highlights of the presidential campaign, he said, was during the Bentsen-Quayle debate when Senator Bentsen told Quayle he "was no Jack Kennedy," and now Quayle, he said, is going around trying to relate to working people and he's just not able to pull it off.

Bush, he said, is suffering from his White

House associations, the Grenada affair and the Iran-Contra scandal.

While Dukakis has successfully reduced narcotics and drug-related crimes in his state, the Reagan-Bush administration policy on the subject of drugs is to "Just say no."

"You don't just say no to dope. Let me ask you to put these shoes on for a few minutes. The shoes of a 16-year-old black kid five miles from here in Watts. I want you to try that on and think about it for a minute. A kid whose father got laid off from work and he ran out of unemployment."

Those are things George Bush, Dan Quayle and Ronald and Nancy Reagan don't understand, he said.

It's up to us, working people, he said, to tell the truth to our neighbors and our membership. The election looks close, so we all must go home and talk to our friends — every vote is needed, he said.

California's 47 electoral votes are vital for Dukakis, he emphasized.

"We're going to have a labor movement in this country that can start playing offense and can start some progressive legislation and so some of the things that should be done and some of the things that everyone in this room wants to be done, but nothing's easy. When it gets tough and your back's against the wall, you have to go to work, and that's my message. Please go on to work and let's have a hell of a time on election night," he told the delegates.

Announcement

Chairman Gruhn recognized Jerry Cremins for the purpose of making an announcement.

Jerry Cremins told the delegates that Wally Sanford, a business agent for the Pipefitters No. 250 in Los Angeles had been killed in his union office today. He then asked for a moment of silence.

AFSCME Contribution to Cal-OSHA

Secretary-Treasurer Henning announced to the delegates that Andy Baron, who represents AFSCME in the state legislature, just brought in a check from the International AFSCME, in the amount of \$20,000 for the Coalition to Restore Safety at Work. Secretary Henning promised a telegram with thanks would be sent to Gerald McEntee, the International's President in Washington, D.C.

Andy Baron expressed his thanks for Secretary-Treasurer Henning's words of appreciation.

Even though the Governor's incomprehensible action to eliminate Cal-OSHA was limited to the private sector, he said, AFSCME members were happy to participate in the campaign to restore the workplace safety and health program to all workers in the state.

Secretary-Treasurer Henning next introduced James Herman, President of the International Longshoremen's and Warehousemen's Union, for an address.

Address

JAMES R. HERMAN, President International Longshoremen's and Warehousemen's Union

The ILWU, President Herman said, has never been the independent union people often refer to it as. It is really part of the overall labor movement, he said, and always has been. It's time now, he said, to get workers active in the political arena and get rid of the politicians elected to office who are detrimental to us.

We can start to turn it around, he said, by dumping George Bush and Dan Quayle. We must check our lethargy and find the strength to mobilize, he said.

The 17 million jobs Bush and Quayle talk about are yuppie jobs and what is left over are the low pay, minimum wage jobs, he emphasized.

The ILWU is pleased, he said, to be a part of the AFL-CIO. The AFL-CIO has fine leadership, he stressed, but the real strength of trade unionism lies in the rank and file.

The ILWU was born out of struggle, he said. It represents all the agricultural workers in Hawaii and a large part of hotel workers on the outer islands, not to mention the bedrock, the longshoremen.

The ILWU has enjoyed years of cooperation with the maritime unions as well as the rest of the labor movement, he said. Now the ILWU locals are in the process of discussing affiliation with the state Federation, as has happened in Hawaii and Washington state.

Recess

Secretary-Treasurer Henning thanked President Herman for his address and moved to recess the Convention until 9:30 a.m. Thursday.

The motion was seconded and carried, whereupon the Convention recessed until Thursday, October 13, 1988 at 9:30 a.m.

PROCEEDINGS of the Seventeenth Convention

THIRD DAY

Thursday, October 13, 1988

MORNING SESSION

Call to Order

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

He then introduced Rabbi Jonathon A. Miller of the Stephen S. Wise Temple for the purpose of giving the invocation.

Following the completion of the invocation, Chairman Gruhn thanked Rabbi Miller and then called on Secretary-Treasurer Henning for a series of announcements.

Corrections to Proceedings

Secretary-Treasurer Henning noted that in the Proceedings of the second day, in regard to Resolution No. 4, "Bring May Day Back Home to the U.S.," the Committee was said to recommend concurrence when in fact the Committee recommended nonconcurrence. The Convention, he said, adopted the Committee's report.

Cal-OSHA Contributions

Secretary-Treasurer Henning told the delegates that Operating Engineers Local 3 had contributed a check to the Cal-OSHA fund in the amount of \$10,000 and Local 12 of the Operating Engineers had just given a check for \$5,000 in addition to previous contributions.

The checks were presented by the respective executive officers of those locals, Tom Stapleton and Bill Waggoner, both also vice presidents of the California Labor Federation, AFL-CIO.

He then added that David Reiser of the Southwest Regional United Food and Commercial Workers, and also a Federation vice president, had recently added another \$5,000 contribution to the \$35,000 they already had given to the fund.

Lastly, Michael Straeter, executive officer of U.F.C.W. Local 1442 announced the local would contribute another \$1,000 to the \$5,000 it had previously given to support the Cal-OSHA initiative on the November ballot.

Next, Secretary-Treasurer Henning introduced the first speaker of the day's session, Patricia

Staunton, a vice president of the Labor Council of New South Wales, Australia.

Sister Staunton, he said, is also a member of the National Executive of the Australian Council of Trade Unions, a position comparable to the Executive Council of the national AFL-CIO.

She is also, he said, executive officer of the Federal Association of Nurses in Australia.

Address

PATRICIA STAUNTON
Vice President

Labor Council of New South Wales
Australia

Patricia Staunton greeted the delegates on behalf of the Labor Council of New South Wales and expressed her wish that the Democratic ticket would prevail in the November presidential elections.

Australia, she said, has benefited from a labor government over the last several years that has been sympathetic to the aims and aspirations of the trade union movement in terms of employment growth, rectifying the balance of payments problem, maintaining wages and reducing inflation.

An accord between the Australian government and the trade union movement has ensured economic growth for the country and the things that are fundamental to Australian life, such as recognizing the dignity of work, that all persons are not equal and the widening of the social welfare base to achieve social equity.

Vice President Staunton told the Convention delegates that employer efforts in the western countries to undermine the free collective bargaining process is evidence that the trade union movement in the free world is on the right track in trying to achieve national collective power.

There is a strong commitment in Australia, she said, for occupational health and safety. In her country, she pointed out, there is a widespread belief in the employee's fundamental right to a safe and healthy working environment.

That commitment, she noted, has been legislatively enshrined at both the state and federal level in Australia. She then wished the delegates well in their campaign to restore workplace safety and health in California by passage of Proposition No. 97.

Gifts Exchanged

Upon completion of her address, Secretary-Treasurer Henning presented Vice President Staunton with a gift of photographic art depicting a reproduction of an American postage stamp in 1950, reading "Organized Labor, Proud and Free." The photograph was made by a union artist whose work was on display in the adjoining exhibit hall.

Secretary-Treasurer Henning also gave Vice President Staunton a jacket specially designed for the California Labor Federation, AFL-CIO.

Vice President Staunton in turn presented a gift to the California Labor Federation, received by Secretary-Treasurer Henning, of a hand-crafted Australian red cedar plate as well as a pictorial book entitled, "About Sidney."

Announcements

Secretary-Treasurer Henning told the delegates that Cesar Chavez, President of the United Farm Workers of America, had been invited to speak at the Convention but was unable to attend because he was still recovering from the effects of the 36-day fast undertaken on behalf of the table grape boycott as well as to protest the current composition and function of the Agricultural Labor Relations Board. The board, he said, originally established as an act of liberation for the farm workers by then Governor Jerry Brown, was now being used as an instrument of coercion directed against the Farm Workers' Union.

Dolores Huerta, a Vice President of the Farm Workers' Union, also would not be able to come to the Convention, he said, because of injuries suffered from a beating by the San Francisco police at a non-violent demonstration at the St. Francis Hotel. Huerta and other farm worker unionists had been on hand at the hotel, he said, to protest George Bush's earlier remarks criticizing the California table grape boycott and the Farm Workers Union.

Speaking on behalf of Cesar Chavez and Dolores Huerta, said Secretary-Treasurer Henning, was Frank Curiel, national representative of the United Farm Workers of America.

Remarks

FRANK CURIEL National Representative United Farm Workers of America

Brother Curiel brought greetings from Cesar Chavez and Dolores Huerta to the delegates and their regrets that they could not be at the Convention.

Cesar Chavez, he said, wanted to thank and express his appreciation to all those who had participated in the fast, sent telegrams and traveled to Delano to be with him during that time.

It was an inspiration, he said, for Cesar to have Jack Henning and others at his side.

Brother Curiel asked that the many people in the labor movement who had participated in the fast along with Cesar Chavez please stop by the farm workers' table set up in the foyer and leave their names with him.

The grape growers had been struggling to sell their crops since about the third week of the strike, Brother Curiel told the delegates.

From that time until now, he said, there has been a 40 percent reduction in sales of table grapes.

California will soon be the site of a huge boycott publicity blitz, he said, that may very well bring the growers to the bargaining table by early next year.

Following Frank Curiel's remarks to the Convention, Chairman Gruhn called on the chairman of the Committee on Resolutions, Jerry Cremins, for a further report.

PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS Jerry Cremins, Chairman

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
Workers' Compensation—Education**

The Committee's report:

"Your Committee recommends this item be referred to the incoming Executive Council and Executive Secretary-Treasurer for appropriate action, and I so move."

The motion was seconded.

Delegate Jim Gordon (Communications Workers District Council No. 9, Sacramento) spoke in opposition to the Committee's recommendation.

Delegate Charles Reiter (Calif. Region Public Employees District Council, Sacramento), in opposition to the Committee's recommendation, expressed his desire to propose a substitute motion in support of the resolution.

Chairman Gruhn indicated that the motion on the floor was the motion to adopt the Committee's recommendation.

Delegate Maura Kealey (Calif. State Council of Service Employees, Sacramento) spoke on behalf of a motion that would support the purpose of the resolution.

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

The Committee's recommendation was then adopted.

**Resolution No. 26
U.S. National Maritime Policy**

The Committee's report:

"Mr. Chairman, your Committee recommends the final sentence of the first 'Whereas' be deleted.

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

The motion was seconded and carried.

**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. 25
Age Discrimination on Immigration and
Naturalization Service Form I-9**

The Committee's report:

"Your Committee recommends that this Resolution be referred to the incoming Executive Council and Executive Secretary-Treasurer in order that they might advise the national AFL-CIO of the concerns of the California State Theatrical Federation, and I so move."

The motion was seconded and carried.

**STATEMENT OF POLICY XVI
Housing**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY XVII
Education**

Chairman Cremins moved the Committee's recommendation to concur in the Policy Statement.

The motion was seconded.

Delegate Mary Bergan (Peralta Federation of Teachers No. 1603, Oakland) then moved to amend the Policy Statement as follows: "Under item two in the right hand column, strike 'the public schools' and substitute 'community Head Start, state pre-schools and public school child care programs.'"

Chairman Gruhn said that he had conferred with the chairman of the Committee on Resolutions and that there was no objection to inserting the amendment as stated and it would be so inserted.

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

**Resolution No. 17
Labor History in Public Schools**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

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

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.

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

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 9
1988 United Way Campaign**

The Committee's Report:

"The Committee recommends the addition of the following to the conclusion of the Resolve 'where labor disputes do not exist.'

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

The motion was seconded and carried.

**Resolution No. 10
Union Counselor Training**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 11
Community Services**

The Committee's report:

"Your Committee recommends an addition to the ninth line of the resolved between the words 'seminar' and 'to' as follows, 'to be scheduled by the incoming executive council and executive Secretary-Treasurer.'

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

The motion was seconded and carried.

**Resolution No. 18
Human Resources Development
Institute**

The Committee's report:

"Your Committee recommends that the word 'union' in the second 'Whereas,' third line, be amended to read 'unions.'

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

**STATEMENT OF POLICY XXI
Rights of the Disabled**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 8
A Tribute to Brother Jack Goldberger**

The Committee's report:

"Your Committee notes that the Teamsters Joint Council No. 7, San Francisco, was included as a presenter due to a typographical error and reference to that entity should be deleted.

"The Committee fully supports the intent of the Resolution and suggests concurrence with the understanding that by its terms the Resolution is effective October 14, 1988.

"I so move, Mr. Chairman."

The motion was seconded and carried.

**Report of Committee on Resolutions
Accepted as a Whole**

On Chairman Cremins' motion, duly seconded, the report of the Committee on Resolutions was approved and adopted as a whole.

Committee Thanked and Dismissed

Chairman Cremins thanked the Committee members for their hard work and read their names. He stated that the Committee completed all its assignments and asked Chairman Gruhn that it be dismissed. He said the Committee was grateful for the opportunity to be of service to the Federation.

Chairman Gruhn then dismissed the Committee with a vote of thanks.

He next called on Secretary-Treasurer Henning for various announcements.

Announcements

Secretary-Treasurer Henning noted the reception of a telegram from Ann McLaughlin, Secretary of Labor of the U.S. Department of Labor.

Another telegram was received, he said, from John Despol, who congratulated the Federation in waging the good fight.

John Despol, he said, had been the executive officer of the CIO State Council before the merger in December 1958 of the AFL and CIO. Later, he worked for a time with the merged organization, then served in the Federal Mediation and Conciliation Service and is currently with the Labor Commissioner's office as a career servant.

Secretary-Treasurer Henning then passed on a message from Jesse Martinez of Carpenters Local 309 in Los Angeles that Governor Dukakis would address a meeting Friday at the City Col-

lege. He urged all those AFL-CIO members interested in hearing and meeting with the Governor to attend.

The meeting, he said, was sponsored by United Neighborhood Organization of the City of Los Angeles.

Secretary-Treasurer Henning then announced that the delegates would hear Paul Kirk, national chairman of the Democratic Party, address the Convention at the afternoon session.

This would be the first time in the history of the Federation, he pointed out, that the national chairman of the party spoke to the Convention.

Recess

Secretary-Treasurer Henning next moved to suspend the rules in order to recess.

The motion was seconded and carried.

(Whereupon, at 11:25 a.m., a recess was taken to 2 p.m.)

AFTERNOON SESSION

Chairman Gruhn called the Convention to order at 2:30 p.m.

He then called on Secretary-Treasurer Henning who introduced the next speaker, Paul Kirk, national chairman of the Democratic Party.

Address

PAUL KIRK, Chairman Democratic National Committee

Chairman Kirk said the Democratic Party is more pragmatic, more professional, better prepared, more united and better financed than it's been in many years.

He predicted victory in November with one of the strongest Democratic tickets in recent history. Mike Dukakis, he said, was chosen by both Republicans and Democrats alike as the single most effective Governor in the United States.

Dukakis has balanced 10 budgets in a row, cut taxes, shown compassion and cared about the working people in his state of Massachusetts.

Lloyd Bentsen, Chairman Kirk said, is also respected on both sides of the aisle not only as a leader on trade policy but on a whole array of important issues.

Chairman Kirk turned his attention toward the Republican campaign:

"When the Republicans talk about conservative values, let's talk about the record. They came to office pledging as fiscal conservatives that they'd balance the budget by 1983, and we had 220 billion dollars in budget deficits by 1985.

"They said that they were fiscal conservatives. They ran the national debt up and tripled it to 2.6 trillions of dollars.

"They said we're a competitive America.

"They took a 7 billion dollar trade surplus and converted it into a 170 million dollar trade deficit.

"They took the American strength as the most solvent nation in the world, the greatest lending nation in the world, and made it the largest debtor

nation in the world and what do they call it? They call it the Great American come back."

It was George Bush, he said, who headed up the anti-terrorism task force and told the American people we would never deal with terrorists. At the same time, he said, we were selling weapons to the arch terrorist of them all, the Ayatollah who burned the American flag for 435 nights on television.

The Republican record on family and traditional American values, he said, was just as abysmal. The Republicans turned thumbs down on every issue that had to do with taking care of families and loved ones: pre-natal care, education, available homes, affordable health care, plant closing, environmental and occupational health and safety.

Bush's tax program, he said, is to cut taxes on capital gains for the wealthiest one percent of Americans.

For working Americans, he said Bush proposed a cut of 18 dollars a year, so people can send their children to college, start a business or build a home.

It's time to run the Republicans out, Kirk said.

"It's time to tell them what true patriotism is. We don't have the luxury on November 9th of picking up that paper and saying, 'Gee, if only I'd done a little more.' This is it, folks, 26 days and counting, and with your help, with this organization and the oldest, greatest political party in the world and the strongest ticket in the world, on November 8th, we'll be on our way to make Mike Dukakis the 41st president of the United States, with Lloyd Bentsen his partner and America back to No. 1 again," he said.

"Thank you very much."

Secretary-Treasurer Henning thanked Chairman Kirk for his address to the Convention and proceeded to introduce the next speaker, David

Sickler, regional director of the national AFL-CIO.

Address
DAVID SICKLER, Director
Region 6, AFL-CIO

Director Sickler told the delegates about labor's commitment to the new immigration policy and the amnesty program. Almost three quarters of a million dollars, he said, had been invested by international unions to this project.

Last year in Los Angeles alone, he pointed out, 10,000 immigrants had been counseled, and applications filed for 4,500. This year, he said, it's our goal to teach English to ten or twelve thousand immigrants in that city. Over the next six years, he said, these people are going to decide where their loyalties lie, with the Republicans or with labor and the Democrats? We will have to answer the question, are we going to put our money where our mouth is about these people's rights and their place in history and helping them to bridge from an illegal status to mainstream American society?

He told the delegates that the state federation, under the auspices of the Los Angeles County Federation of Labor had taken on the risk, challenge and goals by putting together the most successful amnesty and English language program in the nation.

The Governor didn't help when he vetoed SB 9, a bill that would have allowed English taught to every person who qualified for amnesty, he charged.

Mary Bergan of the Teachers Federation, he said, had shepherded the bill without opposition through the legislature only to have the Governor veto it.

He then asked the delegates to help reverse the effects of that veto when the appropriate time comes, or it is possible that people who were told they could qualify for amnesty in 1986, may turn out to be deportable two or three years later.

Turning to the upcoming elections, Director Sickler said it was no surprise to him what had happened to the labor movement over the last eight years.

"I lived the scenario," he said, "that was to become 1980 and PATCO and then the NLRB and all of the other atrocities that have been committed by this Administration because I worked at the Adolph Coors Company, and I watched Joe Coors and his cohorts set the agenda in the 60's and the 70's.

"They did it with patriotic-sounding commit-

tees like the 'Committee for the Survival of a Free Congress,' where they targeted every pro-worker, pro-environment, pro-elderly, pro-children, pro-person politician and targeted them for destruction and defeat, and they did it with millions of dollars, and they did it using a copy of our structured plan.

The election in November is about programs, he told the delegates. There are only two programs, he said, the Republicans' is for the 'haves' and the Democrats' is for the 'have nots.' Forget about voting for the man, or the personality, he advised the delegates. That's not the way the labor movement got where it is today. It's the program that matters most, he said, not hoping for a great orator to lead us to victory.

"That's not how we got where we are. We got where we are because we voted for the program, and Michael Dukakis and Lloyd Bentsen represent our program, not George Bush," he said.

If we can get our program elected this year, he said, it will afford us the opportunity to roll up our sleeves, go to work and create some good things for the nation instead of being on the defensive as we've found ourselves for the last eight years.

Director Sickler agreed with the late George Meany who said, "We're the only vehicle for the working person in America."

That means, he said, representing all the workers of this country, the organized as well as the unorganized.

"That's our call to duty," he concluded, "that's what we do better than anybody. You can't hurt us without hurting the nation. That's the truth and when it's all said and done, it's us that has to go back and generate the passion and the simulation for our members to follow."

NOMINATION AND ELECTION OF OFFICERS

Chairman Gruhn thanked Director Sickler for his address to the Convention and called upon Vice President Paul Dempster to preside during the nominations for the offices of President and Secretary-Treasurer of the California Labor Federation, AFL-CIO.

President

Acting Chairman Dempster 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 John Valenzuela (Southern California District Council of Laborers, Los Angeles), Gwen Newton (Office Employees No. 30, Los Angeles), M.R. Callahan (Hotel and Restaurant Employees No. 681, Long Beach) and Albert L. Jones (Lab Film and Video Technicians No. 683, Burbank).

There being no further nominations, Acting Chairman Dempster 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 Dempster declared Albin J. Gruhn elected President by the Convention.

President Gruhn then thanked the delegates and expressed his appreciation for their continued support.

Secretary-Treasurer

Acting Chairman Dempster 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 Council of Hotel Employees and Restaurant Employees, Santa Rosa), Jerry P. Cremins (California State Building and Construction Trades Council, Sacramento), Steve Edney (United Industrial Workers—Cannery Division, Wilmington) and Lorna Johnson (Office and Professional Employees No. 3, San Francisco).

There being no further nominations, Acting Chairman Dempster 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 by President Gruhn and Acting Chairman Dempster declared John F. Henning elected Secretary-Treasurer by the Convention.

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

Acting Chairman Dempster passed the gavel to President Gruhn, now presiding.

Geographical Vice Presidents

Chairman Gruhn declared the nominations open for Geographical Vice Presidents as follows:

District 1—Richard Robbins (Electrical Workers No. 465, San Diego).

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

District No. 2B—Armando Lopez (Laborers No. 652, Santa Ana).

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

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

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

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

District No. 3E—Steven T. Nutter (Ladies Garment Workers No. 512, Los Angeles).

District No. 3F—John L. Smith (Laborers No. 1184, Riverside).

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

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

District No. 6—Gregory 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—David M. Reiser (United Food and Commercial Workers No. 428, San Jose).

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

District No. 10B—Sherri Chiesa (Hotel Employees and Restaurant Employees No. 2, San Francisco).

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

District No. 10D—T.J. Stapleton (Operating Engineers No. 3, San Francisco).

District No. 11A—Steven K. Martin (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—Wayne Harbolt (Sacramento Central Labor Council, Sacramento).

At Large Vice Presidents

Office A—Edward C. Powell (Theatrical Stage Employees No. 16, San Francisco).

Office B—Harry Ibsen (Communications Workers District Council No. 9, Sacramento).

Office C—Anthony L. Ramos (Cabinet Makers and Millmen No. 721, Whittier).

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

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

Office F—Margaret Dean (California State Employees Association, SEIU No. 1000, Sacramento).

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

Office H—Ophelia A. McFadden (Los Angeles County Employees No. 434, Vernon).

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

Office J—Raoul Teilhet (Pasadena Federation of Teachers No. 1050, Pasadena).

Office K—Margaret Butz (United Public Employees No. 790, Emeryville).

Office L—Michael Riley (Teamsters Joint Council No. 42, Los Angeles).

The nominations were seconded by Barbara Symons (Electrical Workers No. 1245, Walnut Creek).

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

Bobbie L. Brown

**Transport Workers No. 250-A
San Francisco**

Chairman Gruhn next presented Bobbie Brown to the Convention for the purpose of

installing the newly elected officers.

Delegate Brown asked the officers to raise their right hand and he administered the Oath as follows:

“I (giving name) 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 decisions of its Conventions, and the Constitution of the AFL-CIO and the rules governing state central labor bodies.”

Convention City

Chairman Gruhn declared the nominations open for the 1988 Convention City.

Secretary-Treasurer Henning nominated the City of San Diego for the site of the 1990 Biennial Convention.

The nomination was seconded.

There being no further nominations for Convention City, Chairman declared nominations closed.

It was moved, seconded and carried that the Secretary-Treasurer cast a unanimous ballot for San Diego as the 1990 Convention City.

Secretary-Treasurer Henning cast the unanimous ballot and Chairman Gruhn declared San Diego elected as the 1990 Convention City.

In Memoriam

Secretary-Treasurer Henning next read the names of those trade unionists who had died in the two year period since the last Convention:

Jacque Darracot Carrel, Office and Professional Employees No. 3, San Francisco.

Ray Castell-Blanch, Marin County Central Labor Council, San Rafael.

Frank Drozak, Seafarers International Union, San Francisco.

Jack Goldberger, Newspaper and Periodical Drivers No. 921, San Francisco, and California Labor Federation, AFL-CIO.

George Johns, San Francisco Labor Council, San Francisco.

Roscoe Jones, Air Transport Employees No. 1781, Burlingame.

Kenneth E. Lord, Oil, Chemical and Atomic Workers No. 1-128, Long Beach.

Wendell J. Phillips, Bakery Wagon Drivers and Salesmen No. 484, San Francisco.

Dorothy Polletta, Office and Professional Employees No. 3, San Francisco, and California Labor Federation, AFL-CIO.

Wally Sanford, Plumbers and Pipefitters No.

250, Los Angeles.

George Smith, Bartenders and Culinary Workers No. 340, San Mateo.

Morris Weisberger, Sailors Union of the Pacific, San Francisco, and California Labor Federation, AFL-CIO.

Charles Yelkey, Amalgamated Transit Union No. 256, Sacramento, and California Labor Federation, AFL-CIO.

(Whereupon, the delegates stood for moments of silence in memory of those departed.)

Sergeants-at-Arms Thanked

Secretary-Treasurer Henning then thanked the Sergeants-at-Arms and read their names:

Willie J. Billingsly, Chief (Laborers No. 73, Stockton)

Rose Griffin (International Ladies Garment Workers No. 44, Los Angeles)

Clarence Hin (Sailors Union of the Pacific, San Francisco)

Lorna Johnson (Office and Professional Employees No. 3, San Francisco).

Joe Sharpe (Retail Clerks No. 648, San Francisco)

Spencer Stacy (Laborers No. 300, Los Angeles)

Fred Young (Operating Engineers No. 12, Santa Ana)

Adjournment

Secretary-Treasurer Henning then moved that the Convention be adjourned.

The motion, duly seconded, was carried, whereupon, at 3:55 p.m. the Seventeenth Biennial 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 1988 convention.*

DIGEST

I

THE ECONOMY

Economic justice makes economic sense. We cannot build a strong and healthy economy by slashing taxes and government spending, cutting wages or reducing government involvement in the economy. Reagan's economic policies have resulted in rising poverty and income inequality, falling real wages and the continued disappearance of well-paying manufacturing jobs. The Federation proposes an alternative economic program of full employment, increased government control of investment decisions, less military spending and increased spending on health, education, and public works.

Adopted, p. 21.

II

TAXATION

The California Labor Federation supports reform of our tax system to raise adequate revenues for needed programs and to shift the tax burden back to those most able to pay—the wealthy and the corporations. Most of our current fiscal problems are due to unjustified massive tax giveaways to the rich and business in the last eight years. Taxes for the rich have fallen, while taxes on the poor have increased.

Adopted, p. 22.

III

FOREIGN POLICY

The California Labor Federation rejects the Reagan-Bush Administration's militarization of American foreign policy. The disastrous Iran-Contra affair has lowered our standing in the world community.

U.S. foreign policy should be based on the principles of democracy, human rights and self-determination. The Federation opposes the oppression of working people the world over, regardless of where the oppression occurs. The cornerstone of democracy is the ability of workers around the world to exercise their fundamental right to form free trade unions and to fight for dignity in the workplace.

The Federation welcomes the advent of *perestroika* and *glasnost* in the Soviet Union as a step toward the development of democracy in the communist nations. We call on the Polish government to recognize Solidarity. We reaffirm our support for the state of Israel. We support the peace talks in Central America and oppose military solutions to the problems in Nicaragua and El Salvador. The Federation also welcomes the recent progress made in arms reduction talks and calls upon our government and the Soviet Union to continue to seek major, verifiable, bilateral nuclear arms reductions.

Adopted, p. 26.

IV WORKERS' COMPENSATION

California's 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. 22.

V UNEMPLOYMENT INSURANCE

The California Labor Federation is committed to improving the benefits under the state's Unemployment Insurance Program. Our benefits now rank among the lowest in the nation despite a very healthy balance in the state's U.I. Trust Fund.

Adopted, p. 22.

VI UNEMPLOYMENT COMPENSATION DISABILITY INSURANCE

The 42-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. 22.

VII WOMEN'S RIGHTS

Women continue to be denied full social and economic equality due to pervasive sex discrimination. As a result women suffer far greater economic hardship than men. From the historic AFSCME San Jose strike for comparable worth, to current efforts by SEIU to win pay equity for state workers, California Labor has been a leader in the national fight to win economic justice for women. The California Labor Federation supports efforts to work more closely with the women's movement to expand affirmative action and comparable worth, to organize women workers, and to pass the ERA.

Adopted, p. 22.

VIII SOCIAL SECURITY

The Federation reaffirms its unconditional opposition to Social Security cutbacks. The Federation condemns the Reagan-Bush 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. 26.

IX HEALTH CARE

The Federation is committed to the development of a universal national health care system in America. We also support efforts to achieve full access to health care and health care cost containment at the state and local levels.

Adopted, p. 26.

X WELFARE

Under the Reagan-Bush Administration poverty has risen to levels not seen since the start of the War on Poverty. While economic hardship and misery have grown, the Reagan-Bush Administration has cut welfare programs to the bone. We call for the restoration and expansion of social programs to meet the growing need for these programs.

Adopted, p. 30.

XI CONSUMER PROTECTION

The California Labor Federation reaffirms its support for a broad range of consumer protection legislation. There is no basis to the conservative claim that the "free market" will insure consumer product safety without government intervention. Moves to relax consumer product safety requirements are greedy attempts to raise business profits at the direct expense of consumers.

Adopted, p. 30.

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 legislation to combat the state's \$30 billion a year underground economy.

Adopted, p. 30.

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. We support the UFW's boycott of table grapes and their efforts to ban dangerous pesticides from the fields.

Adopted, p. 31.

XIV PUBLIC EMPLOYEES

In the 1980s public employees are under attack on a number of different fronts. Legitimate concerns about taxes have been channeled by the right wing into opposition to government services and attacks on the jobs, pay, legal rights and dignity of public employees. We support an equitable tax system to raise adequate government revenues for social services and the granting of full bargaining rights to public employees including the right to strike. Government fiscal problems should not be solved on the backs of public workers.

Adopted, p. 31.

XV CIVIL RIGHTS

The 1980s have seen reversal of many of the political and economic gains won by women and minorities in the previous three decades. Today this country is becoming even more deeply divided. The Reagan-Bush Administration's slashing of social programs, conservative economic policies and open hostility to civil rights have dramatically worsened the situation. The California Labor Federation stands with our nation's minorities in opposing attacks on their economic, political and civil rights. We call for an expansion of affirmative action and pay equity, enforcement of civil rights legislation and encourage the participation and leadership of women and minorities at all levels of the union movement.

Adopted, p. 31.

XVI HOUSING

The American dream of owning one's own home has now become an impossibility for many American families. Affordable rental housing is becoming non-existent, and millions of Americans are living in the streets without a roof over their heads. In California, 76% of households do not earn

enough to buy a median priced home. The Reagan-Bush and Deukmejian administrations have slashed housing programs—in 1980 the ratio of housing to military expenditures was 1 to 7, today the ratio is 1 to 44. The California Labor Federation calls on federal and state government to adopt programs to provide decent affordable housing for everyone.

Adopted, p. 31.

XVII EDUCATION

The California Labor Federation opposes the Reagan-Bush cutbacks in educational programs and attempts to implement an education voucher system. California's schools will require a massive infusion of money to meet the needs of sharply increasing enrollments. The Federation reaffirms its commitment to the adequate 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 as amended, p. 31.

XVIII ENVIRONMENT AND WORKER HEALTH AND SAFETY

The concerns of the labor movement and of environmentalists have too often been seen to be contradictory. The California Labor Federation affirms its support for a wide range of environmental issues. And we salute the contribution of environmental groups in the struggle for workplace health and safety. The California Labor Federation opposes all attempts to gut environmental protections and workplace health and safety regulations. We need more stringent regulations and greater enforcement. Cal-OSHA must be restored through a victory for Proposition 97 in the November election.

Adopted, p. 31.

XIX ENERGY

The policies of the Reagan-Bush Administration have moved this country further away from solving our long term energy problems. The Federation supports increased conservation and development of alternative energy sources as well as greater democratic control of the energy and utility industry.

Adopted, p. 32.

XX COMMUNITY CONCERN AND SERVICE

The labor movement, although organized at the workplace, must be actively involved in the communities where workers live. Crime, alcoholism, drug abuse and other problems directly affect our society and the lives of wage earning Californians, on and off the job. While not a cure-all, the California Labor Federation believes that the achievement of full employment for all at a just wage with good working conditions would go far to alleviate many of these problems. We oppose programs whose purported aim is to reduce crime but threaten the basic civil liberties of the American people.

Adopted, p. 32.

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. 32.

I THE ECONOMY

The U.S. economy continues to perform unsatisfactorily for millions of Americans. Poverty and income inequality are high and on the rise, workers real earnings are falling, and well paying manufacturing jobs continue to disappear. These problems are particularly disturbing, because many of them have been little improved as the economy continues in its long expansion.

Conservatives point to the record length of the current economic expansion. The recovery, however, has been extremely uneven, helping some individuals, regions and industries, while leaving others behind. The huge trade and budget deficits, falling or stagnant real incomes, and financial instabilities all indicate that the economy still suffers from major structural problems.

Unemployment

As of August 1988 unemployment was 5.6% with 6.8 million jobless. This is a significant improvement over any other year during the Reagan presidency. It still falls far short of the four percent full employment goal set by Congress in the Full Employment and Balanced Growth Act of 1978.

Not all have benefited equally from the recent fall in joblessness. The unemployment rate for blacks was 12.4 percent, and 9 percent for Hispanics. For black teenagers unemployment was 34.8 percent, showing no decline from the 1987 average.

The official jobless rate understates the true extent of unemployment. It does not include "discouraged workers" who drop out of the labor force after not being able to find employment. The figures also do not count the 4.8 million workers who wanted full-time work but could only find part-time employment.

Job Creation

The Reagan administration boasts of its record on job creation. Yet evidence indicates that a growing share of all employment is low wage employment. This is due to the creation of new low wage jobs, mostly in retail trade and services, and slow or stagnant growth in well paying manufacturing jobs. Also, many jobs that once paid an average wage, now pay significantly below the average, thus contributing to the overall growth in the share of low wage employment.

Even the overall number of jobs created is less than in previous periods. From 1979 to 1986 employment increased by 10.3 million jobs, an

11.3 percent increase. In the previous seven years employment increased by 16.1 million jobs, a 22 percent increase.

Inflation and Real Earnings

In the 1980s inflation has been under five percent. The low levels of inflation have been achieved at unacceptable social costs. Inflation has been kept low only by throwing millions of Americans out of work. Unemployment reached a post-war high in the 1982 recession, and on average in the 80s has been higher than any other decade since the Great Depression.

In spite of inflation under five percent, prices have risen faster than wages and average weekly earnings have fallen by 16 percent since 1973.

Poverty

Today thirty two and a half million Americans live in poverty. More than one in eight (12.5 percent) Americans are poor. Under the Reagan administration poverty has risen to levels not seen since the start of the War on Poverty. Children have been especially hard hit by the rise in poverty. Children currently make up forty percent of the poor, and today every fourth child is born in poverty.

The poor are getting poorer. In 1986 the income of poor families fell below the poverty line by an average of \$4,394, the largest gap since 1963, except for the depths of the 1982-83 recession. In contrast to past experience, the current economic expansion has done little to reduce the number of families living in poverty.

A growing portion of the poor are the working poor. Since 1981, on average there have been two million people a year with full time jobs who are in poverty. Today, half of the poor old enough to work do so for some part of the year. Approximately one in eight have full-time jobs.

Income Inequality

Today the gap between the poor and the rich is the highest since the government began collecting statistics in 1947. From 1979 to 1986, the share of national income going to the poorest 20 percent of the families fell by 13 percent. In this same period the richest five percent of all families increased their income share by 11 percent.

Contributing to rising inequality has been the decline of real wages at the bottom of the income distribution. The federal minimum wage has not been raised since 1981, the longest period without an increase since World War II. In that time the real value of the minimum has fallen by almost a third.

According to the Bureau of Labor Statistics in 1986 almost six million workers earned the \$3.35 an hour minimum wage, or less. Another eleven and a half million workers were paid over the minimum, but under \$4.50 an hour. Together almost one in five (nearly 20 percent) of all U.S. workers earn at or near (within \$1.15) of the minimum wage.

While minimum wage earners have struggled without an increase for seven years, top corporate officers have received average 12.2 percent increases *every year* from 1977 to 1987. Taking all income sources into account, a top CEO makes somewhere around \$5,000 *an hour*. In 1987 Jim P. Minzi of Lotus Development Corporation placed first in Business Week's executive compensation survey with earnings of \$26.3 million. Chrysler's Lee Iacocca took home \$17.9 million when Chrysler was calling for austerity in bargaining with the United Automobile Workers union.

Trade

Since 1980 the U.S. has accumulated over \$500 billion in trade deficits. In 1986 the deficit reached a single year record of \$170 billion, four times the 1980 level. From 1980 to 1986 exports declined by 2 percent while imports rose by 51 percent. For manufactured goods the U.S. went from a surplus of \$17 billion in 1980 to a deficit of \$145 billion in 1986, resulting in the loss of millions of manufacturing jobs.

The U.S. has gone from being the world's largest creditor to the world's largest debtor. In 1982 the rest of the world owed the U.S. \$150 billion, today the U.S. owes the rest of the world over \$400 billion.

Since 1986 the situation has improved only slightly. Exports have increased significantly. As of the first quarter of 1988 the value of exports were up by 31 percent from a year ago. At the same time the growth in imports has slowed. Together this has produced a small narrowing of the trade deficit.

Despite government action the value of the dollar remains high. Press reports of dramatic declines in the dollar are misleading. They are based on an index which does not include the currencies of all our major trading partners. A more comprehensive index using 131 currencies shows that as of mid-1987 the value of the dollar had only declined by 4.6 percent from its peak in 1985.

Reagan Administration Policies

The economic policies of the Reagan admin-

istration have made millions of Americans worse off. In many cases, the policies have deliberately hurt workers, as in the use of unemployment to fight inflation and discipline labor. In other cases, policies have greatly exacerbated longer term problems such as the decline in real income and the increase in inequality of income. The administration's policies aim at increasing short run business profits with no regard for the well being of American workers or for the long term health of the American economy.

Labor's Alternative Program

Economic justice makes economic sense. We cannot build a strong and healthy economy by slashing taxes and government spending, cutting wages, or reducing government's involvement in the economy.

All these myths of Reaganomics are contradicted by comparing U.S. economic performance with that of other leading industrialized countries such as West Germany, Sweden and Japan. Of the four, the U.S. has the lowest level of non-military government spending (as a percentage of GNP). And from 1970 to 1984 the U.S. had the lowest percentage increase in taxes. From 1960 to 1984, of the four countries, the U.S. also had the worst record on a wide variety of measures of economic performance. And the U.S. had the worst overall record on 17 measures of quality of life ranging from infant mortality and homicide to youth unemployment and male life expectancy.

Getting government "off our backs" and out of the economy is not the answer. Government economic planning is widely recognized as contributing to Japan's economic success. Low taxes do not necessarily lead to economic growth. U.S. labor costs are also not the problem, and cutting wages is not a solution. Again compared with Japan, West Germany and Sweden, from 1970 to 1984 the U.S. had by far the lowest growth in labor costs, it also had the lowest growth in exports.

The California Labor Federation supports the following positions on the national economy:

- Full-employment must be the primary objective of national policy. Full-employment is essential to the health and well-being of all Americans. National fiscal and monetary policies must be planned and coordinated to achieve and maintain full employment. We also need to develop specific programs to treat special sectors of the economy and segments of the labor force.
- If the private sector cannot provide jobs for

everyone at fair wages, then the government must become the employer of last resort. Disadvantaged workers need not only job creation programs but training programs tailored to meet the needs of minority, inner-city and women workers. This kind of targeting of specific programs to particular populations has proven to be more effective than the current JTPA program which creates no jobs and relies on training subsidies to employers to aid the jobless and the disadvantaged. The Federation supports the programs of the state Employment Training Panel and opposes legislative efforts to eliminate or reduce the employer funding of the program. To assist women workers and the working heads of single-parent families, we urge the creation of a meaningful state or federally funded child care system.

- Inflation can be decreased by the development of policies to improve productivity, lower interest rates and to control housing, medical care and energy costs. Such targeted policies are far more effective and fair than reliance on curbing inflation by slowing economic growth and increasing unemployment. It is simply not true that reducing inflation requires increasing unemployment. Our approach to fighting inflation would allow workers to again enjoy rising purchasing power and promote equality in employment.

All other major industrialized countries have recognized the importance of long-range strategic planning and of maintaining their industrial base. The U.S. does have policies that affect domestic investment in industry and job creation, but they are ad hoc policies to cover crisis situations. Many policies are at variance with one another and there is no overall view of the economic implications of government policies, statutes, tax codes and regulations.

With major sectors of the economy in decline, federal intervention on an industrial and regional basis is needed. Such intervention should be carefully designed, democratic in implementation and pro-labor in its orientation.

A major factor contributing to chronic unemployment is the lack of coordination between private investment decisions and the location of unemployed workers. Rather than permit communities to be devastated by the loss of major employers and thus allow precious resources to dry up, private investment funds, in cooperation with the federal government, should be channeled to areas with high unemployment.

- Investment decisions that lead to plant closures should be closely regulated by the state and

federal governments to minimize the social costs of economic dislocation. Workers in Japan and West Germany and other industrial nations have many legislative safeguards against the disruption of plant closures. We support recently enacted legislation on plant closure notification as a good first step. We also support legislation to assist workers victimized by economic dislocation to gain access to new jobs of comparable pay without having to leave their communities.

- The California Labor Federation rejects the conservative economic thinking which says the federal deficit must be cut at all costs. The supposed threats of the deficit are used to justify even further cuts in social spending. Budget deficits are not necessarily good or bad. Focusing exclusively on the size of the deficit ignores two more important questions: What is it spent on and who pays for it?

Deficit reduction must be accompanied by a change in spending priorities—away from wasteful military projects and subsidies for the rich to social services, job creation and training and social infrastructure such as education, health, transportation and civilian science and technology.

The Pentagon should not be exempt from spending reductions. We support a strong defense, as we always have, and we do not believe that Americans can or should neglect the need for national security. But we reject the contention that there is no other option but to choose between the general welfare and the common defense.

The Reagan Administration has carried out the largest peacetime military buildup in U.S. history. In the last eight years the military budget has more than doubled. This military buildup is not only questionable in terms of foreign policy and national security, it is destructive of our nation's economy. The massive diversion of capital, technology and human resources into military production cuts into resources badly needed for civilian research and new investment. This is especially true today when many of our basic industries are operating with antiquated equipment and our nation's infrastructure is crumbling. Excessive arms spending also distorts the development of new technologies toward military priorities and away from innovations needed for civilian production. Ironically, the high tech sector industries important to future American economic growth, will be hardest hit by the diversion of resources to the military. For these reasons, high military spending erodes industrial

productivity, which is the foundation of any nation's economic growth.

Unfortunately reducing military spending will not alone greatly reduce the deficit or allow the restoration of social programs. It is estimated that from fiscal year 1982 to fiscal year 1990 military spending will have increased by a record \$159 billion; however, \$705 billion has been cut from non-military programs. The huge increases in military spending certainly contributed to the deficit. The main cause of the deficit, however, was Reagan's 1981 tax cuts. Even with subsequent tax reforms, from fiscal years 1982 to 1990 government revenues will have declined an estimated \$1.15 trillion.

Revenue increases will need to be a key part of any serious fiscal re-ordering. Tax increases must not fall on those least able to afford them—working Americans. Instead taxes should be increased on the wealthy and the corporations—those who benefited disproportionately from Reagan's tax cuts.

- Current U.S. trade problems reflect major changes in the international economy. World demand for products has not kept up with the growth of world productive capacity. Increased debt in many third world countries has forced them to import less and export more. The still high value of the U.S. dollar has made imports relatively inexpensive while raising the cost of our exports.

The nation's trading problems and the erosion of our industrial base have been exacerbated by short-sighted corporate investment decisions. In some industries, U.S. firms have failed to make necessary new investments to enable them to compete internationally. In others, U.S. firms have simply abandoned their workers, and moved operations overseas.

Legislation is needed that will discourage companies from moving by making them and not their workers pay the full social costs of plant shutdowns.

Tax laws must be changed to remove current incentives for companies to move abroad. The Overseas Private Investment Corporation (OPIC), a government agency that insures private investment abroad, should be terminated. And support for a new international agency—the Multilateral Investment Guarantee Agency—should end.

Although unfair trade practices by foreign countries are partly responsible for trade problems in particular industries, they are not wholly responsible for the overall decline in the U.S. trading position. Our trade balance has worsened

not just with a few countries, but against all of our top ten trading partners.

As international competition has intensified, so has the number of people blaming union wages and working conditions for our trade problems. Calls for new "labor-management cooperation" are often one-sided demands for workers to make concessions. The wages and working conditions of American workers should not be pitted against those of workers in foreign countries. This is especially the case with countries which refuse to respect basic worker rights. To this end the U.S. should not grant trade preference to these countries and should include in U.S. law and GATT (the General Agreement on Tariffs and Trade) rules a social clause that would assure the adherence of nations to minimal international labor standards. Existing labor rights provisions in the Generalized System of Preferences must be effectively implemented.

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 the economy as steel, auto, maritime, rubber and apparel. 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.

At both the federal and state level we support an increase in the minimum wage. In December 1987, the efforts of labor, church and community groups won an increase in the California minimum wage to \$4.25 an hour. This was a great victory and shows the power of united labor and community action.

The premise of state and federal law, however, requires a minimum wage that provides a worker an adequate standard of living. \$4.25 an hour still does not meet this standard. The nation's 6 million and California's approximately half a million minimum wage workers deserve better. A worker with a full-time job even at the new \$4.25 California minimum wage still earns less than \$8,900 a year.

At the same time the California Industrial Welfare Commission raised the minimum wage it instituted a subminimum wage for tipped employees. We are opposed to subminimum wages for any group of workers. The Federation's suit to overturn the tipped employee subminimum wage is currently pending before the California Supreme Court.

At the state level we call upon the legislature to:

1. Create youth jobs by developing urban

- conservation corps such as the successful San Francisco and Los Angeles Conservation Corps. It should be a major concern of the state to help disadvantaged youth get started in the labor market in order to help them become productive workers and good citizens.
2. Reform our property tax system by instituting a "split roll" to tax business properties at a rate higher than residential properties.
 3. Take account of the growing ethnic and racial diversity of the state and pursue policies to ensure that all Californians can participate equally in our economy. Blacks, Asians and Latinos will soon together make up the majority of California's population.
 4. Restore state services that have been cut back, 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. Government-assisted housing programs are needed for low and moderate income families to relieve the housing shortage and subsidies are needed to aid the homeless.

Adopted, p. 21.

II TAXATION

The California Labor Federation supports reform of our tax system to raise adequate revenues for needed programs, and to shift the tax burden to those most able to pay—the wealthy and the corporations.

Popular frustration with our tax system is justified. As real incomes have fallen, taxes on working people have become an increasing burden. And the tax system has become more inequitable.

A recent study by the Congressional Budget Office reports that the poorest ten percent of households have had their federal taxes increased by 20% since 1977. On the other hand, the richest ten percent of households now pay almost 20% less federal taxes than they did a decade ago.

The corporate share of taxes has also fallen. In the 1960s taxes on corporations accounted for a little over 20 percent of federal revenues. By 1985 that share had been cut by more than half. The 1987 tax reform eliminated many business deductions. This will raise the corporate tax share, but not restore it to earlier levels. The 1987

reform did institute a much needed minimum corporate tax that will do away with the phenomenon of the zero-tax corporation.

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 the four years following the huge 1981 corporate tax incentive legislation. This legislation cut the corporate tax rate in half at a loss of \$170 billion over five years.

Recent increases in federal payroll (FICA) taxes hit the poor particularly hard. For many poor families, payroll taxes take more than federal income taxes. The tax is particularly regressive because it is assessed as a flat percentage of wages, and only up to a top cut-off after which no more tax is owed.

The share of state taxes paid by corporations in California has declined over the past three decades. 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 reversal of some tax cuts to the wealthy to deal with the current state budget shortfall. It appears that the state deficit was largely caused by an overestimation of the revenue from repeal of the preferential treatment of capital gains. The overestimates were used to justify lowering the top rate from 11 percent to 9.3 percent. We oppose the suspension of tax bracket indexing which would unfairly raise taxes more for middle income taxpayers than for the rich.
3. Eliminate or amend the Gann spending limit. The basic flaw in the law is that it fails to account for real economic growth. Even if tax revenues increase as a result of economic growth (without any tax hikes), the Gann limit prevents additional expenditures. This limit can seriously reduce the ability of state and local governments to function in the near future.
4. Support of efforts to simplify California's personal income tax by closing regressive tax loopholes, in conformity with the 1987 federal tax reforms. Closing loopholes

would also help raise state revenues.

5. 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.
6. 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.
7. Support of legislation to restrict tax sheltering schemes which cost the state over \$500 million a year in revenues and an estimated billion dollars of capital formation.
8. Opposition to any further erosion of the state's unitary tax. The unitary method allows California to prevent multinational corporations from using creative book-keeping 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.
We urge the legislature to correct the ways in which recent changes in the unitary tax now reward companies investing abroad.
9. Opposition to tax relief for so-called "80-20" corporations—foreign based subsidiaries of U.S. multinationals.

Adopted, p. 22.

III FOREIGN POLICY

The years of the Reagan-Bush Administration have brought about a militarization of U.S. foreign policy as evidenced by armed involvement in Lebanon, El Salvador, Honduras, Grenada, Nicaragua and Libya.

National guard troops from several states, including California, have been sent to train in Central America. We sent our navy to patrol the Persian Gulf.

The California Labor Federation opposes the militarization of our foreign policy. 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. The bankruptcy and hypocrisy of the Reagan-Bush foreign policy is best illustrated by the Iran-

Contra affair.

Selling arms to a terrorist state and secretly diverting the profits of these sales to fund the activities of the Contras in Nicaragua violated both the explicitly stated foreign policy principles of the President himself — "No dealing with terrorists" and the law of the land—the Congressional ban on funding of the Contras.

It really makes little difference if the President knew of these activities or not. Either way, the responsibility for this disastrous affair remains with him. Our standing in the world community has suffered greatly from the Reagan Administration's obsession with controlling the political destinies of the Central American states. His "ends justify the means" policy has led him to ignore both international law, by refusing to recognize the jurisdiction of the World Court over the issue of the mining of Nicaragua's harbors, and of our own law banning military aid to the Contras.

Another example of the hypocrisy of the Reagan-Bush Administration's foreign policy is their advocacy of a "Just Say No" policy on drugs at home, while they continued to support Colonel Noriega of Panama, a notorious drug trafficker.

His policies of official duplicity have also taken their toll domestically. A pervasive system of governmental deception and secrecy can only serve to undermine the American people's trust and confidence in their government.

We join with the national AFL-CIO in calling for political rather than military solutions to the conflicts in El Salvador and Nicaragua. Neither aid to a government which is carrying out bombing raids on its civilian population in the countryside nor aid to a group of corrupt counter-revolutionaries will help to achieve the human and democratic rights which we wish to see instituted in these countries.

We join the national AFL-CIO and the ICFTU in urging the Reagan Administration to work for a solution to the conflicts in these countries within the framework of the Guatemala Plan that will provide for guarantees of democratic freedoms along with a halt to outside aid to all armed opposition groups.

We believe that U.S. foreign policy must be based on the principles of democracy including democracy in the economic sphere, human rights, self-determination, and freedom of association.

In our view, the cornerstone of democracy is the ability of workers around the world to exercise their fundamental right to form free trade

unions and to fight for dignity in the workplace.

As the chartered state AFL-CIO organization in California, the California Labor Federation supports the national AFL-CIO positions on foreign policy as well as maintaining our Federation's correlative function in recommending foreign policy positions to the national body. We join with the national body in rededicating ourselves to the defense and advancement of human rights, both at home and abroad. We are committed to the struggle for workers' rights of black trade unionists in South Africa no less than to the struggle of Solidarity in Poland. We demand the right of emigration and of religious freedom for Soviet Jewry as we demand an end to all forms of discrimination against Catholics and Nationalists in Northern Ireland and as we protest the persecution of the Kurds in Iraq. We make no excuses for the enemies of human rights, whether they be described as authoritarians or totalitarians. Where human rights are at stake, we hold to a single standard.

Consistent with this philosophy, the California Labor Federation again wishes to give special emphasis to the struggles of the Polish people to build a free and democratic trade union movement which will improve their living standards as well as winning basic political and economic democracy for all Polish citizens.

We greet the new policies of "perestroika" and "Glasnost" in the Soviet Union as a positive development and hope that they will not only loosen the rigid control of the Soviet government over its own people, but will also open the way for democratic developments in the other communist states.

Perhaps in this new context, Solidarity will have more hope of gaining recognition from a Polish government which can no longer so easily make the threat of Soviet intervention to justify its suppression of the organization which represents the democratic aspirations of the majority of the Polish people.

We welcome the continuing withdrawal of the Soviet occupation forces from Afghanistan and call for the restoration of an independent Afghanistan, governed by the principle of self-determination.

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, to call off its state of emergency, to release all trade union leaders and other political prisoners, and to immediately begin the transition to democratic majority rule.

We applaud the South African trade union movement which has been at the forefront of the drive for civil rights.

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 and support the efforts of local governments to divest their funds. The action by the Regents of the University of California should be seized upon by labor and liberal forces to begin a new wave of divestment. Unless the South African government is forced to change its course in the near future, a bloody civil war is almost sure to ensue.

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 historic 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.

We call on all U.S. employers operating in Northern Ireland to adopt and abide by the MacBride Principles which provide for fair employment practices. We support legislation banning the investment of state funds in companies which fail to abide by these principles.

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.

We are concerned, however, with the recent political unrest in the West Bank and Gaza Strip

and dismayed by the many deaths that have resulted from the Israeli government's measures to control the unrest. A means must be found to recognize the political and civil rights of the Arabs living in these territories.

The Federation is encouraged by recent developments in the Philippines. We welcome the departure of Marcos and give our support to the democratic forces in the Philippines and support for the Trade Union Congress of the Philippines in its struggle for free trade union rights and democracy.

Unfortunately, repression of human and trade union rights still remains the practice in many countries which enjoy the support of our government. The union movements of both South Korea and Turkey have come under governmental attack. The Pinochet government of Chile continues to suppress human and trade union rights. We applaud the results of the recent referendum in Chile. We call for the immediate resignation of General Pinochet and for the establishment of a fully democratic government.

We call upon our government to exert diplomatic and economic pressures on these regimes as it has on the Polish regime to bring about a restoration of trade union and human rights.

Finally, we must express our grave concern over the continuing threat of nuclear war.

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 to obtain 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.

New weapons programs such as "Star Wars" simply perpetuate the cycle of nuclear escalation.

We applaud the recent U.S.-Soviet agreement to reduce medium range missiles as a positive step toward disarmament and encourage our government to seriously pursue further arms reduction negotiations.

Adopted, p. 26.

IV.

WORKERS' COMPENSATION

The California Labor Federation has long been a strong supporter of the state's system of work-

ers' 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 repair. 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 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 40 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 4 days from the date of injury. In most cases, carriers are currently taking 4 weeks 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, inducing 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. There is currently no statutory provision allowing injured workers to bring civil suits against workers' compensation 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. Each year, the legislature adds funds for more judges to Governor Deukmejian'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 dis-

ability 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 51% of the state's average weekly wage and provides fewer than half of our injured workers with the intended $\frac{2}{3}$ wage replacement.

The recommendation for indexing has also been ignored, with the results that every two years the Federation must battle the insurance industry and the employers to achieve cost of living increases for injured workers.

Another recommendation of the Commission, that the three day waiting period for benefits be compensated for if the injured worker is disabled for more than 14 days also still awaits implementation in California. Under current law, a worker, unless he or she is hospitalized, must be disabled for three weeks or more to receive compensation for the first three days of disability.

The vocational rehabilitation benefits which were enacted in the mid-70's have proven to be of great value in returning many injured workers to suitable jobs. However, the failure of the rehabilitation benefit to be integrated into the benefit system as a whole has frequently resulted in delays in the delivery of rehabilitation services. A key to effective rehabilitation is the timely provision of services. Under the present system, injured workers are often counseled by attorneys not to begin rehabilitation programs until their permanent disability claims have been settled for fear that a successful rehabilitation plan could result in a lesser permanent disability settlement or award. This practice represents a distortion of the intent of rehabilitation and of the workers' compensation system in general which is to restore an injured worker's earning capacity and to return him to the workforce. Some employers and insurers have resisted the rehabilitation benefit and have delayed implementing plans and have even cut off benefits during the course of rehabilitation programs.

Partly as a result of the inefficiencies in the administration of the rehabilitation benefit, its costs have risen dramatically. When the benefit was first implemented it was contemplated it would amount for 2.7% of the costs of all benefits. In 1980, it accounted for nearly 7% of all benefit costs and it now takes up nearly 15% of these costs even though rehabilitation benefits

make up only about 6% of all indemnity claims.

The vocational rehabilitation benefit must be revamped to assure that services are provided in a prompt and efficient manner and appropriate penalties should be levied against employers and insurers who delay plans and interrupt payments.

An additional criticism of the workers' compensation system as a whole is that it is not cost effective. California's employers pay among the highest premiums in the nation, while our workers receive maximum benefits lower than those in 47 other states when taken as a percentage of the state's average weekly wages. Only Mississippi, Georgia and Indiana pay at a lower rate.

Much of the premium dollar goes into overhead. Claims adjusting expenses, forensic doctors' reports, sales commissions, general expenses, federal and state taxes and insurers' profits account for about 37.5% of premiums. Hospital and treating physician charges take up another 26.6%, leaving only 35.9% to pay indemnity and rehabilitation benefits.

Much of this inefficiency can be attributed to the fact that the system in California is largely underwritten by the private insurance industry. The State Compensation Insurance Fund only underwrites about 25 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 9 other states. Insurance companies, which do a multi-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 Bureau, a non-governmental agency.

To date, under the Deukmejian administration, all efforts to increase benefits and to make the system more workable have failed. A Federation-sponsored bill to provide a very modest increase in the maximum weekly temporary disability benefit from \$224 to \$273 and to place some limitations on the number of forensic medical evaluations was vetoed by the Governor.

In each succeeding year, extensive negotiations between the interested parties, including in 1988, a specially appointed representative of the Governor, failed to produce an agreement.

The main points of disagreement were the level of benefits and the magnitude of "reforms," in particular, of the employer and insur-

er-proposed changes in the system of medical evaluations.

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.

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. 22.

V UNEMPLOYMENT INSURANCE

Although official unemployment has dropped slightly in the last two years, it still remains too high, about 5.6% in California as of August 1988.

It should be noted that official unemployment figures greatly understate the true extent of unemployment. They count anyone who has worked for as little as one hour in the survey period. They do not take into account 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.

This figure coincides with the national unemployment rate for August, although since 1986 California's rate has generally been slightly lower than that of the country as a whole. Translated into numbers, this means that over 790,000 California workers and their families 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 Californians unemployed in August 1988, only about 40% (314,219) were receiving regular unemployment insurance benefits. The rest remained outside the pale of the unemployment insurance system. Most of the unemployed, 427,300, had been laid off from their jobs; 112,600 had left their jobs voluntarily; and the remainder were new entrants (78,800) or re-entrants (175,600) into the labor market.

Unemployment continued to hit disadvantaged groups in the labor force harder than others. Non-white unemployment was 7.2% in

August 1988, with black unemployment at 10.6% and Hispanic at 8.0%. Teenage unemployment stood at 16.1%.

Unemployment rates also varied greatly from county to county, ranging from a high of 27.2% in Imperial County to a low of 3.2% in San Mateo County. Rates were generally higher in the rural areas of the state.

A recent study by the state Senate Office of Research indicates that "contingent" workers — part-time, temporary and at-home workers and leased employees — may now make up as much as 25% of the work force in California. The study also concludes that involuntary part-time employment has risen by 151% since 1970, whereas voluntary part-time employment has grown by only the same proportion as the labor force as a whole — 58%.

Job creation in the current cycle of economic recovery has, in contrast to earlier periods of economic upswing, meant primarily low wage job creation. Census Bureau data indicate that for the nation as a whole more than two out of every five jobs created between 1979 and 1985 were in the low-wage category (\$7,400 or less). Like the rest of the country, California has seen a proportionate decline in manufacturing jobs and a proportionate increase in jobs in the service and trade sectors. Government jobs have also declined from over 20% of the state's work force in 1972 to less than 16% in 1988.

Although the rate of plant closures has slowed, they still occur on a regular basis. Economists estimate that California lost 1.5 million jobs to plant shutdowns between 1977 and 1987.

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 to modifying the state's unitary method of taxing corporations to encourage multi-national corporations to locate here by reducing their taxes.

The Federation's efforts to gain protections against plant closures have met with vociferous opposition and no bill has succeeded in getting out of the house of origin. In the just completed session, a bill to simply require EDD to keep records of plant closures almost reached the Governor's desk but failed on the last day to gain the votes needed in the Assembly to concur in Senate amendments.

Fortunately, the persistent efforts of the national AFL-CIO to gain federal plant-closure legislation finally succeeded this year. The legislation requires employers of 100 or more workers to give at least 60 days' advance notice of a plant shutdown or long-term layoff that would affect at least 50 workers on the job.

In general, unemployment insurance programs across the nation have been severely weakened in the 1980s.

During the recession of 1981-83, a smaller proportion of the unemployed were eligible for benefits and the amounts of those benefits were lower than in earlier, less severe recessions. In 1975-79 as many as 76% of the jobless were receiving U.I. benefits. In 1982, only 42% of the unemployed received benefits. Today, as a direct result of the Reagan Administration policy, the plight of the unemployed is even worse. Currently, on a national scale, only about 30% of those the government counts as out of work are receiving compensation under the U.I. system. For the long-term unemployed — those jobless for more than 27 weeks — the situation is desperate. Under the federal government's "trigger system" for starting the payment of extended benefits, not a single state meets the requirements to provide such benefits, even though more than 800,000 workers are counted as long-term unemployed.

A second program to help the long-term unemployed, the Federal Supplemental Compensation Program, expired in 1985.

That program, established in 1982 because of high rates of unemployment, provided between 8 and 14 weeks of benefits for the long-term unemployed in all states. It provided hope against poverty for hundreds of thousands of Americans unable to find work for extended periods of time. The FSC program was terminated while the unemployment rate remained at 7.3 percent and nearly 1.5 million Americans had been without jobs for half a year or longer.

Eight years ago the National Commission on Unemployment Compensation recommended that the individual weekly benefit amount should be not less than 50% of average earnings based on full-time employment and the maximum benefit should be at least two-thirds of the state average weekly wage. Only two states have laws that meet this recommendation. In 1987 the average weekly benefit amount in the United States was \$135 or just 35% of the average weekly wage in covered employment. Last year, with 8.5 million jobless, only \$16 billion was paid in benefits. Calculated in 1984 dollars, \$30 billion

was paid in 1976 when unemployment was only 7.6 million.

Recent recessions necessitated borrowing from the federal government by 33 states in order to pay U.I. benefits. Rather than address the real problem of intentional underfunding from unduly low taxes on employers, the federal government and many of the states have restricted eligibility, reduced benefits and cut back on duration. The ratio of wages subject to U.I. taxes was 98% in 1939 while today it is 36%. In 1978, U.I. payroll taxes averaged 1.35% of total wages in the country as a whole. In 1987 they averaged just 1%. Underfunding has become the rationale for curtailing benefits to keep inadequate outlays in balance with inadequate revenues.

In contrast to the underfunding situation faced by many states, California's U.I. Fund has a healthy balance of close to \$4.5 billion. Moreover, California's employers pay a lower U.I. tax than those in many other states. In 1987, employers in 28 states paid a higher percentage of their total payroll in unemployment insurance contributions. Thirty-four states have a higher taxable wage base than ours.

In light of these figures, the employers' and the Governor's resistance to benefit increases sought by the Federation become even more reprehensible. Whereas, it is true, as the opponents of increases point out, that California's eligibility requirements are the most lenient in the nation, the problem lies not with our liberal standards but with the restrictive requirements in the other states. Even in California only 39% of the unemployed were eligible for benefits in 1987.

As a result of four gubernatorial vetoes of Federation-sponsored benefit increase bills since 1985, California has lost ground in terms of maximum benefit levels compared to levels paid by other states. As of January 1987, it pays higher benefits than only 14 other states. When average weekly benefits taken as a percentage of each state's average weekly wage are compared, no state pays less 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 50% of the workers' earnings in the highest quarter of earnings and the maximum benefit should be increased to equal at least two-thirds of the state average weekly wage.

2. The criteria for eligibility and the qualifica-

tion requirements for extended benefits should be reformed at both the federal and state levels. All long-term jobless workers with a demonstrated attachment to the labor force should be entitled to unemployment benefits regardless of the unemployment rate in their state. Therefore, we urge removal of triggers, both federal and state, for determination of availability of extended benefits.

3. Extra benefits in California 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 weeks of strike or immediately if the employer is charged by a governmental agency with an unfair labor practice.

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.

7. Workers should be assured of adequate representation when their unemployment insurance claims are challenged.

8. Federal tax laws should be changed to exclude unemployment benefits from taxation.

9. Action must be taken to strengthen, rather than weaken, the federal role in the nation's U.I. system. A permanent program of jobless aid to the long-term unemployed funded out of general revenue should be enacted and federal action should be taken to correct the chronic underfunding of the U.I. system by many states.

10. Minimum benefits standards should be set by the federal government and federal mandates requiring the states to deny unemployment benefits to school employees between terms should be repealed.

Adopted, p. 22.

VI UNEMPLOYMENT COMPENSATION DISABILITY INSURANCE

California's 42-year-old Unemployment Compensation Disability Insurance Program is one of only five such programs in the nation. It provides wage-related benefit payments to work-

ers who are suffering from injuries or illnesses not related to their jobs.

The maximum weekly benefit is \$224. The maximum benefit period is 52 weeks.

Benefits begin either with the day after a seven-day waiting period of disability or with the first day of hospitalization whichever comes first. If the disability exceeds 21 days, benefits will be paid retroactively to cover the waiting period.

In addition, recent legislation has added two limited benefit programs: 30 days of benefits may be paid to a resident in an alcoholic recovery home and 45 days of benefits may be paid to a resident of a drug treatment residential facility. Benefits in these programs may be paid for an additional 60 and 45 days respectively, based on medical certification by the referring physician.

Most private sector and some public sector workers are covered by disability insurance. The program is financed entirely by covered workers through a payroll tax withheld from their earnings. The contribution is based on a percentage of a worker's earnings. For example, the contribution for 1988 is 1.2% of the first \$21,900 in earnings (a maximum of \$262.80). The contribution level may vary from year to year depending on the balance in the disability insurance fund. The tax rate for 1989 is forecast to be 0.9%.

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 1987 a total of 10,317,000 workers were covered by the state plan. More than \$1.4 billion in benefits was paid to over 650,000 California workers in 1987. Of these, more than 129,000 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.

In 1987, the Federation sponsored a bill which required employers to notify employees of their rights to D.I. benefits and requiring the Employ-

ment Development Department to develop a program to educate employees about their rights. This year the Governor signed a bill sponsored by the Teamsters with the support of the Federation which put the finishing touches on a full notification program. The bill requires employers to inform employees of their eligibility for benefits at the time they leave the job due to non-work related disabilities.

The Federation's legislative activities concerning disability insurance have not only concerned improvements in benefits and notification requirements. In 1985, the D.I. Fund experienced a \$26 million deficit due to flaws in a new tax formula enacted in 1982. This problem was corrected by a new formula negotiated by labor, the employers and the Employment Development Department. This formula, which was enacted into law in 1986, provides for a maximum tax rate of 1.2% and provides a new method of determining the tax rate which is more responsive to changes in claims and revenues. It also requires a prudent reserve of from 25% to 50% of the benefits paid out in the previous year. To date, the new formula appears to have been successful. The D.I. fund has a current balance of over \$650 million, high enough to trigger a lower tax rate for 1989.

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 biennial legislative battles to achieve needed cost of living increases.

It is desirable, however, to achieve this goal for both programs simultaneously to assure that claims are filed in the system in which they belong rather than in the one which pays the higher benefit.

Study should also be given to integrating state disability insurance benefits and workers' compensation temporary disability benefits. If a method could be found to achieve such integration without increasing the tax burden of workers, it could result in a faster and more efficient benefit delivery system to all disabled workers.

Absent such integration of benefits, the Employment Development Department should be required to make every effort to recover monies owed by workers' compensation carriers to the disability insurance fund on claims which are paid by EDD and are eventually held to be work-related and thus covered by workers' compensation.

Adopted, p. 22.

VII WOMEN'S RIGHTS

The California Labor Federation supports the struggle of women to gain equality both on and off the job.

Women have always worked—at home, or in factory, field and office. Today the number of women in the paid workforce continues to grow by over a million a year. Women now make up over 44 percent of the workforce. And about 60 percent of all women work outside the home, yet they are still denied full social and economic opportunity by pervasive and entrenched sex discrimination. The result is that the incidence of economic hardship is far greater for women than for men.

—More than six in ten adults in poverty are women.

—Half of all women with full time jobs earn less than \$15,700 a year.

—On an annual basis women earn on the average only 64 percent of what men earn.

—Sixty percent of all minimum wage workers are women. And a woman worker is twice as likely as a man to earn the minimum.

—In 1987, 58 percent of all women workers were in administrative support, service or sales jobs—all occupations with low pay.

The situation for minority women is even more difficult. They receive lower pay, are more likely to be unemployed, and have a harder time entering traditionally male occupations.

Recent press reports on the narrowing of the wage gap for women are misleading. Recent Department of Labor statistics on weekly earnings of full-time workers show women earning 62.5 percent of what men earned in 1979, closing to 70 percent in 1987. Taking a longer view and looking at annual rather than weekly earnings, indicates that there has actually been little progress in women's relative earnings. Census Bureau data on annual earnings, which have traditionally been used to track the wage gap, show that in 1955 women earned 63.9 percent of

what men earned, remaining virtually unchanged today at 64.3 percent. Also, part of the narrowing in the Department of Labor weekly earnings data is due to declines in men's earnings. The wage gap has not been sharply reduced.

Women's earnings are lower than men's due to job segregation and to lower pay for female dominated job categories. The Bureau of Labor Statistics lists more than 420 job categories. But in 1985, 56 percent of all women worked in just 76 categories although women made up 70 percent or more of the total workforce in those categories. In many areas women are still denied access to higher paying traditionally male jobs. We urge all affiliates to vigorously support affirmative action plans that will give women access to occupations in which they are under-represented.

The Reagan-Bush Administration has severely weakened affirmative action programs by 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 who mock the concept of comparable worth; opposing voluntary affirmative action programs through court action; and refusing to prosecute cases routinely pursued in previous administrations.

Affirmative action alone is not sufficient to correct inequities in women's earnings. Jobs that are predominately held by women are generally underpaid when compared to men's jobs of comparable skill, effort and responsibility. This type of "sex based wage discrimination" is not directly addressed by affirmative action. We urge affiliates to work for comparable worth or "pay equity" to raise the pay of traditionally underpaid women's occupations.

In the 1980's, California has seen the same attacks on women's rights as the nation at large, particularly in the area of social benefits. The Deukmejian Administration has blocked all attempts to implement any type of comparable worth pay adjustment for state workers in underpaid female dominated job classifications and has vetoed several bills addressing the issue of pay equity.

From the historic strike by AFSCME in San Jose for comparable worth, to current efforts to win pay equity for state workers, California labor has been a leader in the national fight to win economic justice for women. In 1984 the California State Employees Association (SEIU) filed a

pay equity lawsuit against the state personnel board and Governor Deukmejian. Last year a district court judge ruled that CSEA had presented sufficient evidence of sex discrimination to warrant a trial. The case, which is considered by many the lead case in national efforts to win pay equity in the courts, will likely go to trial early next year.

Families have changed dramatically in recent years, but most employers have not adapted their policies to accommodate these changes. Today nearly half of women with children under one year of age are in the labor force.

Women work out of economic necessity as well as choice, yet 60 percent of American women risk losing their jobs if they take leave to care for a newborn baby. Today, in many families men and women share responsibilities for child rearing, yet few employers accept that men need leave to care for a newborn or sick child.

The health of American families and the future of our children demand that we ensure that working Americans can care for their children without losing their jobs. The United States and South Africa are the only industrial countries in the world with no policy of protected maternity leave; many countries require generous parental leave that is both job-protected and paid.

The California Labor Federation, along with the national AFL-CIO endorses the Family and Medical Leave Act which would establish minimum protections for all working families by requiring employers to offer up to 18 weeks over a 24-month period of job-protected, unpaid leave for the birth, adoption or serious illness of a child and up to 26 weeks over a 12-month period of medical leave for disability.

We will continue our efforts at the state level to achieve a state parental leave statute. In 1987 our bill was vetoed. This year it failed final passage in the Assembly.

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 from approximately 18% in 1983 to 15.5% in 1986. However, the value of union membership to women workers has never been greater.

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.

The organization of women workers has important implications for the growth of a strong labor movement. Many female workers are em-

ployed in non-union 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 organized labor is to remain an important force in America.

To succeed in organizing women the labor movement must encourage the participation and leadership of women at all levels of union activity and office. Women must be a visible part of the union movement's face to the public on all issues not just on a narrow set of "women's issues."

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. Support the Equal Rights Amendment.
2. Improve equal opportunity for women in employment and promotion.
3. 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.).
4. Provide free quality child care to meet the needs of all working parents who require such services.
5. Support equal pay for work of comparable value.
6. Establish parental leave benefits covering both women and men within California state law.
7. Support 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.

—Maintains and improves the existing tax credit for child care.

—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-Bush Administration cuts have severely harmed women.

We support the federal Act for Better Child Care Services to provide funding for child care for low and moderate income families and increase the accessibility of child care for all families. Although still far from sufficient to meet the nation's pressing child care needs, the act is a move in the right direction.

Adopted, p. 22.

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-Bush 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. They were 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 coalition 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.

A continuing problem in recent years has been the effort to reduce social security protections because of overall budget considerations unrelated to the requirements of the social security program. Since 1974, social security trust funds have been included within a consolidated budget which combines regular federal income and expenditures with the self-financed social security program. Balancing trust fund income when it is in surplus against non-social security expenditures makes the consolidated budget deficit look smaller.

Though social security trust funds may be used only for the payment of social security benefits and administrative expenses, their inclusion in the unified budget leads to confusion in the public mind as to whether these funds are used exclusively for social security programs. Even worse, changes in social security benefits are considered not on their merits but on the basis of their impact on the overall budget deficit.

To maintain the integrity of the social security system the Treasury Department should be prohibited from divesting any assets held by the Social Security Trust Funds to make up temporary cash shortfalls when the Administration and Congress reach an impasse over raising the debt limit.

The Reagan-Bush Administration's callous disregard for the well being of social security recipients is evident in its attempts to restrict disability standards.

Between March 1981 and April 1984, out of 1.2 million complete beneficiary reviews, about 500,000 beneficiaries were found ineligible and their benefits terminated. This was a 45 percent termination rate which was shockingly high particularly when measured against the two-thirds reinstatement rate for those who appealed their cases.

The reviews were obviously being conducted in a manner designed not to render fair evaluations but rather to remove disabled beneficiaries from the rolls.

In 1984 Congress passed the Disability Benefits Reform Act to stop these types of abuses of the disability determination process. Congress should carefully monitor the implementation of the Disability Benefits Reform Act to ensure that its much needed reforms are properly carried out, both at the state and federal levels.

The California Labor Federation supports the national AFL-CIO in the following additional changes to the Social Security system:

- Payroll taxes as currently structured are highly regressive. Recent increases in payroll taxes enacted under the Reagan-Bush Administration are largely responsible for an increased tax burden on the nation's working poor. Social Security benefits not just workers, but the entire nation. Therefore, some general revenues, which are raised by more progressive taxation than payroll taxes, should be used to help finance the system. Partial general revenue financing was anticipated by the founders of the system and is to be found in practically all industrialized countries. Employers should be taxed on their total payroll since the wage base plays no role in determining the amount of the worker's benefit and there is no reason not to apply the employer tax to the total payroll.
- The Federation strongly supports repeal of the retirement age increases legislated for the next century. Congress should return the age for full benefits to 65, as it was prior to the 1983 amendments. The retirement age increase is bad social policy because it amounts to a future benefit cut for today's younger workers and it will aggravate unemployment for tomorrow's younger workers. The retirement age increase will undermine decades of progress made in negotiated early retirement programs designed to meet the twin goals of a dignified retirement for the older worker and a job opportunity for the younger worker.
- The program should be modified to more equitably provide income protection for women. When the social security program was enacted, the typical American family consisted of a working husband and a wife who was an unpaid homemaker. Though the social security law treats equally men and women with the same work and earnings record, modifications should be made in the law to better relate to changing work and family patterns. We support the concept of earnings sharing which recognizes marriage as an economic partnership and accords to each marriage partner the right to retirement income based on half the total retirement credits earned by a couple during their marriage.
- Congress should establish an independent Social Security Administration to better insulate the agency from political and budget manipulation.
- Congress should stop the Administration's plan to slash employment levels in the Social Security Administration. A good program can only meet its mission if the government provides adequate staffing.

- Improvements in the benefit formula for those who have worked at substandard wages would also help women and minorities. The benefit formula should also be changed to improve benefits for those with large gaps in their earnings record caused by unemployment.

Adopted, p. 26.

IX HEALTH CARE

For the first time in decades, the number of people who lack access to health care is growing dramatically. Although other industrialized countries have long provided accessible, affordable, high quality health care for all their people, our state and national governments have shifted responsibility for this basic right to the private sector and to individuals. As a result, the number of people without public or private insurance of any sort has grown nationwide from 28 million in 1980 to 37 million in 1988. Over 5 million Californians are uninsured. Two-thirds of the uninsured are working people and their families; a third are children.

At the same time, the cost of medical care continues to increase at 3 to 5 times the overall rate of inflation. 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," and asked to pay higher premiums, co-payments and deductibles, often for reduced benefits. In fact, it is hospitals that drive up the price of care by buying expensive equipment the community doesn't need to make themselves "competitive."

Many union health plans cannot find insurance at affordable rates, whether they are small groups or large joint trusts.

Unions covered both under direct payment and commercially insured plans find they must struggle to maintain benefits for their retirees. As the elderly become a higher percent of our population, union members find they cannot afford nursing home and long term care for themselves and their parents, an expense still excluded by Medicare.

The labor movement has been in the forefront of the move towards access to health care 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, greatly increased because of labor's collective bargaining success. Unions played a major role in creating one of the first health maintenance organizations, Kaiser, after World War II.

But today our health care system is in crisis.

Competition has not provided sufficient incentives to insurance, hospital supply, and pharmaceutical drug companies, or to doctors and hospitals, to contain charges.

Fee-for-service insurance plans in California raised their rates an average of 40% in 1988.

We spend over 11% of our gross national product for inadequate medical coverage, while Canada spends 8.5% to cover all of its people.

The U.S. is 19th in the world in infant mortality, and lags in other measures of health.

The system of access is fragmented, consisting of a hodge-podge of public and private plans, depending on whether an individual is indigent, elderly, has suffered an industrial or non-industrial injury, is insured by an employer or through an individually purchased plan.

The emphasis on treating disease rather than preventing it has led to billions of dollars spent for pharmaceutical drugs and for hospitalizations that could have been avoided. Environmental and workplace health and safety are the most effective and cost-efficient guarantors of personal health.

The California Labor Federation remains convinced that the only way to assure that everyone has access to quality health care they can afford is through the enactment of a universal, comprehensive national health program. Such a program must be equitably financed, offer incentives to provide quality primary care, and remove incentives in the current reimbursement system to reduce costs through layoffs or reduction in hours for health care workers. In pursuing this goal we will do all in our power through both federal and state legislation, collective bargaining, and community action to fight cutbacks, control charges, and improve health services for all people. The passage of the Massachusetts Health Act of 1988 is a strong signal that the time to bring justice and equity to our health care system is upon us.

On the federal level, the California Labor Federation supports legislation such as the Kennedy-Waxman bill which would mandate all employers of a certain size to provide a given level of benefits, but encourages expansion of the bill to include all residents.

A long term care plan must be adopted that spares our families from emotional and financial devastation in the last years of life. We will support adequate public funding and adequate staffing for home health care and nursing home services, and decent wages and benefits for workers involved in providing such services, in the interests of justice and of quality patient care. 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.

We will support adequate federal financing for research on both life-prolonging treatments and cures for AIDS. Known treatments must be made available at an affordable price. Prevention and education must be vigorously promoted, as the spread of this epidemic among intravenous drug abusers threatens the health of entire cities, and a generation of newborns. Testing for AIDS must be confidential, effective and guarantee the civil rights of people with AIDS. We will oppose ill-considered proposals for random testing and public reporting of test results for HIV, which would be expensive and ineffective. We will oppose attempts to exclude people who have or may have AIDS from insurance coverage. To combat the growing problems of alcohol and drug abuse, it is essential that health plans provide the necessary coverage to treat substance abuse.

We will continue to oppose further cut-backs in essential Medicare and Medicaid health care services, and any effort to introduce means testing into the Medicare program or to further burden individual elders for improvements in benefits, as the catastrophic bill has done. We will oppose plans to reduce health spending by placing an arbitrary ceiling on tax free employer contributions to employee health insurance plans.

In California, the California Labor Federation will continue to endorse legislation along the lines set forth in the model bill developed by the AFL-CIO Department of Occupational Safety, Health and Social Security. The bill's provisions would contain charges, and distribute the cost of care for the uninsured equitably among hospitals, removing incentives to turn such patients away. Such support is especially critical for the state's 26 remaining county hospitals, which are legally mandated to serve as the providers of last resort to indigent patients. We will support all efforts that require state and federal governments to contribute their fair share to the financing of

essential county health services, including emergency care.

We also encourage efforts to develop a comprehensive health plan on the state level. One model plan proposed in the 1987-88 legislative session was the Hauser bill, AB 2020, that would cover all Californians under their choice of state-qualified health plans. Rates for the plans would be capped by the state. By placing the health plan at risk for all services, including long term care, the bill encourages the use of appropriate timely, primary care and social services, rather than costly acute care. Quality controls and an equitable financing mechanism must be developed as part of such a program.

We will consider partial solutions on the state level for covering the uninsured, but will oppose those that place an undue financial burden on working people, or that have been shown to be ineffective or financially inequitable in other states, such as most proposals for catastrophic risk pools.

We will support all efforts to restore reporting and control systems for hospital and health care expenditures such as those set up under the administration of former Governor Jerry Brown.

We will support legislation such as that in effect in Massachusetts and Michigan, and proposed in San Francisco requiring hospitals to provide advance notification to the public of planned service cuts, and the opportunity for public response. In an era of for-profit health care and hospital mergers, such provisions make hospitals more accountable, and offer public departments of health time to plan for alternative provision of needed services.

We will support efforts to remedy the nursing shortage by improving wages, working conditions and staffing for nurses in hospitals and other settings.

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-community coalitions to combat employer efforts to cut back on bargained health care benefits. Coalitions can take a progressive role in re-shaping the way health care is delivered by encouraging preventive medicine, use of outpatient procedures, and home health care. Labor coalitions can serve as resources for local unions who are negotiating benefits.

Further, unions can play a pivotal role in protecting city and county public health services, and promoting education and political activity, in coalition with such organizations as the Com-

munity Health Coalition in San Francisco, Vote Health in Alameda County, local Health Access chapters in Los Angeles and Contra Costa Counties, and the statewide Health Access organization.

The Northern California Labor Health Coalition is a regional model that has been active in efforts to make HMOs, such as Kaiser, more responsive to the needs of their patients.

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 such as the Southern California affiliated health funds. 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-cutting programs as pre-certification for all non-emergency hospital admissions, mandatory pre-admission testing, selective second surgical opinions, incentives for outpatient care at negotiated rates, and, whenever appropriate, home health care and hospice care. Review of small area analysis may also help identify excesses in charges or medical practice in a given location, and inform benefits negotiators.

Adopted, p. 26.

X WELFARE

Today thirty two and a half million Americans live in poverty. More than one in eight Americans are poor. Under the Reagan-Bush administration poverty has risen to levels not seen since the start of the War on Poverty in the mid 1960's.

Children have been especially hard hit by the rise in poverty. Children currently make up forty percent of the poor. One out of every four children is born in poverty. One out of every five children spends part of their youth in poverty.

The situation is even worse than the unacceptable picture painted by the official statistics. The government's 1987 poverty level of income for a family of four is \$11,611 a year. Millions of families with incomes of twelve, thirteen and fourteen thousand dollars a year are not officially poor, but do not have adequate incomes.

The poor are getting poorer. In 1986 the income of poor families fell below the poverty line by an average of \$4,394, the largest gap since 1963, except for the depths of the 1982-83 recession. The current economic expansion, unlike

those of the past, has done little to reduce the number of families living in poverty.

As economic hardship and misery have grown, the Reagan-Bush administration and Congress have cut welfare programs to the bone:

—Since 1981 more than 6 billion has been cut from AFDC programs.

—Those still receiving AFDC get benefits 37 percent below 1970 levels.

—Child nutrition programs have been cut by 30 percent.

—of the country's 12 million poor children, 5 million receive no assistance whatsoever.

—As hunger increased, the food stamp program was cut by 13 percent in seven years.

The Deukmejian administration has similarly cut state welfare programs — from child welfare services to Medi-Cal for the elderly, from health services for the working poor to aid to the homeless.

To justify these cutbacks conservatives have painted a picture of the poor as lazy and unwilling to work, and of welfare recipients as Cadillac drivers sponging off the government.

Conservatives spread the myth of a safety net — a set of programs supposedly left intact to protect the "truly needy." The facts speak otherwise. In 1979 AFDC and other means tested programs were able to lift 22 percent of the poor out of poverty. Today these programs raise only nine percent from poverty.

The cuts in social programs have hit minority families especially hard. Recent studies show income and benefit losses from the 1981 program cuts were three times as high for the average black family, and twice as high for the average Latino family as for the average white family.

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. Historically, the government's income maintenance programs have hampered the employer's ability to depress wages because of economic insecurity. By cutting these programs and increasing the numbers of people willing to take any job at any wage, Reagan reduces labor's bargaining power.

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, spe-

cially targeted programs must be devised which meet the need of (1) those employed at jobs which do not pay enough to keep them out of poverty; (2) those workers who desire but 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 level 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, such as those recently enacted on both the state and federal levels, which require welfare recipients to work off their welfare payments, as well as other proposals which fail to meet the needs of the poverty stricken and fall short of the comprehensive welfare reform this nation desperately needs.

Employment programs must remain strictly voluntary and not be used to coerce people into working for low-wages under adverse conditions.

The California Labor Federation opposes the use of plans to collect more money for child support from absent fathers as a substitute for welfare programs. Increasing child support enforcement is a legitimate goal, but overemphasis on enforcing child support payments perpetuates the idea that children are solely a private responsibility. In the extreme, this provides justification for cuts in government spending on social programs.

Focusing exclusively on child support payments distracts attention from the real causes of poverty such as unemployment and low earnings. The Census Bureau has estimated that even if every woman in the country awarded child support were to fully collect the number of women and children in poverty would fall by less than five percent. The average child support award of \$2,500 a year is just too low to guarantee a decent standard of living. The fathers of poor children are mostly poor themselves and therefore not a good source of income to raise families out of poverty.

To ensure an adequate income for those who work, and for those who are unable to work, we urge the following:

1. Restore the minimum wage to 50 percent of the state average manufacturing wage and provide automatic indexing. We oppose all efforts to institute subminimum wages of any type.
2. Federal and state policies for rapid economic growth and expanded job training.
3. 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. 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.
4. Maintain the purchasing power of General Assistance and Food Stamps. Public Assistance payments are currently falling further and further below the poverty line because of the failure to adjust for changes in the cost-of-living.
5. 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.
6. A strengthened unemployment insurance system with decent benefit and eligibility standards including benefits for strikers.
7. Federally and state-financed child care centers with educational health and nutritional services for children of working and welfare parents.
8. Federal fiscal relief for state and local governments which bear rising financial costs due to their current welfare programs.
9. Provide necessary services, including child care and Medicaid, for a reasonable time after a person becomes employed.
10. Establish a national minimum payment standard which would restore the purchasing power of AFDC benefits and mandate regular benefit increases to keep pace with inflation. This standard should be raised to not less than the poverty level as quickly as possible.
11. Mandate AFDC coverage for two-parent families in need in the 26 states which currently do not provide such coverage and ease eligibility requirements to assist the working poor and recently unemployed.
12. Broaden the eligibility for food and nutri-

tion programs and eliminate the punitive workfare requirement in the Food Stamp program and instead provide training and placement in decent jobs.

13. Provide assistance and leadership for outreach programs in order to reach the vast number of hidden poor and ease bureaucratic regulation which now prevents many of the needy from receiving help.

Adopted, p. 30.

XI

CONSUMER PROTECTION

The California Labor Federation is deeply concerned over damage to consumer protection programs and continuing threats posed by hostile governmental bodies and their 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 on behalf of the buying public.

There is no factual basis to the idea that the "free market" will insure consumer product safety without government intervention. Moves to relax consumer product safety requirements are greedy attempts to raise business profits at the direct expense of consumers.

The Federation reaffirms its traditional support for consumer rights under law. We pledge our best efforts to maintain and expand the rights of consumers, to support adequate staffing and budgets for consumer agencies, and to seek assurance that agencies will act with independence and integrity in advancing and protecting the consumer interest.

One of the most pressing problems in the area of consumer protection is that of insurance. Liability insurance costs have skyrocketed and sometimes insurance is simply unavailable at any price. Child care centers needed special state legislation to assure the availability of insurance. Some public agencies are unable to find or afford insurance coverage and are forced to reduce their

services. The "insurance crisis" affects everyone.

Insurance companies blame the attorneys and our liberal tort system for the crisis. Attorneys point to the greed and mismanagement of the insurance industry. The issue is a complex one and a balanced solution must be found which protects the rights of victims to compensation and makes available reasonably priced insurance coverage.

We support the national AFL-CIO's position that the true long-run solution is to develop alternatives to the tort litigation system for compensating injured persons and to maximize safety. If government at all levels were to develop no-fault compensation systems, there would be far less need to rely on tort litigation to provide compensation to injured persons. And if governments at all levels—from OSHA to state licensing boards—had not abdicated their responsibilities to regulate unsafe practices and to punish unsafe practitioners, there would be far less need to rely on the tort litigation system as a policing device.

We also support the national AFL-CIO's proposals for immediate action which would couple more stringent regulation of the insurance industry with needed reforms of tort law and of the civil litigation process.

- State insurance commissioners should be given the necessary authority and, equally important, the necessary resources to assure that increases in insurance premiums are actuarially justified. Rate increases, or increases beyond certain stated amounts, should require prior approval. Consumer representatives should have a specified voice in insurance rate regulation.

- Insureds should be protected against arbitrary denial or cancellation of their insurance. Insurance companies should be required to justify cancellation decisions and to provide fair and adequate notice to the insured.

- The insurance industry should no longer be exempt from federal consumer protection regulation. For example, there is no justification for excluding the insurance industry from the jurisdiction of the Federal Trade Commission. To the contrary, given the inadequacies of existing state insurance laws and commissions, the federal government should play an active role in monitoring the insurance industry, in developing a set of basic regulatory requirements for state regulators to follow, and in assuring that not just manufacturers but all those who need insurance are free to join together to self-insure or to buy insurance at a group rate.

- Recoveries for non-economic losses—both damages for pain and suffering and punitive damages—should be more predictable and related to the degree of injury inflicted by, and the level of culpability of, the defendant.

- Judicial procedures should be reformed so that more dollars reach victims and fewer dollars get absorbed in litigation costs. Full use should be made of alternative dispute resolution procedures. Defense tactics of delaying or running up costs should be severely sanctioned.

We will work together with consumer groups to attempt to implement these proposals in the California legislature.

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 and improve item pricing requirements.
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.
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. Support expanded consumer education programs in schools, consumer and non-profit organizations, as well as reiterating our endorsement of the Consumer Federation of California.
6. 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.
7. Support proposals which would provide

state supervision of the cable antenna television industry (CATV), insuring real consumer protection for California's citizens.

Adopted, p. 30.

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 at both federal and state levels.

Employers now feel free to violate these laws with impunity, knowing that procedural delays will prevent enforcement for years and that even the price of settling will be cheap.

Not only has Reagan gutted the National Labor Relations Act by his appointment of the 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-Bush Administration has also followed industry's bidding to:

1. Gut the administrative regulations implementing the Davis-Bacon Act. Such changes would virtually destroy the law.
2. Erode the regulatory and enforcement protections of the National Occupational Safety and Health Act and all similar laws.
3. Support vicious 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. 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.

8. Support a sub-minimum wage for teenage workers and oppose a much-needed increase in the minimum wage.
9. End the ban on industrial homework.

The Federation strongly opposes these and the many other anti-labor acts of the Reagan-Bush administration.

At the state level, a Deukmejian-appointed Industrial Welfare Commission, after two years of hearings, demonstrations and lobbying by labor, community and religious groups, finally in late 1987 granted a long overdue increase in the minimum wage from \$3.35 to \$4.25 an hour. In 1985, the Commission had turned a cold shoulder to an earlier two-year drive for an increase. Just prior to the IWC's decision to grant the increase, the Governor had vetoed a Federation-sponsored measure to hike the wage to \$4.25. The IWC's action, although welcomed by labor as a step in the right direction, was inadequate to make up for the lost purchasing power of the minimum wage. It also was seriously flawed by the inclusion of a sub-minimum wage for tipped employees. The Federation immediately challenged the sub-minimum provision on the basis of a 1975 state statute prohibiting tips from being credited against wages. An appellate court ruled in the Federation's favor, but the case was appealed by the IWC and a Supreme Court decision is pending.

After its action on the minimum wage, the IWC turned its attention to special employer petitions to exempt hundreds of thousands of workers in the hotel, restaurant, health care, building maintenance, amusement and theater and manufacturing industries and in the professional, technical and office employee occupations from eight-hour overtime protections.

In the manufacturing industry, the labor-management wage board, established according to statutory procedures to consider changes in the wage order, reached an agreement allowing for greater flexibility of work schedules such as a work week consisting of four nine-hour days and one four-hour day but rejecting the employer demand for a 12-hour day without overtime pay. The agreement also contained added protections for affected workers and required employers using alternative work schedules to register them with the Division of Labor Standards and Enforcement. This agreement was then adopted in accordance with statutory requirements by the IWC. The three wage boards covering the other industries deadlocked.

After further public hearings, the IWC, by 3-2 vote, acceded to the employer demands and adopted their 12-hour day proposals for the three wage orders where no agreement was reached. The two labor members of the Commission immediately threatened to resign in protest.

The Commission also voted to expand greatly the definition of professional employees, thus depriving thousands of additional workers of overtime protections.

By taking these actions, the IWC not only turned back the clock of history, but called into question its very reason for existence—to serve as the guardian of the unorganized, unprotected workers of the state. Unless tremendous political pressure is brought to bear, the IWC will undoubtedly continue on its course of eroding overtime protections for the workers covered by the remaining eleven wage orders.

As the enforcement activities of the Department of Labor have declined, so have those of our state Division of Labor Standards Enforcement. Special enforcement teams to deal with the garment industry were abandoned by the Governor. Long delays in processing wage claims are common and the record of enforcing judgments is abominable.

The California Labor Federation supports the national AFL-CIO in its efforts to:

1. Restore the protections which American workers have possessed for decades under the National Labor Relations Act, the Davis-Bacon Act, the Service Contract Act, the Walsh-Healey Act and the Fair Labor Standards Act.
2. Restore the minimum wage under the Fair Labor Standards Act to its prior purchasing power and index it at 50% of the average hourly earnings of non-supervisory production workers.
3. Reduce the hours of work under the FLSA in stages to 35 hours per week and increase the overtime rate to triple the hourly rate to increase employment opportunities.
4. Revise the FLSA salary test for executive, professional, and administrative personnel to reflect present-day realities.
5. Achieve a ban on all forms of industrial homework, making special provisions for the handicapped.
6. Eliminate double-breasting in the construction industry.

At the state level, we will continue to demand that the state provide adequate resources to enforce wage and hour laws and prevailing rate

laws.

We support legislation and/or administrative action to:

1. Combat the state's \$30 billion a year underground economy.
2. Increase and index the state minimum wage.
3. Abolish all forms of the sub-minimum wage.
4. Increase the overtime penalty to triple time.
5. Provide a system of arbitration for wrongful discharge cases.
6. To prevent the PUC from interfering with collective bargaining in their rate making process.

We remain opposed to legislative efforts to:

1. Allow the use of prison labor at the expense of "free" labor.
2. Exempt any group of employees from coverage by the eight hour overtime provisions of the Industrial Welfare Commission orders.

Adopted, p. 30.

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 farm workers overwhelmingly chose the United Farm Workers of America, AFL-CIO as their bargaining representative.

In the legislative arena, since the passage of the ALRA, a series of bills to modify the Act have been introduced by grower-friendly representatives, many of them Democrats from agricultural districts. These measures are 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 farm workers 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 six years to weaken the ALRA through legislative action.

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. Total 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 interests 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.

The combination of a hostile Board, now completely comprised of Deukmejian appointees, and a hostile General Counsel has had disastrous results. The Board has lost the support of the workers whose rights it was designed to guarantee and it has become a protector of the growers' interests.

Thus, the fate of the law remains uncertain. As it functions currently, it does not serve the interests of the farm workers and in the past two years the UFW itself has pressed the legislature to cut its budget. Yet the legal framework which enabled many farm workers to reap the benefits of collective bargaining could become useful if future appointments provide a balanced Board and a fair General Counsel.

We must protect this framework and make every effort to assure that the Board does not pervert the purpose of the law it is mandated to administer. We hope that the Governor will heed the message sent to him this year by the Senate, which rejected his appointment of Wayne Smith, former Deputy General Counsel and lobbyist for a grower group, to the ALRB.

We pledge our continued support to the UFW in their difficult task of organizing the more than 300,000 farm workers working in California's fields and vineyards, a task which the Governor has made extremely difficult.

We also support the boycott of table grapes. Reinstated in 1984, the boycott drew international attention this year with the 36-day fast of UFW President Cesar Chavez, and underscored the union's demands for safe, healthful working conditions and a fair contract.

Implementation of the boycott has not been easy. Recently, Dolores Huerta, first Vice-President of the union, suffered a ruptured spleen and

fractured ribs after being viciously beaten by San Francisco police while pursuing boycott activities outside a fundraising dinner for George Bush. The federation has called upon federal and state law enforcement officials for a full investigation of civil rights violations. Yet, full-page newspaper ads and television commercials by the growers seem to indicate that the boycott is having an effect.

As if the union were not facing enough adversity at the hands of a hostile state administration, it now faces a new challenge dealing with the 1986 Immigration Reform and Control Act, which formalized guestworker programs that benefit agribusiness by institutionalizing an oversupply of labor.

In particular, the Replenishment Agricultural Worker Program (RAW) threatens to admit into the country large numbers of workers required to work 90 days a year (for each of three years) in order to retain their legal work status. Federal agencies will have a key role in determining whether there is a shortage of labor requiring admission of RAW's workers, and we call on them to acknowledge the oversupply of labor in California and elsewhere and reject admissions.

The union is also threatened by the spectre of the H-2A temporary labor program, which allows for admission of seasonal workers in agriculture if a shortage can be proven. Here, again, federal agencies have a key role in admitting workers and we call on them, especially the federal Department of Labor and the Immigration and Naturalization Service, to reject grower efforts to admit H-2A workers, who would become the *braceros* of the 1980s and 1990s.

Conditions in the fields have also been worsened by the reemergence of large numbers of farm labor contractors in this state. Farm labor contractors who stand as intermediaries between the workers and the employer, who determines the conditions of their work are, in many instances, unscrupulous operators whose function is to insulate the grower from liability for payment of good wages, benefits and social insurance. This year the Federation supported legislation sponsored by the California Rural Legal Assistance, which will bring about some basic reforms in this area. We pledge to continue efforts to seek strengthening of the laws that regulate farm labor contractors.

We challenge agribusiness in this state to respect the basic labor rights of workers by sitting down and bargaining in good faith with the UFW; rejecting the use of farm labor contractors;

and refraining from seeking foreign guest workers who will drive down wages and displace domestic labor. We pledge to the UFW that we will stand by them in their struggle so that real justice and democracy can be established in this state's agricultural industry.

Adopted, p. 31.

XIV

PUBLIC EMPLOYEES

Public employees, federal, state and local, comprise about 16% of the labor force in California. A relatively high percentage of them are unionized, compared to the state's non-farm work force as a whole. California, however, ranks 47th in the nation in the number of public employees per state resident.

In the 1980's public employees are under attack on a number of different fronts. Public workers often face open hostility from the general public. Although this hostility has lessened somewhat in recent years, it continues at high levels. Public workers are an easy scapegoat for popular frustration with taxes. Unfortunately anti-tax movements have found support from workers attempting to offset declining real wages. The right wing has managed to channel popular anger with taxes away from the real inequities of the tax system. Instead concern on taxes has led to opposition to government services and attacks on the jobs, pay, legal rights and dignity of public employees.

Hostility to public workers and opposition to government services have both helped create and have been fueled by severe budgetary problems at all levels of government. The budget deficits are a result of misdirected federal priorities, federal tax give-aways to the rich, and in California, tax cuts that reduced state and local tax revenues without making the tax system more equitable.

At the federal level the Reagan-Bush administration and Congress have attempted to make government employees pay for the budget deficit. In 1986 federal retirees lost their cost-of-living adjustment, a victim of across the board budget cuts mandated by the Gramm-Rudman-Hollings balanced budget amendment.

The Deukmejian administration has tried to use budget problems as justification for giving state workers less than adequate pay increases and for vetoing comparable worth pay adjustments. Many local governments have also placed an unfair share of the budget burden on their

public employees.

Budget deficits will continue for the foreseeable future and will put pressure on government administrations of all persuasions to cut services and reduce public employee wages and benefits.

Attempts to balance government budgets on the backs of public employees are totally unacceptable. Public employees are not responsible for the deficits, and their pay and benefits are not legitimate targets for the budget cutting axe.

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.

Added to the fiscal problems faced by government employees is the new, Reagan-Bush-inspired drive to privatize public services. 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 accountability, and increased potential for 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.

To insure the survival of social services and public sector unionism it is crucial that the labor movement, and public sector unions in particular, form 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.

Public employees continue to be denied the full legal protections accorded most other workers. In California 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 Federation believes that the distinction between public and private workers, so loudly proclaimed by right wing politicians, is totally artificial. Regardless of whether the bosses are local school boards, or the plant managers 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 actions:

1. Liberalization of existing collective bargaining 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.
6. Extend the Occupational Safety and Health

Act to provide mandatory coverage of all public employees.

Adopted, p. 31.

XV. CIVIL RIGHTS

The 1980's has seen a reversal of many of the political and economic gains won by women and minorities in the previous three decades. Today this country is becoming ever more deeply divided.

While progress towards equality slowed in the late seventies, the conservative ideology and policies of the Reagan-Bush administration have dramatically worsened the situation. Particularly damaging has been the use of unemployment to discipline labor. The unemployment rate for minorities has risen greatly. Blacks now face almost two and a half times the joblessness of whites.

Social service cuts under the Reagan-Bush administration have fallen most heavily on women and minorities. Studies indicate that as a result of the 1981 cuts, the average black family lost three times, and the average Latino family lost two times the income and benefits lost by the average white family. And because women and minorities are disproportionately employed in social services, they have been particularly hurt by the shift in government spending from social services to the military.

As the economic situation of women and minorities worsened, the Reagan-Bush administration and the New Right attacked the programs and legal institutions set up to fight discrimination:

—Administration appointees to sensitive positions in government have been antagonistic to civil rights if not outright promoters of sexism and racism. Reagan's attempt to put Judge Bork on the Supreme Court is only the most glaring example of this.

—The Equal Employment Opportunity Commission and other enforcement agencies have suffered cutbacks, and they have retreated from serious enforcement of the law.

—The Civil Rights division of the Justice Department has actively fought affirmative action, joining employers in court fighting implementation of affirmative action programs.

—The U.S. Commission on Civil Rights has been completely undermined by appointees openly opposed to affirmative action and pay equity.

The California Labor Federation stands with our nation's minorities and women in opposing attacks on their economic, political and civil rights.

Today, as racial antagonism is on the upswing, it is crucial for the future of the labor movement and our country that we strengthen our efforts to ensure equal rights for all.

It is no accident that the anti-women and anti-minority policies of the Reagan-Bush administration have also been disastrous for all American workers. If women and minorities are left behind other workers cannot win economic justice for themselves.

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.

To succeed in organizing women and minorities the labor movement must encourage their participation and leadership at all levels of union activity and office.

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.

Full employment alone, however, is not sufficient. The California Labor Federation strongly supports the implementation of affirmative action programs to overcome historic discrimination and employment barriers which have denied women and minorities equal employment opportunities. Our support for non-discriminatory seniority systems in no way conflicts with our strong and constant support for affirmative action.

We in the labor movement take pride in the

fact that we have been one of the major forces in removing roadblocks to equal opportunity. We have done so at the negotiating table, in the courtroom, in Congress, on picket lines and in public demonstrations to forward the cause of constructive affirmative action.

Jobs that are predominately held by women are generally underpaid when compared to men's jobs of comparable skill, effort and responsibility. This type of "sex based wage discrimination" is not directly addressed by affirmative action. We urge all affiliates to work for comparable worth or "pay equity" to raise the pay of traditionally underpaid women's occupations.

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 discrimination against immigrants, racism, anti-semitism or sexism in this nation. Such philosophies and activities must be opposed by all who believe in equality.

Today the fear of AIDS has fueled anti-gay prejudice. California has witnessed repeated attempts to pass ballot initiatives which, under the guise of combating AIDS, would have denied civil rights to those suspected of being infected with it. The Federation reiterates its opposition to any such measures which, in the final analysis, would cause discrimination based upon sexual orientation. The Federation supports and urges the enactment of legislation to guarantee the civil rights of all persons without regard to sexual orientation in employment, housing, credit, public accommodations and public service.

In addition to the above policies, we support the following:

1. Full economic, social and political justice for all 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.
4. Provide additional resources for schools located in depressed areas to insure equal educational opportunities for all.
5. 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.

6. Active involvement of retired union members in senior organizations such as the Federation of Retired Union Members and the Congress of California Seniors, National Council of Senior Citizens and continued efforts by the Federation's Senior Action Program in organizing retired workers on issues reflecting the concerns of the aging.

Adopted, p. 31.

XVI HOUSING

The American dream of owning one's own home has now become an impossibility for the majority of American families. Affordable rental housing is becoming non-existent, and millions of Americans are living in the streets without a roof over their heads. In spite of labor's cooperation in developing continued increases in productivity in the housing industry prices have increased out of all proportion to the cost of living.

The U.S. has a housing crisis. The numbers tell the outlines of the story:

- Scarcely half of U.S. households earn enough to qualify for a loan to buy the median priced home of \$90,700. Homeownership is falling, especially among younger families. For the nation as a whole, the homeownership rate dropped from 65.6 percent in 1980 to 64 percent in 1987. Among people in their early thirties, only 53.2% could afford to buy a house, down steeply from 61.1 percent in 1980.
- Over the last fifteen years rents have increased one and one-half times faster than incomes.
- Sixty percent of central city residents now pay more than a quarter of their income in rent.
- Estimates of the number of homeless range from one to over three million. A large percentage are children, and a disproportionate number are Vietnam veterans.
- The Reagan-Bush administration has slashed housing assistance by sixty percent. In

1980 the ratio of housing to military expenditures was 1 to 7; today the ratio is 1 to 44.

In California the situation is much worse. In August of this year, the statewide median home price was \$172,347. Seventy-six percent of Californians did not earn enough to buy the median priced house. In Los Angeles and the San Francisco Bay Area only 16 and 12 percent respectively of residents can afford the local median priced home. The minimum qualifying income needed to buy the median priced home (statewide) is \$53,678. For the Bay Area it is \$67,318 and for Los Angeles it is \$60,123.

As the federal government slashed housing assistance, the state government should have stepped in to help prevent a housing crisis. Instead Governor Deukmejian has vetoed millions of dollars for housing:

- 1984 and 1985, \$41.5 and \$37.5 million for low income housing — vetoed.
- 1986, \$6 million for emergency shelters for the homeless, \$4.5 million for farmworker housing and \$12 million for low income housing — all vetoed.
- 1988, \$2.5 million for emergency shelters for the homeless, \$2 million for shelter rehabilitation, \$500,000 for homeless farmworkers in San Diego living in caves and cardboard hovels — all vetoed.

California government spends 64 cents per capita for housing and the homeless compared to \$17.80 in Massachusetts.

The federal government should adopt programs to help make adequate supplies of capital available at affordable rates to finance housing construction and rehabilitation. Housing production programs should be implemented to reduce inflation of housing prices and rents and to meet human needs. The supply of low and middle-income housing should be expanded through new construction to alleviate the housing shortage, and government assisted housing should be increased to levels realistically addressing the problems, through new construction and rehabilitation for low rent public housing, rental housing development, assisted homeownership, housing for rural people in credit-short areas, housing for the elderly and handicapped, and shelter for the homeless. Home mortgage financing by union pension funds should go forward through investments in long-term, fixed payment mortgages guaranteed by the government.

In addition to continuation of the program of direct government loans to non-profit organizations for rental housing for the elderly and hand-

icapped, a parallel program of loans to non-profit organizations to provide rental housing for low-income, nonelderly occupants should be enacted.

To provide owner-occupied housing for moderate-income families who have been priced out of the market, the Congress should support an expanded program of assisted housing produced by non-profit building organizations, such as the Nehemiah program in New York, and the Bricklayers and Laborers' union projects in Boston, through authorization for non-amortized second mortgages repayable only upon sale of the house.

To overcome the effects of the high interest rate financing obstacle for first-time homebuyers, the Government National Mortgage Association should purchase from private lenders mortgage loans made to such buyers at a rate one percent above the cost to the government of equivalent maturity borrowed funds; and GNMA should then sell participations against the portfolio of such mortgages, offsetting GNMA outlays to acquire the mortgages. This facility could also be used to provide financing for rental housing projects sponsored by nonprofit organizations for occupancy by nonelderly low-income households.

In California, 1988 can be a year of progress on housing issues. In June, voters approved Proposition 77 which provides \$150 million for rehabilitation of low income housing. (The Department of Housing and Community Development, unfortunately, has been dragging its feet in implementing the program.) The legislature this year passed and the governor signed twelve important housing and homeless bills. Many other bills were passed by the legislature but face an uncertain future awaiting the Governor's signature.

The California Labor Federation supports the following coalition efforts to deal with the housing problem:

1. Passage of Propositions 84 and 95 on the November ballot. Proposition 84, the Housing and Homeless Bond Act, would authorize \$300 million in bonds to house the homeless. Proposition 95, the Hunger and Homeless Initiative, would create a corporation for California to give aid to the homeless and hungry.

2. Encourage local public entities to offer deferred payment, interest-free loans to low-income homeowners for rehabilitation.

3. Supplement existing low and moderate-income construction and rehabilitation program funding with additional state revenue.

4. 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.

5. Oppose all forms of variable interest mortgages and all mortgage instruments which shift the burden of financial risk from the lender to the consumer.

6. Expand the use of employee pension funds for housing construction.

7. Prohibit discrimination in housing against single parent households, students, families with children, the aged, and minority peoples.

8. Provide that renters cannot be evicted without just cause.

9. Require strict building safety, health and plumbing codes enforcement in construction and rehabilitation.

10. 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 adequate 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.

Adopted, p. 31.

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, economic status 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. One 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, sexual orientation, 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.

Quality education also needs adequate funding. We view with alarm the reduced commitment to education at both federal and state levels. The Reagan-Bush administration's obsession with cutting back social services has not spared our nation's education system.

During the Reagan-Bush administration billions of dollars have been cut from the federal budget for education and training. In spite of its obsession with the "competitiveness" of our economy, the Reagan-Bush administration apparently lacks any understanding of the relationship between an education and the skills and knowledge that enable a nation to compete and develop a high standard of living.

Instead of viewing education as an indispensable investment in the human capital of the nation, the Reagan-Bush administration believes the federal government's role in providing aid to elementary and secondary schools, universities, displaced workers and students should be cut back severely or eliminated. The slashing of billions of dollars in federal funds has produced a two-tier education system where wealthy states and school districts are able to provide students with a good education, while schools in many urban and poor rural areas have overcrowded classrooms, teacher shortages and outdated books and equipment. Training and retraining programs are vastly inadequate.

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. California fell from a ranking of 16th in the nation for per pupil expenditures in 1972-73 to 22nd in 1988.

As a result of inadequate funding, the quality of education in California has declined dramatically. Although the performance of our high school students on verbal SAT scores has climbed slightly over the last four years, it had dropped 46 points in the 15 years prior to 1983.

Dropout rates also reflect the crisis in our educational system. California is ranked 41st in the nation in its ability to graduate students from high school. One-third of all students will not complete high school, and this number appears to be increasing. For minority students the drop out rate may be as high as 40%.

By any comparison, California's classrooms are extremely overcrowded. We have the second highest student-teacher ratio in the nation. The average California teacher has one-third more students than the typical teacher in the United States. Los Angeles and other crowded districts have average class sizes as high as 34. In each of the last two years, the Governor has vetoed bills designed to reduce class size.

Enrollment is projected to increase dramatically in the immediate future with over a million students being added to our public schools in the next six years. This will bring the total enrollment to over 5.5 million and will require the construction of 800 more schools. This compares to a steady annual decline in the number of students each year in the 1970s. The ethnic composition of our students is changing rapidly. By about 1990, the majority will be ethnic minorities. More will come from lower income families and 15 percent or more will arrive at school without any knowledge of English.

At least 26,000 new classrooms, costing \$3.5 billion will be needed by 1990 to house these students, assuming present class size. Eighty thousand new teachers will also be needed by 1991 and if student/teacher ratios are reduced by 20% we will need 115,000 new teachers by 1990.

Clearly, we need a major new financial commitment to our public schools. The Federation calls for new revenues to be generated from a more progressive state income tax system to fund

education at an adequate level. It is now very clear that quick fixes such as funding by lottery are no solution to the problem of funding education.

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.

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.

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 endorses in principle the recommendations contained in the 1985 report of the California Commission on the Teaching Profession. In particular we support the report's emphasis on the need to expand and increase the direct involvement of teachers in the decisions that affect the teaching profession and the learning environment.

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. Adequate federal and state funding of education.
2. Universal early childhood education and child care within the public schools.
3. Continuation of the growth of adult and life long education.
4. A level of class size which allows teachers to 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 pre-school 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.
12. Opposition to the policy of granting tax exemptions to schools which discriminate on the basis of race.
13. Additionally, we acknowledge the crucial role that non-certificated classroom personnel play in the educational process and believe that California should consider the certification of these employees. It is also the policy of the California Labor Federation that all non-certificated employees be

included in staff development funds and programs generated by both the Federal and State Governments.

14. Opposition to the attempts of certain school districts to divide and conquer school employees by threatening to lay off classified employees in order to provide salary increases to other employees.

Adopted as amended, p. 31.

XVIII ENVIRONMENT AND WORKER HEALTH AND SAFETY

The concerns of the labor movement and of environmentalists have too often been seen to be contradictory. The California Labor Federation affirms its support for a wide range of environmental issues. And we salute the contribution of environmental groups in the struggle for workplace health and safety.

The Reagan-Bush administration has attempted to gut both the Environmental Protection Agency and the Occupational Safety and Health Administration by slashing operating budgets and by appointing top administrators who were openly hostile to the statutory goals of the agencies.

Conservative economics provides the ideological justification for attacks on both environmental protection and workplace safety and health regulation. Conservatives argue that the free market will deal with the problems and that business is hampered by too much government red tape. Experience instead shows that environmental and workplace deregulation leads to increased business profits at the expense of workers' lives and health, and the community's right to safe water and air.

In California the Deukmejian administration has callously attacked environmental and health and safety regulations, consistently supporting the most reactionary business interests.

The Governor's most outrageous action was to dismantle Cal-OSHA. In his 1987 budget, the Governor deleted the monies needed to fund private sector OSHA. The Federation, in coalition with environmental, medical, public health and civic organizations, succeeded in getting the legislature to restore the funds, but an effort to override the Governor's subsequent veto failed.

As a result, since July 1, 1987, private sector workers in California have been covered by the

inferior Federal-OSHA program. Cal-OSHA is a stronger law than Federal-OSHA. It has more and better health and safety standards—2400 as opposed to 700 for Federal-OSHA. It regulates 167 toxics for which there are no federal standards at all and has stronger standards covering 100 toxics. Cal-OSHA had better enforcement procedures and more enforcement staff. Inspections have fallen off by almost two-thirds since Federal-OSHA took over.

After the efforts to override the Governor's budget veto failed, the Federation was left with two courses of action: the court process and the initiative process. We chose to pursue both.

Our original action was to petition the state Supreme Court to override the Governor on the grounds that the California Constitution mandates a state-run safety and health program. The court declined to hear the case. However, another case in which we are participating as *amicus curiae* is now awaiting a hearing by the Supreme Court, after a favorable decision by the third district Court of Appeal ordering the budget monies restored was appealed by the Governor.

Recognizing the long delays inherent in most legal actions, the Federation moved ahead on the initiative front. A coalition effort succeeded in collecting over 700,000 signatures to place the measure on the November ballot.

Proposition 97 is the fruit of our efforts. Its passage will not only restore funding for Cal-OSHA but will also restore its jurisdiction over California's mines which was given up when the Deukmejian administration refused to appeal a 1986 court ruling that removed Cal-OSHA's right to enforce mining standards.

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.

Specifically we support:

1. Implementation and expansion of "right-to-know" provisions in environmental laws requiring companies to supply information to workers and surrounding communities on chemicals and composites used in their plants and the potential dangers they pose, whether or not they are covered by national security secrecy screens.

2. Faster progress by the EPA in the cleanup of hazardous waste sites over the next five years, as required by the superfund legislation, with adequate training and certification of workers involved in the cleanup as well as attention to

their safety and health.

3. A commitment should be made to deal with the problem of acid rain by subsidizing conversion of existing coal-burning facilities to clean coal-burning facilities through scrubber installation, and funds for research for cleaner burning of coal and new emerging technologies.

4. A strengthening of the federal pesticide law requiring full testing of pesticides and restriction of those products which pose adverse health and environment effects.

5. An increase in the level of funds for waste water treatment projects to the level of the late '70s and early '80s to put spending more in line with the need for these facilities.

6. Implementation and strictly enforced rules to regulate releases of hazardous chemicals from chemical plants.

7. Expansion of the asbestos removal program to include private buildings.

8. Federal legislation must be passed requiring both onboard and Stage II methods of vapor recovery.

Two important California environmental issues are currently in the hands of the federal government. The Federation calls on Congress to:

1. Protect the scenic and environmental quality of the California coast from off-shore oil drilling in environmentally sensitive areas.

2. Pass the California Desert Protection Act to preserve unique scenic areas of the California desert, including establishment of a new national park.

At the state level the Federation supports:

1. Passage of Proposition 97, to restore Cal-OSHA.

2. The current grape boycott and struggle of the United Farm Workers to ban the use of dangerous pesticides on California table grapes. We support the field posting of pesticides used in agriculture and placing regulation of pesticides under the control of a restored Cal-OSHA.

3. Full implementation of the "right-to-know" statute 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.

4. The development of a comprehensive solid waste management resource recovery system.

5. The establishment of a state land use policy which would prioritize public housing for low and middle income people.

6. Affording emergency response personnel

access to inspect the MSDS of any user, manufacturer, producer or seller of a hazardous substance.

7. Greater state control over the disposal of toxic wastes to insure long term safety and to minimize the future incidence of birth defects and diseases. The costs of toxic cleanups and damage to the environment should be borne by the industry, not by the public at large.

8. Cooperative efforts of labor, government and industry to develop effective programs to combat the growing threat to workplace safety caused by alcoholism and drug abuse.

Adopted, p. 31.

XIX ENERGY

For the last eight years the policies of the Reagan-Bush Administration have moved this country further away from solving our long term energy problems.

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.

The Administration has rolled back conservation programs, jeopardizing the large gains in efficiency promoted by these programs. The federal conservation budget, both for research and development and for conservation aid to state and local governments, totaled \$776 million in fiscal 1980 but dropped to \$375 million by 1987. Reagan requested only \$86 million for conservation for 1988.

The 55-miles-per-hour maximum speed for automobile travel, put in place at the height of the energy crisis to conserve gasoline, was relaxed to 65 mph under certain circumstances in 1987. The Administration proposed to eliminate the gasoline mileage standards, which require automakers to produce more fuel efficient cars, as part of its "Competitiveness Act."

The Administration's failure to enforce the program to set efficiency standards for major home appliances spurred Congress to pass a bill in early 1987 to require the setting of such standards. The bill, passed over President Reagan's veto, requires most new household appliances to

achieve a 15 to 25 percent increase over 1985 levels of efficiency by 1990.

Urban mass transit and railroads, which offer more energy efficient means of travel than the automobile, have long been in decline as the use of the automobile has increased. Despite the earmarking of a portion of the gasoline tax for urban mass transit, the Administration has repeatedly sought to cut mass transit programs below the funds available from the earmarked tax. Administration opposition to Amtrak has also weakened the nation's rail passenger transportation system.

The control of oil production, refining and distribution of oil, and natural gas by a few major oil companies continues to pose problems for consumers.

Control over the energy situation has been strengthened by mergers involving some of the nation's largest oil and natural gas companies. These mergers allowed oil companies to increase their oil reserves through acquisition rather than exploration and increased their power over prices and supplies.

The California Labor Federation stands firmly opposed to the Reagan-Bush Administration's free market energy policies. To speak of free market solutions, when less than a dozen oil companies control the pricing and supply of oil and natural gas is an absolute travesty and an 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. 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.

There have been successes with conservation. Energy use per dollar of production of goods and services has fallen from 47.9 thousand BTUs per

dollar of output in 1982 to 45 thousand in 1984. The figure stood at 59.2 thousand BTUs per dollar of output in 1973. Government programs including mandatory automobile mileage standards and other conservation programs have helped improve energy efficiency. Americans have become more conservation minded, and industry has invested in more energy efficient plant and equipment.

One danger of the current low price of oil is that conservation gains of the past may be abandoned in a short sighted manner.

Oil imports have declined from the levels of the 1970s, but they have increased over the past two years, and total energy use in the United States was up in 1984. Oil imports rose from 4.3 million barrels a day in 1982 to 4.7 million barrels a day in 1984. Total energy use rose a substantial 4.6 percent in 1984, although some of this increase may be due to economic recovery and not lessened conservation.

The Federation calls for a two-pronged program to increase conservation and to accelerate development of alternative energy sources. To encourage energy conservation, the California Labor Federation supports:

1. The increased government funding of research geared towards the development of more effective energy conserving technologies, products and services.
2. 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.
3. Mandatory energy efficiency standards for all buildings and enforcement of Congressionally mandated efficiency standards for appliances.
4. The strengthening of automobile efficiency standards, the adequate enforcement of such standards and adequate funding for government research on improving automobile efficiency
5. The expansion of subsidized mass transit and the retooling of industry to build more mass transit and insure that transit fares remain affordable.

Conservation must be combined with development of alternative energy sources. 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.

The accident at Chernobyl points out the potential dangers of nuclear power.

More comprehensive safety inspections, licensing 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. The decommissioning of PG&E's Humboldt nuclear power plant raises the question of the economic costs of nuclear power. The price of decommissioning may end up being six times the original cost of constructing the plant. The decommissioning of a larger facility could run between 3 and 4 billion dollars. The utilities' position at the Public Utilities Commission is that these costs should be borne by the consumers.

Should any of California's operating nuclear plants be closed due to safety problems, the utilities owning the plants should be responsible for finding comparable jobs for all plant employees.

One step in implementing this policy has been taken. Legislation sponsored by the Federation and the IBEW requiring utilities to assist employees in finding new jobs in the event of shutdowns was signed by the Governor this year.

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.

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.

3. Stronger environmental safeguards on energy derived from coal and nuclear energy sources.

Adopted, p. 32.

XX COMMUNITY CONCERN AND SERVICE

The Labor movement, although organized at the workplace, must be actively involved in the communities where workers live. Crime, alcoholism, drug abuse and other problems directly affect our society and the lives of wage earning Californians, on and off the job.

While not a cure-all, the California Labor Federation believes that the achievement of full employment for all at a just wage with good working conditions would go far to alleviate many of these problems.

A variety of studies show a strong link between higher unemployment and social problems such as homicide, domestic violence, suicide and crime. A study for the Joint Economic Committee of the U.S. Congress concludes that a one percent increase in the national unemployment rate sustained over a six year period is associated with 36,887 total deaths including 20,240 cardiovascular deaths, 920 suicides, 648 homicides, 495 deaths from cirrhosis of the liver, 4,227 state mental health hospital admissions and 3,340 state prison admissions.

We especially oppose programs whose purported aims are to reduce crime but threaten the basic civil liberties of the American people.

We realize, however, that the growing drug culture poses a grave threat to our society. Drastic steps are needed to improve law enforcement against drug dealers and to prevent the importation of drugs into our country.

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. But employers are currently pushing methods for dealing with drugs such as random or blanket testing which violate the basic right to privacy. The Federation supports programs which focus on prevention and rehabilitation rather than punishment. In dealing with drug use and related crimes in the community, the California Labor Federation believes that providing job opportunities at decent wages is an essential part of the solution. Increased law enforcement and harsher penalties alone are not a solution.

It is the constitutionally mandated function of our 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. Labor 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 Way efforts and on behalf of such groups as the Red Cross, Muscular Dystrophy Association, 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 race, color, creed, ethnic background, national origin, sex, sexual orientation, age, mental or physical disability.
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 earthquake, drought, hurricane, and famine victims around the world.
6. Cooperation with programs for the benefit 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.
8. Cooperation with joint AFL-CIO-American Red Cross programs to enlist union blood donations and provide workplace education on AIDS.

Adopted, p. 32.

XXI

RIGHTS OF THE DISABLED

People with disabilities and sensory impairments make up nearly 20 percent of our nation's population, yet unfair social policies, and prejudicial paternalistic attitudes oppress them and exclude them from full participation in American society.

People with disabilities deserve full inclusion in the mainstream of community life.

Historically, persons with disabilities have faced discrimination based on the general public's misconception 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 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 people with disabilities 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 individuals with disabilities were employed. These statistics were underscored by the fact that while 45% of disabled 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.

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 of 1973 including Sections 501, 502, 503 and 504 with existing regulations and will oppose any revisions that weaken exist-

ing compliance requirements. Additionally we support the allocation and appropriation of budgets to agencies charged with the enforcement of this legislation that is significant to the task. Passage and implementation of the "Americans with Disabilities Act of 1988" which provides the framework necessary to create an effective equal opportunity law for people with disabilities and sensory impairments.

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, type of disability or income.

4. State legislation to amend the Fair Employment Act to include mentally handicapped persons as a protected group.

5. Continued and expanded state and county support of community programs for the mentally disabled and developmentally disabled to ensure that those individuals have adequate services to continue to live outside of institutions.

6. Continued and expanded state and federal funding of rehabilitation and vocational rehabilitation programs so that disabled individuals

have the maximum opportunity of entering the work force.

7. Accessibility by qualified disabled individuals to union employment and apprenticeship programs.

8. The continuation and expansion of efforts to bring union representation to sheltered workshops for persons with disabilities.

9. Efforts to bring union representation to board and care, community group homes and private convalescent facilities housing and caring for persons with disabilities.

10. Continued and expanded efforts to secure funding for county operated attendant care programs so that individuals employed as attendants can earn a wage adequate for their life needs and so that the stability of the attendant care workforce will be increased resulting in improved quality of care to persons with disabilities. This requires efforts to unionize the attendant care workforce.

11. The inclusion of non-discrimination on the basis of disability clauses in collective bargaining agreements including support for the concept of modified work to accommodate an individual with a disability and other reasonable accommodations.

12. Major increases in employment opportunities achieved through creative programs, access to technological innovations, tax incentives, attitudinal training, alternative work schedules and supported employment.

Adopted, p. 32.

Resolutions

Stop McClatchy Union Busting

Resolution No. 1—Presented by Northern California Newspaper Guild, Local 52, Sacramento.

Whereas, McClatchy Newspaper, Inc., has failed to negotiate news contracts with its Guild-covered employees at The Sacramento Bee, The Fresno Bee, The Modesto Bee and the Tacoma News-Tribune; and

Whereas, Guild-covered employees at The Sacramento Bee and The Fresno Bee have been working without contracts for a year and a half after McClatchy declared bargaining impasses and imposed working conditions that eliminated wage scales, cost-of-living salary increases and the right to have disputes settled by third-party arbitration; and

Whereas, The imposed working conditions included a so-called "merit" pay system that has discriminated against women, minorities and older employees; and

Whereas, The National Labor Relations Board has issued a complaint against The Sacramento Bee for bargaining in bad faith, committing unfair labor practices and declaring an illegal impasse; and

Whereas, When McClatchy bought the Tacoma News-Tribune in 1986, all the paper's employees were fired and McClatchy refused to recognize any of the existing labor contracts (although most of the fired workers were hired back as new employees on probation); and

Whereas, McClatchy has broken the printers' and mailers' unions at both The Sacramento Bee and The Fresno Bee and recently imposed working conditions on the pressmen's union in Sacramento; and

Whereas, McClatchy continues to employ one of the country's most notorious union-busting law firms, Littler, Mendelson, Fastiff & Tichy of San Francisco; and

Whereas, These actions amount to a concerted campaign of union-busting in an attempt to deny workers at The Sacramento Bee, The Fresno Bee, The Modesto Bee and the Tacoma News-Tribune their right to bargain collectively; therefore be it

Resolved, That this Seventeenth Biennial Convention of the California Labor Federation, AFL-

CIO, condemns the union-busting tactics of McClatchy Newspapers, Inc., affirms its boycott of McClatchy newspapers in Sacramento, Fresno and Modesto and calls on C.K. McClatchy, editor and chairman of the board, to restore his employees' right to fair collective bargaining and thereby to restore to his newspapers the kind of labor relations that don't contradict the progressive image Bee newspapers have enjoyed over the years.

Referred to Committee on Resolutions

Adopted, p. 21.

Increasing Contacts and Trust Between the World's Unions

Resolution No. 2—Presented by Painters & Tapers Union, Local 15, Mountain View; Contra Costa County Central Labor Council, AFL-CIO, Martinez; Communications Workers No. 9410, San Francisco; and United Food and Commercial Workers No. 428, San Jose.

Whereas, In March of this year the International Confederation of Free Trade Unions held a Congress. The Congress dealt with the vital necessity to increase contact and trust between the unions of different countries and different political points of view; and

Whereas, In its Resolution on Peace, Security and Detente, the Congress declared:

"a credible process of building genuine detente requires increased political, economic and cultural contacts and cooperation between East and West; such contacts at the trade union level, that are or may be established, should be of mutual usefulness, contribute to a better understanding among peoples and openings towards the wider exercise of trade union and other rights"

"all affiliated organizations to work actively in their own countries and regions for peace, security and disarmament, and for the reduction of distrust through increasing contact between working people, on the basis of this resolution."

Whereas, The last convention of the AFL-CIO was held before the ICFTU Congress; there was therefore no opportunity for the convention to follow the lead of the ICFTU; and

Whereas, The Reagan Administration, from the beginning, has taken a position the very opposite of that of the ICFTU; it consists of denying visas to all unionists from socialist countries who intend to, or might accidentally have contact with U.S. unionists; therefore be it

Resolved, That the 17th Biennial Convention of the California Labor Federation, AFL-CIO, urge the Executive Council of the AFL-CIO to adopt and implement the above ICFTU resolution; and be it further

Resolved, That this Convention urge the Executive Council of the AFL-CIO to oppose any restrictions on, in fact should sponsor, contacts between U.S. unionists and unionists of socialist countries.

Referred to Committee on Resolutions

Adopted as amended, p. 26.

Free Chilean Trade Union Leaders

Resolution No. 3—Presented by Painters & Tapers Union, Local 15, Mountain View.

Whereas, The Chilean Supreme Court has recently affirmed the sentences of three important trade union leaders, Manuel Bustos, Arturo Martinez and Moises Labrana. The sentences are to long terms of internal exile, which is often considered worse than a prison sentence; and

Whereas, The avowed reason for the sentences was the organization of the general strike of October 7, last year; but the real reason was their work on organizing a unified trade union movement in Chile; therefore be it

Resolved, That this 17th Biennial Convention of the California Labor Federation, AFL-CIO, recommends to the national AFL-CIO that it exert the maximum of pressure on the Chilean government to free these trade union leaders; and be it further

Resolved, That this Convention instructs its leadership and officers to develop and carry out continuous pressure on the Government of Chile until such time that complete trade union freedoms are available to the Chilean workers.

Referred to Committee on Resolutions.

Filed as amended, with comment, p. 26.

Bring "May Day" Back Home to the U.S.

Resolution No. 4—Presented by Painters & Tapers Union No. 15, Mountain View and Communications Workers No. 9410, San Francisco.

Whereas, Transnational corporations have ele-

vated production and finance to an international level, taking advantage of workers in the United States and in repressive regimes in developing countries where slave-like conditions are imposed, meanwhile closing down plants and whole industries in the U.S.; and

Whereas, The May Day tradition was born in the United States with the Haymarket affair in Chicago and the hanging of four leaders in the fight for the 8 hour day. When Samuel Gompers called on the European labor movement to make May 1, 1890 a day of international solidarity, it began an international labor holiday and demonstration, *which is celebrated all over the world except in the United States*; and has become the main fightback of the world labor movement against the profit-hungry plans of the transnational corporations; and

Whereas, The 1988 May Day Manifesto of the International Confederation of Free Trade Unions (ICFTU), to which the AFL-CIO is affiliated, declared:

"May Day is seen throughout the world as a day to celebrate international labor solidarity among working people..."

"The message from the hundreds of trade union delegates gathered in Melbourne this March for the 14th ICFTU World Congress was that our pride must now be allied to a new determination to turn International Solidarity from a rallying cry into and every day fact of our trade union life."; and

Whereas, Everyone in the world labor movement, except us, cannot be out of step -- what are we waiting for?; therefore, be it

Resolved, That this 17th Biennial Convention of the California Labor Federation, AFL-CIO, recommends to the national AFL-CIO, and to all international unions in the U.S. that the return of May Day to the United States be begun on May Day, 1989; and that a full-scale observance of May Day be planned, on a world and a United States scale, for the *One Hundredth Anniversary of May Day* on May Day, 1990.

Referred to Committee on Resolutions

Non-Concurrence, p. 26.

Protect Union Rights in South Korea and Pittsburg, California

Resolution No. 5—Presented by Painters & Tapers Union No. 15, Mountain View.

Whereas, In the last half of 1987, South Korean workers, against great odds, organized

2,000 new and democratic unions and 400,000 workers; and

Whereas, In 1988, the Korean government and the large employers launched a massive attack on the new unions, dissolving 400 of them; also imprisoning many of their leaders; therefore be it

Resolved, That this 17th Biennial Convention of the California Labor Federation, AFL-CIO, recommends to the national AFL-CIO that it exert maximum pressure on the Korean government to undo the dissolution of the 400 unions, and free the imprisoned labor leaders; and be it further

Resolved, This Convention instructs its leadership and its officers to develop and carry out continuous pressure on the government of South Korea until such time that complete trade union freedoms are available to the Korean workers; and to develop and carry out a program by which the USS-POSCO plant at Pittsburg, California, will be built under union conditions.

Referred to Committee on Resolutions.
Filed as amended, with comment, p. 26.

Release of Imprisoned Arab Journalists

Resolution No. 6—Presented by Painters & Tapers Union No. 15, Mountain View.

Whereas, Israel, confronted by increasing bad news from its occupied territories, is seeking not to kill the messenger but to blind him; and

Whereas, Since the start of the Arab uprising on the West Bank and Gaza strip, it has arrested 30 Arab journalists, holding 18 in prolonged "administrative detention." The Foreign Press Association reports that almost 100 journalists have been attacked by Israeli soldiers. Authorities have imposed total bans on news coverage, and the government has closed down the Palestine Press Service, a key source of Arab accounts of the uprising, for six months; and

Whereas, The Press Service, which had not been charged with violating any censorship regulations, was closed without a shred of due process under emergency regulations harking back to the British Mandate. The action was taken without warning or court order; and

Whereas, In muffling the voice of Arab opposition on the one hand and blindfolding the eyes of Israel and foreign correspondents on the other, Israel is emulating the press policy of another government under siege, South Africa. Its proponents have offered a chillingly parallel rationale: that without journalists to witness it, there would

be no rebellion; and

Whereas, This justification withstands the scrutiny of neither democratic principles nor reality. It places a premium on blocking the free flow of information, and it is undermined daily with each new report of violence far from the press's gaze; and

Whereas, Israel's press policy is making a travesty of its democratic tradition. Directed against Arab journalists, it makes the use of words as great a crime as the use of stones. Employed against the foreign and Israeli press, it seeks to mask what it cannot contain; and

Whereas, It cannot, it must not, be allowed to continue; therefore be it

Resolved, That this 17th Biennial Convention of the California Labor Federation, AFL-CIO, calls on the Israeli Government to allow the immediate reopening of the Palestine Press Service, release imprisoned Arab journalists, end assaults on journalists and cease all interference with press coverage.

Referred to Committee on Resolutions.
Filed as amended, and referred to incoming Executive Council and Secretary-Treasurer, p. 26.

United Way of Santa Clara and Hope Rehabilitation Services, Inc.

Resolution No. 7—Presented by Social Services Union, American Federation of Nurses SEIU No. 535, Oakland.

Whereas, The California Labor Federation, AFL-CIO, desires to maintain and enhance a mutually beneficial and respectful relationship with the various local United Way campaigns; and

Whereas, This relationship at times has been jeopardized by the failure of some local United Ways to take forceful action to prevent their funded agencies from engaging in anti-union activities (most currently United Way of Santa Clara's failure to take action against union-busting by Hope Rehabilitation Service, Inc.); and

Whereas, This relationship may also be threatened by a local United Way's failure to fully appreciate and respect the labor movement's contribution to the United Way effort in a variety of other ways; and

Whereas, The California Labor Federation, AFL-CIO, recognizes the strides made recently by some local United Way programs to improve their labor relations; therefore be it

Resolved, That this 17th Biennial Convention

of the California Labor Federation, AFL-CIO, endorses and supports those local United Way programs that have adopted and live by positive labor relations policies. Such programs must at a minimum include the following elements:

- Inclusion of a significant number of labor representatives (chosen by the appropriate Central Labor body) to serve on the United Way Board of Directors and other policymaking bodies. This number should reflect labor's importance and contribution to the local United Way Campaign.

- The use of union-made goods and the use of union meeting facilities whenever they are available.

- The adoption of the following guidelines for labor relations by United Way to govern their supported agencies;

- 1) Recognition that employees have the right to organize for purposes of collective bargaining and this right shall neither be discouraged nor frustrated in any way.

- 2) Recognition that the decision to organize or not is to be made by the employees of United Way agencies alone. Management is to remain neutral and expend no resources to discourage or influence employees as to their choice of organizing or not organizing.

- 3) Management of United Way-funded agencies shall cooperate with appropriate governmental agencies of other bodies to arrange for representation elections or card checks when requests for recognition are made by labor organizations.

- 4) Legal counsel may be utilized by management to facilitate a speedy resolution of recognition questions but not to frustrate employee rights in this area. Legal counsel may also be used to represent the employer in negotiating contracts, resolving grievances, assisting to improve labor-management relations, advising in personnel matters, and representation in dispute resolution through negotiated grievance procedures.

- 5) United Way-funded employers are expected to negotiate reasonable grievance procedures providing for neutral, third-party resolution of contract

disputes.

- 6) United Way-funded employers will either negotiate mutually agreeable union security arrangements with the union representing their employees or allow such questions to be resolved by vote of the affected employees in balloting supervised by a neutral party.

- 7) In the event of impasse in negotiations or if a charge should be made that a United Way-funded agency is not abiding by this policy, a request may be made to United Way to intervene directly to use its good offices to assist in resolving the dispute or complaint. United Way may appoint fact finders to assist its efforts in this regard.

- 8) United Way will advise its funded agencies of their labor relations policy and advise that funding is conditional upon acceptance of such policy and adherence to it; and be it further

Resolved, That the California Labor Federation, AFL-CIO, specifically condemns the failure of the United Way of Santa Clara County to defend Hope Rehabilitation Services, Inc. despite evidence presented to it of vicious union-busting, fraudulent service claims, evidence of illegal political donations and numerous health and safety violations and hereby places United Way of Santa Clara and Hope Rehabilitation Services, Inc. on the Federation's *Do Not Patronize-Boycott List*.

Referred to Committee on Resolutions.

Adopted as amended, p. 21.

A Tribute to Brother Jack Goldberger

Resolution No. 8—Presented by Bay Area Typographical Union No. 21, San Francisco; and Teamsters Joint Council No. 7, San Francisco.

Whereas, We pause today to honor our late brother, Jack Goldberger, "Mr. Teamster," as he was affectionately known by his many, many friends from almost every major union throughout the labor movement; and

Whereas, Brother Goldberger successfully organized the San Francisco Newspaper and Periodical Drivers' and Helpers' Union Local 921, which was chartered by the International Brotherhood of Teamsters in 1938. He served Local 921 as their Chief Executive Officer from that time

until his retirement in 1981, a span of 43 years; and

Whereas, Brother Goldberger was elected President of the San Francisco Labor Council in 1948 and immediately thereafter was elected a Vice-President of the California State Federation of Labor. He served with distinction in these posts until the relationship between the Teamsters and the AFL-CIO was dissolved in 1957; and

Whereas, Brother Goldberger succeeded Joe Diviny as President of Teamsters Joint Council 7 in 1973 and thereafter was recognized as the active leader and spokesman for 80,000 Northern California Teamsters. Jack became recognized as one of the outstanding labor negotiators in the country, and as a trusted and respected labor mediator he was frequently called upon to act as a trouble shooter in labor disputes between employers and other Teamster locals as well as those involving other labor unions; and

Whereas, Brother Goldberger never backed away from a fight that involved the basic rights of union men and women. In 1970, he joined the strike at the San Rafael Independent Journal, in support of Typographical Union Local 21, and was on the picket line when scabs replaced the union workers. As a result of his dedicated participation in that dispute, Jack was sentenced to serve time in the Marin County Jail, along with two leaders of the Typographical Union; and

Whereas, Brother Goldberger distinguished himself as a sensitive and caring human being, reaching out to help those in need. He was particularly active in the Columbia Park Boys Club, served as a director of the Saints and Sinners, and was a strong supporter of programs directed at alcohol and drug abuse. He was honored many times for his accomplishments and was named Labor's Man of the Year at a banquet in New York City by B'nai B'rith; and

Whereas, Brother Goldberger has been called away by the Almighty to a post in Heaven which he richly deserves. Sleep warm, Brother Jack; therefore be it

Resolved, That this Seventeenth Convention of the California Labor Federation, AFL-CIO, meeting in Los Angeles, California, this 14th day of October, 1988, does adjourn these proceedings in honor of the loving memory of the late Brother Jack Goldberger, our friend, who personified the meaning of trade unionist; and be it finally

Resolved, That copies of this Resolution be appropriately framed and sent to his widow, Josephine, their daughter, Audrey, his grand-

children, Clifford and Leslie, the International Brotherhood of Teamsters, AFL-CIO, Teamsters Joint Council 7, and Bay Area Typographical Union No. 21 of the Communications Workers of America, AFL-CIO.

Referred to Committee on Resolutions
Adopted with comment, p. 32

1988 United Way Campaign

Resolution No. 9—Presented by Orange County Central Labor Council, AFL-CIO, Santa Ana.

Whereas, The membership of the AFL-CIO has long demonstrated a concern and a commitment to helping those in need by generously providing support to the annual United Way Campaign; and

Whereas, The social service and charitable organizations supported by the United Way are confronted with ever-increasing requests for assistance from the elderly, youth, handicapped, low income and other needy members of society due to the severe funding cutbacks in government support of social programs; and

Whereas, The 1988 United Way Campaigns are now underway throughout the State of California; therefore be it

Resolved, This 17th Biennial Convention of the California Labor Federation, AFL-CIO, go on record to urge all AFL-CIO affiliated organizations and their respective memberships to continue their support of the annual United Way Campaign.

Referred to Committee on Resolutions
Adopted as amended, p. 32.

Union Counselor Training

Resolution No. 10—Presented by Orange County Central Labor Council, AFL-CIO, Santa Ana.

Whereas, The National AFL-CIO Executive Council has stated, "The Union Counselor Training Program of the AFL-CIO has been of great help to thousands of trade unionists and their families in meeting their personal needs and family needs that are not normally covered by the union contract;" and

Whereas, Thousands of union members in California have participated in this training by attending a series of lectures, discussions and problem-solving sessions; and

Whereas, As a result of this training, these

union counselors have been able and qualified to provide information and assistance to fellow union members and the community residents by making welfare referrals and follow-through on matters of family relations, drug and alcohol abuse, child welfare, health care, public welfare and other services; therefore be it

Resolved, This 17th Biennial Convention of the California Labor Federation, AFL-CIO, urge all affiliates to participate in union counselor training programs in California as an educational means to meet the human needs of union members and to broaden the unions' interest in Labor's Community Services.

Referred to Committee on Resolutions

Adopted, p. 32.

Community Services

Resolution No. 11—Presented by Orange County Central Labor Council, AFL-CIO, Santa Ana.

Whereas, The National AFL-CIO has established the Department of Community Services; and

Whereas, This department has been the principal vehicle to secure services and relief for our membership outside of their place of employment; and

Whereas, Our membership's need for services provided by the many charitable organizations, government agencies, and private foundations are greatly dependent on effective statewide Community Services; therefore be it

Resolved, This 17th Biennial Convention of the California Labor Federation, AFL-CIO, assist and encourage all central bodies to become involved with Community Services, and to establish community services committees to act as a go-between with local charities, government agencies, etc. for our members in their local communities and establish a statewide annual Community Services Seminar to educate and inform local union officers on the need of community involvement.

Referred to Committee on Resolutions

Adopted as amended, p. 32.

Living Wage Ordinances

Resolution No. 12—Presented by Molders and Allied Workers No. 164, Oakland.

Whereas, Recently corporations based in South Korea, South Africa, Japan or West Ger-

many have built or purchased U.S. plants as part of a plan to introduce into the United States the worst anti-union and low wage systems from their countries; and

Whereas, Certain U.S.-based corporations are cooperating in this plan; and

Whereas, USS-POSCO at Pittsburg, California, is an example of such a plan; and

Whereas, The reasoning behind this plan is to avoid congressional enactments making it difficult or expensive to bring into the United States products produced in countries where internationally recognized trade union rights are non-existent; and

Whereas, As a partial answer to this plan, the Contra Costa Building and Construction Trades Council is supporting a Living Wage Ordinance which will require contractors to pay prevailing wages, health and welfare benefits for workers and their families, vacations and pensions; therefore be it

Resolved, This 17th Biennial Convention of the California Labor Federation, AFL-CIO, endorses the Living Wage Ordinance for Contra Costa County, and will support similar ordinances if introduced in other California counties and cities; and be it further

Resolved, It be recommended to the national AFL-CIO and to the national Building Trades Department that it go on record against the anti-union, low-wage plan referred to above and endorse similar ordinances if introduced in cities and counties outside of California.

Referred to Committee on Resolutions

Adopted as amended, p. 21.

Richmond Safeway Distribution Center Workers and Neighbors

Resolution No. 13—Presented by Contra Costa County Central Labor Council, AFL-CIO, Martinez.

Whereas, 650 workers and their families are laid-off because of the July 11 fire at the Richmond Safeway Distribution Center; and

Whereas, Neighborhood residents suffered illness and property damage because of the July 11 fire; and

Whereas, The Safeway workers and men and women of all ages and ethnic groups many of whom are sole support for their families; and

Whereas, The Safeway workers have more than 3,850 years of combined service with Safe-

way — some with more than 40 years on the job; and

Whereas, More than 13 million workers nationally and 1.5 million California workers and 90,000 Bay Area workers have lost jobs since 1980 due to plant closures; and

Whereas, An average of only 50% of workers hit by plant closure are able to find any new job and those finding a new job earn at most 2/3 of their former wage; and

Whereas, There are an additional 3 to 6 jobs lost for every direct plant closure job lost due to the “ripple effect” which hurts the small businesses and the local tax base and community services such as schools; and

Whereas, The loss of the Richmond Safeway Distribution Center would hurt the community and economy of West Contra Costa County and the entire Bay Area; therefore be it

Resolved, This 17th Biennial Convention of the California Labor Federation, AFL-CIO, urges Safeway to:

1. Offer jobs to laid-off Richmond Safeway workers at their Safeway facilities;
2. Commit to rebuild and keep Distribution Center jobs in Richmond;
3. Provide necessary relief and support to laid-off workers and their families in the interim during this crisis;
4. Provide honest compensation to neighborhood residents who suffered illness and property damage due to the fire; and be it further

Resolved,

1. Endorse and join the “Honest Deal Coalition;”
2. Circulate “Honest Deal” petitions to our members;
3. Write to Safeway President McGowan about our concerns and actions.

Referred to Committee on Resolutions
Adopted as amended, p. 21.

Forbid Mandatory Overtime

Resolution No. 14—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; therefore be it

Resolved, By this 17th Biennial Convention of the California Labor Federation, AFL-CIO, that the 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. 20.

Respect for Picket Line Not Disqualifying for Unemployment Insurance Benefits

Resolution No. 15—Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, In the event of labor disputes, referrals by the Economic Development of the State of California 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 aiding or interfering in a trade dispute, nor does it intend to; and

Whereas, Persons unrelated to the dispute, who cross or refuse to cross and established picket line should at the very least have the same rights of opinion, if so exercised, as the State has in its interpretation of suitability, without the

threat of denial of Unemployment Insurance benefits; and

Whereas, By such interference with the individual's right of decision through denial of Unemployment Insurance benefits to those refusing to cross a picket line, the State is aiding and abetting the breaking of strikes; therefore be it

Resolved, That the 17th 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 bona fide 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 as amended, p. 20.

Repeal Boycott Sections of National Labor Relations Act

Resolution No. 16—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 prevent reciprocal aid within the labor fraternity aimed at preserving a decent standard of living for wage earners; therefore be it

Resolved, This 17th Biennial Convention of 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 firms allied with an employer involved in a bona fide labor dispute.

Referred to Committee on Resolutions
Adopted as amended, p. 21-22.

Labor History in Public Schools

Resolution No. 17—Presented by San Francisco Labor Council, San Francisco.

Whereas, Older Americans by the hundreds of

thousands are ardent trade unionists. This is by virtue of the fact that they were raised in union-minded households. They witnessed the growth of Organized Labor in this country while learning the history, aims and purposes of unionism from parents who knew the advantages of union membership; and

Whereas, This is not so with the current youth of America. They reap all the benefits of union organization of the past without knowing anything about reasons for the growth of unions. In the face of the worst anti-union drives in half a century, these youth are not only ignorant of the aims of labor, they often come to believe that unions are barriers to their getting and holding jobs in the market place; and

Whereas, We are all witnesses to the fact that the news media constantly focus on any so-called wrongs of labor unions while totally ignoring the right things about labor unions; and

Whereas, Organized Labor works hard at education of the young. Often this amounts to a holding action—trying merely to hold on to what we have rather than to forge a wider understanding of trade unionism; and

Whereas, Members of the Federation of Retired Union Members of San Francisco (FORUM) believe that the time has come for the history and aims of trade unionism to be taught in the public schools, on a city, county, state and national basis. There is no shortage of qualified teachers of this subject throughout the various school systems; and

Whereas, We believe it to be in the best interests of Organized Labor to adopt the policy that labor history should be taught in our public schools; therefore be it

Resolved, That this 17th Biennial Convention of the California Labor Federation, AFL-CIO, adopt the policy that ways and means should be found for the teaching of the aims, purposes and history of the American Labor Movement in public schools; and be it further

Resolved, That this policy be discussed with offices of the central labor councils affiliated with the California Labor Federation and with appropriate school administrations, in order to effectuate it.

Referred to Committee on Resolutions
Adopted, p. 31.

Human Resources Development Institute

Resolution No. 18—Presented by the Executive Council, California Labor Federation, AFL-

CIO, San Francisco.

Whereas, The Human Resources Development Institute is now observing the 20th anniversary of its service to the labor movement on employment and training issues. Over the years, it has worked with organized labor in our state and throughout the country to assist minorities, offenders, young people, and veterans, as well as the dislocated, disabled, and disadvantaged workers currently being served; and

Whereas, HRDI's services are helping our labor bodies extend sorely needed assistance to dislocated members of affiliated unions and demonstrating the AFL-CIO's special concern for our state's unemployed and disabled workers; therefore be it

Resolved, That the 17th Constitutional Convention of the California Labor Federation, AFL-CIO commends the AFL-CIO Human Resources Development Institute for its 20 years of service to the labor movement and the unemployed men and women of our state and endorses HRDI's continuing efforts to strengthen labor's role in the nation's employment and training system and help affiliated unions and labor bodies develop employment and training services for dislocated, disadvantaged, and disabled workers.

Referred to Committee on Resolutions
Adopted as amended, p. 32.

Nomination and Election Procedures

Resolution No. 19—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Be It Resolved, That Article V beginning on page 11 of the Constitution Rules and Order of Business, of the California Labor Federation, AFL-CIO, be amended as follows:

1. Amend (2) Nomination Procedures, Section 3, by striking on the fifth line of page 13 the word "Wednesday" and substituting "The Third Day".
2. Amend (2) Nomination Procedures, Section 3, by striking on the seventh line of Page 13 the word "Thursday" and substituting, "The Fourth Day".
3. Amend (2) Nomination Procedures, Section 3, by adding, starting on the seventh line of page 13 at the conclusion of the existing sentence, a new sentence as follows, "should the holding of nominations and/or the election on said days of the convention be impossible or impractical the Executive Council is authorized to set other days of the convention for nominations and/or the elec-

tion with prompt notice of any such change to be given to the convention."

Referred to Committee on Constitution
Adopted, p. 18.

Federation Vice Presidents

Resolution No. 20—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Be It Resolved, That Article IV beginning on Page 9 of the Constitution and Rules and Order of Business of the California Labor Federation, AFL-CIO be amended as follows:

1. Amend Section 1 on page 9 by striking "35" on the third line of the section and substituting "36" and by striking "35" on the fourth line of the section and substituting "36."
2. Amend Section 1 (B) on Page 9 by striking "11" and substituting "12."
3. Amend Section 3 on Page 11 by striking on the second line of the section the word "eleven" and substituting the word "twelve" and by striking on the last line of the section the words "and K respectively" and substituting "K, and L respectively."

Be It Further Resolved, That Article VIII beginning on page 23 of the Constitution and Rules and Order of Business of the California Labor Federation, AFL-CIO be amended as follows:

1. Amend Section 1 on page 23 by striking "35" on the third line of the section and substituting "36."

Referred to Committee on Constitution.
Adopted, p. 18.

COPE Endorsement Procedures

Resolution No. 21—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Be It Resolved, That Article XIV beginning on page 36 of the Constitution and Rules and Order of Business of the California Labor Federation, AFL-CIO, be amended as follows:

1. Amend Section F(2) by adding on the sixth line of page 50 after the word "two-thirds" the words "of the members present and voting."

Referred to Committee on Constitution.
Adopted, p. 18.

Per Capita Tax

Resolution No. 22—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, The per capita tax of the California Labor Federation, AFL-CIO has remained at 25¢ per month since 1984, with 20¢ allocated to the General Fund and 5¢ allocated to the fund for the Standing Committee on Political Education; and

Whereas, All but four state Federations have higher per capita taxes, the highest being \$1.00 and the average being 48¢; and

Whereas, The operating costs of the Federation have increased over the last four years; and

Whereas, The campaign for the qualification and passage of the initiative to restore Cal-OSHA, Proposition 97, has placed an unusual financial burden on the Federation; therefore be it

Resolved, That the monthly per capita payment be increased to 30¢ per month, with 25¢ allocated to the General Fund and 5¢ allocated to the fund for the Standing Committee on Political Education and that Article XII beginning on pages 32 of the Constitution and Rules and Order of Business of the California Labor Federation, AFL-CIO be amended as follows:

1. Amend Section 1 (A) on the last line of page 32 by striking "25¢" and substituting "30¢,"

2. Amend Section 1(A) on page 33, line 9, by striking "20¢" and substituting "25¢,"

3. Amend Section 1(A) on page 33 by striking in the twentieth line the words "November 1, 1984" and substituting the words "January 1, 1989."

Referred to Committee on Constitution.
Adopted, p. 18.

Workers Compensation — Education

Resolution No. 23—Presented by Communications Workers of America, District 9, Sacramento.

Whereas, There have been no benefit increases for injured workers under California's Workers Compensation System since 1982; and

Whereas, Efforts by the California Labor Federation, its affiliates, and other local unions over the past six years to secure such benefit increases have been thwarted by employers, insurance companies, and others; and

Whereas, The California Applicants' Attorneys Association, their medical evaluation doc-

tors, and others have participated in a program of misinformation and half-truths about Workers Compensation legislation, which has been directed at our affiliated Local Union officials; and

Whereas, As a result, there now exists a dire need for factual data, truthful information, and education on Workers Compensation issues and to ensure common understanding and unity for our affiliated Local Union officials,

Therefore, Be It Resolved that the California Labor Federation, AFL-CIO conduct educational workshops and seminars as may be appropriate to educate and inform our affiliated Local Union officials about Workers Compensation issues, problems, and legislative efforts in our on-going efforts to secure improved benefits for California's injured workers.

Referred to Committee on Resolutions.
Referred to incoming Executive Council and Secretary-Treasurer, p. 31.

Oppose Proposition 102

Resolution No. 24—Presented by California State Theatrical Federation, Hollywood.

Whereas, Proposition 102 will impede Aids research and risk confidentiality,

Therefore Be It Resolved, That the California Labor Federation urge its members to vote NO on Proposition 102.

Referred by Committee on Resolutions.
Filed with comment, p. 27.

Age Discrimination on Immigration and Naturalization Service Form I-9

Resolution No. 25—Presented by California State Theatrical Federation, Hollywood.

Whereas, At its convention held October 10, 1988, the California State Theatrical Federation adopted the following resolution:

Whereas, The INS I-9 Form demands birth-name and birthdate (though not birth-place); and

Whereas, Many members of Actors' Equity Association (AEA), Screen Actors' Guild (SAG) and the American Federation of Television & Radio Artists (AFTRA) guard name-changes and dates of birth to prevent typecasting, and

Whereas, Though Federal law forbids asking age until *after* one is hired, a Casting Director's possession of such information *after* hiring a performer - is possession of

same *prior* to the *next* potential hiring; and

Whereas, This presents *disastrous* injury to members of these Sister Unions;

Therefore Be It Resolved, That the California State Theatrical Federation supports its Brothers and Sisters of AEA, SAG and AFTRA in their battle to strike this information from the I-9 Form; and

Be It Further Resolved, That the California State Theatrical Federation propose that the California Labor Federation, AFL-CIO, support this Resolution,

Therefore Be It Resolved, That the Seventeenth Biennial Convention of the California Labor Federation, AFL-CIO, adopt the policy stated above.

Referred to Committee on Resolutions.

Referred to incoming Executive Council and Secretary-Treasurer, p. 31.

U.S. National Maritime Policy

Resolution No. 26—Presented by Sailors Union of the Pacific, San Francisco; Marine Engineers — Pacific Coast District, San Francisco; Marine Firemen's Union, San Francisco; Seafarers — Atlantic and Gulf District, San Francisco; and Masters, Mates and Pilots, San Francisco.

Whereas, In the past three elections, the U.S. maritime industry received clear and specific promises that a substantial program would be put in place to strengthen and rebuild the industry. Few of these promises have been carried out, and the industry has declined to dangerously low levels that military and civilian experts believe must be reversed. Indeed, even vital, longstanding promotional programs and laws have been threatened by the very administrations whose candidates pledged to uphold them. The U.S. maritime industry seeks now a meaningful, substantial commitment to a national maritime program that will strengthen this industry to be an effective agent of U.S. commerce in peace and a broad-based and reliable source of sealift in war. The following are eight key elements of such a program. We wish to inform you that the undersigned West Coast labor organizations have adopted the following statement as their official maritime policy:

1. Declaration of a meaningful Presidential commitment to strengthening and revitalizing the U.S. maritime industry according to the guidelines and philosophy of Section 101 of the Merchant Marine Act of 1936. This would include the

designation of an official in the White House with authority from the President to direct and coordinate a national maritime program and all maritime-related activities carried out by government departments. It would also include a clear commitment to an operating fleet, not a reserve fleet, as the most cost-effective national sealift program in peace and war.

2. Commitment to a national maritime policy which would ensure a fair share of all types of cargo for the U.S. Flag merchant fleet. This would include strengthened trade policies, bilateral and multi-lateral shipping agreements, strict adherence to all existing cargo preference laws, refusal to trade away the U.S. maritime industry in trade negotiations, and encouragement for U.S. exporters and importers to ship American.

3. Commitment to a national maritime policy which would allow the construction and operation of U.S. Flag ships that are competitive with foreign-flag ships. This would include a strengthened operating differential subsidy program, and ending the moratorium on construction differential subsidies and Title XI mortgage loan guarantee authorizations.

4. Commitment to the preservation of the integrity of the Jones Act.

5. Commitment to strengthened restrictions on the export of Alaska oil and similar restrictions on the export of Alaska natural gas as essential to the continuance of a U.S. Flag tanker fleet and the goal of national energy independence and economic security.

6. Commitment to the exploration and development of the oil resources of the Arctic National Wildlife Refuge if the oil produced is strictly for domestic use in keeping with national energy independence and economic security objectives.

7. Commitment to reform of U.S. Government procurement, service and contract policies to treat fairly existing U.S. Flag operators and to strengthen the U.S. merchant marine.

8. Commitment to achieving substantial U.S. employment aboard cruise vessels that operate primarily from U.S. ports as well as the application of U.S. laws and safety and environmental standards to these vessels;

Therefore Be It Resolved, that the Seventeenth Biennial Convention of the California Labor Federation, AFL-CIO, requests the national AFL-CIO to adopt the position stated above.

Referred to Committee on Resolutions.

Adopted as amended, p. 31.

Report of the Executive Council

Los Angeles, Calif.
October 11, 1988

To: The 17th 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 seven occasions during the interim period following the July 28-30, 1986 convention in Sacramento, 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 3-4, 1986 at the San Francisco Airport Hilton Hotel, San Francisco; March 10-11, 1987 at the Hyatt Regency Hotel, Los Angeles; June 16-17, 1987 at the Woodlake Inn, Sacramento; October 14-15, 1987 at the Konociti Harbor Inn, Kelseyville; December 8-9, 1987 at the San Francisco Airport Hilton Hotel, San Francisco; March 1-2, 1988 at the Woodlake Inn, Sacramento and June 14-15, 1988 at the Capitol Plaza Holiday Inn, Sacramento.

Convening as the Standing Committee on Political Education, the Executive Council met on April 19-20 and August 29, 1988 at the Sheraton Palace Hotel, San Francisco.

LEGISLATIVE PROGRAM

The Executive Council's Standing Committee on Legislation met with its Advisory Committee at the San Francisco Airport Hilton Hotel December 2, 1986 to develop recommendations on legislative priorities for the State Legislature's 1987-88 session to be submitted to the Federation's full Executive Council at its December 1986 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 committees 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 21 Policy Statements and several Resolutions adopted by the Federation's 16th Convention in July, 1986.

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 3-4, 1986 at the San Francisco Airport Hilton Hotel.

California AFL-CIO trade union representatives requested to serve on the Advisory Committee included:

Mary Bergan, California Federation of Teachers; Jerry Cremins, State Building and Construction Trades Council; Paul Dempster, Sailors Union of the Pacific; Roberto De La Cruz and Dolores Huerta, both of the United Farm Workers of America; Fred Felix, H.E.R.E.; James Gordon, CWA District No. 9; Walter Johnson, San Francisco Labor Council;

Leo Mayer, CSEA Local 1000, S.E.I.U.; John McMahon, Operating Engineers No. 3; James Quillin, California Conference of Machinists; Edward Powell, California State Theatrical Federation; Charles Reiter, Laborers; Daniel Terry, Federated Fire Fighters; Timothy Twomey, S.E.I.U.; Vern Watkins, A.F.S.C.M.E. and Mattie Jackson, I.L.G.W.U.

On September 1, 1987, the Executive Council's Standing Committee on Legislation met at Jack's Restaurant in San Francisco to address the prevailing crisis in unemployment insurance legislation.

Three months later the Federation's Standing Committee on Legislation and the Legislative Advisory Committee met on December 7, 1987 at the San Francisco Airport Hilton Hotel to review resolutions and policy statements adopted by the 1986 Federation Convention that pertained to state legislation.

The Executive Council's Standing Committee on Legislation then formulated recommendations to the Executive Council at the Council's December 8-9, 1987 meeting. The final determination of the Federation's Legislative Program was made by the Council at that meeting.

Trade unionists representing Federation affiliates from around the state were requested to serve on the Legislative Advisory Committee. Those representatives were:

Mary Bergan, California Federation of Teachers; Margaret Butz, S.E.I.U.; Dan Curtin, California State Council of Carpenters; Paul Dempster, Sailors Union of the Pacific; Fred Felix, H.E.R.E.; Jim Gordon, CWA District No.

9; Dolores Huerta, United Farm Workers of America; Harry Ibsen, CWA District No. 9; Mattie Jackson, I.L.G.W.U.; Walter Johnson, San Francisco Labor Council; Frank Kuberski, Southwest Regional Council, U.F.C.W.; Leo Mayer, CSEA, Local 1000, S.E.I.U.; Jack McNally, I.B.E.W.; James Quillin, California Conference of Machinists; Charles Reiter, Laborers; Wm. R. Robertson, Los Angeles County Federation of Labor; John Smith, Laborers; Tom Stapleton, Operating Engineers; Daniel Terry, Federated Fire Fighters; William Ward, Alameda County Building and Construction Trades Council; and Vernon Watkins, A.F.S.C.M.E.

MINIMUM WAGE

The state minimum wage was last increased by the Industrial Welfare Commission in 1981. This action was required by state law which mandates that the IWC must increase the California minimum wage to equal the federal minimum wage whenever Congress increases that wage to exceed the state wage. Since then, the purchasing value of the \$3.35 minimum had decreased by over 35%, driving some 600,000 minimum wage earning Californians deeper into poverty.

Frustrated with the Industrial Welfare Commission's continued inaction on the issue, the Executive Council, at its December 3-4 1986 meeting in San Francisco, acted to make an increase in the minimum wage a priority issue for the 1987 session of the state legislature.

At the same time, the Council renewed its efforts to bring pressure on the IWC to fulfill its statutory duty to review and make adequate the minimum wage.

A bill to increase the minimum wage to \$4.25 per hour was approved by the legislature, but vetoed by the Governor in 1987.

During the Spring and Summer of 1987, the IWC held hearings on the adequacy of the minimum wage. The Federation presented both verbal and lengthy written testimony detailing the plight of minimum wage earners sinking into poverty, and refuting business' arguments against the increase.

The Federation allied with a coalition of community, religious, anti-poverty and other civic groups to create public support for an increase and to pressure the IWC. Together with our allies, most notably the United Neighborhoods Organization and South Central Organizing

Committee in Los Angeles, and the Coalition for a Fair Minimum Wage in the San Francisco Bay Area, the Federation staged several public rallies and press conferences around IWC hearings. We won a major victory on December 18, 1987, when the IWC voted to increase the minimum to \$4.25 per hour effective July 1, 1988. This 27% increase places California first in the nation.

However, the IWC also acted to create a \$3.50 subminimum wage for employees earning \$60 or more per month in tips. The Federation has strenuously opposed this subminimum, and has filed a lawsuit challenging it as a clear violation of a state law prohibiting employers from crediting workers' tips against wages.

The Federation lawsuit was upheld by the Court of Appeal. That decision has been stayed pending appeal by the IWC and the restaurant industry to the State Supreme Court.

The Federation has also actively lobbied our Congressional delegation in support of the Kennedy-Hawkins bill to increase the Federal minimum wage.

GANG OF FIVE

The Executive Council, acting as the Standing Committee on Political Education, at its April 21, 1988 meeting in San Francisco, voted to recommend "No Endorsement" in the primary election of June 7, 1988 for the so-called "Gang of Five" conservative Democratic Assemblymen, unless they made a commitment to support the majority position of the Assembly Democratic Caucus on selection of the Assembly Speaker during the current session and following the November 1988 elections.

The Gang of Five rejected this condition, and COPE adopted a "No Endorsement" position for the primary election. The Gang of Five are: Rusty Areias (25 AD); Gary Condit (27 AD); Charles Calderon (59 AD); Jerry Eaves (66 AD); and Steve Peace (80 AD).

The Gang of Five failed to alter its course after the primary election. Meeting on August 29, 1988 in San Francisco, the Executive Council, acting as COPE, voted to recommend an "Open" endorsement in the General Election of November 8, 1988, for the Assembly races where the Gang of Five are running for re-election. This occurred after the Gang of Five failed to commit to support a Democrat for speaker following the

General Election.

The Executive Council views the adventurist Gang of Five as a threat to the pro-labor majority in the Assembly. The Council will continue its policy of assuring that the Speakership remains in the hands of the liberal members of the Assembly.

USS-POSCO STEELMILL

The USX Corporation (formerly US Steel) has formed a joint venture with a South Korean steelmaker, Pohang Iron and Steel Corporation, to operate a steel finishing plant in Pittsburg. The venture, known as USS-Posco, is converting a shutdown U.S. Steel mill for its new production. The government of South Korea owns a major share of the Pohang corporation.

USS-Posco awarded the contract for the renovation to a non-union Alabama general contractor called B.E. & K. At \$350 million, it is the largest scab construction project in California history.

At the urging of the Contra Costa Building and Construction Trades Council, the Executive Council voted at its March 10-11, 1987 meeting in Los Angeles to boycott South Korean products and the 1988 Olympic Games in Seoul, as long as the South Korean government engages in anti-union policies in the United States.

The Federation has assisted the building trades in mounting several rallies and demonstrations, including protests at the South Korean Consulate, and the headquarters of USX, both in San Francisco, and a march of 10,000 trades unionists on the USS-Posco plant on March 19, 1988.

The Federation will continue to assist the building trades in its struggle against this major non-union construction job.

PROPOSITION 97— THE CAL-OSHA INITIATIVE

Early last year the Federation appealed to the Governor to reconsider his plan to eliminate Cal-OSHA. Backed by supportive editorials in virtually every major daily newspaper, and with support from the health, environmental, and con-

sumer communities, we built a consensus for restoration of funding.

A majority of both houses of the legislature agreed that Cal-OSHA was vital to the well-being of the state's workforce. We lacked a two-thirds majority needed to override the Governor's veto.

The Executive Secretary-Treasurer authorized a legal challenge to be filed in the State Supreme Court in an attempt to gain a prompt determination that the Governor's action was illegal and void. Subsequent to the Federation's filing a similar suit was filed by California Rural Legal Assistance in the Court of Appeal. Due to this subsequent filing the State Supreme Court declined to accept original jurisdiction. The Federation participated via an amicus brief in the Court of Appeal suit. The Court of Appeal ruled the Governor's action was illegal. The State Supreme Court is now reviewing the decision of the Court of Appeal.

Recognizing the long delays inherent in most legal actions and in view of the Governor's adamant refusal to modify his opposition to the state's safety program, the Federation took action to place the issue before the voters.

The Federation embarked on the initiative campaign fully aware of the formidable task it faced in collecting signatures to qualify the measure and in winning majority support of the electorate.

The Executive Council served as the Executive Committee of the Cal-OSHA Initiative Campaign in its early days. Recognizing that victory required a broad-base of community support, the Federation forged the Coalition to Restore Safety at Work, a coalition of business, labor, environmental, health, consumer, education and civic organizations, which serves today as the official sponsor of the initiative.

The coalition members serving on the Board of Directors include, in addition to labor: California Medical Association, California Nurses Association, California Society of Industrial Medicine and Surgery, California Teachers Association, Consumer Federation of California, League of Women Voters, Sierra Club, Los Angeles County District Attorney Ira Reiner and construction industry safety expert Scotty Paterson.

Executive Council members presently serving on the Coalition Board of Directors include Executive Secretary-Treasurer John F. Henning, President Albin Gruhn and Vice-Presidents Jerry Cremins, Dallas Jones, Ophelia McFadden, Jack McNally, Loretta Mahoney, Justin Ostro, Edward C. Powell, William Robertson, and William Waggoner.

These members of the Council also participated in the interviewing and selection of a political consulting firm to direct the initiative campaign.

Signature Gathering

State law requires statutory initiatives to collect signatures equivalent to 5% of the vote cast in the last gubernatorial election. In this case, a minimum of 372,000 signatures of registered voters was needed. Mobilizing our affiliates, under the direction locally of the central labor councils, and with assistance of our coalition allies, labor spearheaded a drive that resulted in the gathering of over 700,000 signatures in a 4-month period. Many of the central labor councils exceeded their signature goals, including San Mateo County, which led the state in signatures per capita.

Fundraising

While the volunteer efforts of the trade union leaders and activists are indispensable, victory for Proposition 97 also requires a properly funded publicity campaign. Over one million dollars has already been raised, and several hundred thousand more are needed to insure adequate advertising in the closing weeks.

A great many local unions, state councils, craft councils, central labor bodies and internationals have contributed funds. The Federation provided some \$275,000 in seed money, which was vital in the start-up phase. IBEW Local 1245 has provided \$200,000, an amount unequalled by any affiliate.

Given the absence of organized opposition to date, the Executive Council is optimistic of victory. However, we face a lengthy ballot and high profile competing measures, and we urge affiliates to redouble their commitment to educating their members about Proposition 97 and turning them out to vote on November 8.

CALIFORNIA WORKING

The Executive Council voted at its June 16-17, 1987 meeting in Sacramento to endorse "California Working" an innovative project to broadcast a monthly half hour television program on workers' issues to viewers throughout the state. The project originated as an outgrowth of a television program aired by SEIU Local 790.

Since January, 1988, "California Working" has presented a monthly news magazine style television show. Originally broadcast on Channels 32 in San Francisco and 60 in San Mateo, the show recently expanded its distribution to public broadcast stations throughout California.

RE-AFFILIATION OF TEAMSTERS AND ILWU

Since the last biennial convention, the historic hope of a reunited labor movement has become a reality. The reaffiliation of both the Teamsters and ILWU with the AFL-CIO brings the two major unaffiliated unions with longstanding ties to the California Labor Federation back into the house of labor.

The Executive Council has supported the Teamsters and the ILWU in their legitimate struggles over the years. Members of the Council have worked with various central labor bodies throughout the state to achieve local affiliation. The AFL-CIO now stands almost two million strong in California. Unity will help us to turn the tide back towards workers in both the economic and political arenas.

ELECTION OF NEW COUNCIL MEMBERS

At the December 3-4, 1986 meeting in San Francisco, members of the Council elected Wayne Harbolt, Firefighters Local 522, Sacramento, and Secretary of the Sacramento Central Labor Council, as a Vice-President of the California Labor Federation, AFL-CIO, District 14, replacing Charles Yelkey, who passed away.

At the October 14-15, 1987 meeting in Kelseyville, the Council members elected John Smith, Business Manager of Laborers' International Union, Local 1184, Riverside, as Vice-

President, District 3F. He replaced Ray Wilson, who retired and resigned from the Council.

At the December 8-9, 1987 meeting in San Francisco, the Council members elected Ophelia McFadden, General Manager of SEIU Local 434, Los Angeles, as Vice-President, At-Large Office H. She replaced Timothy Twomey who resigned from the Council.

At the March 1-2, 1988 meeting in Sacramento, the Council members elected Tom Stapleton, Business Manager of Operating Engineers, Local 3, San Francisco, as Vice-President, District 10D. He replaced William G. Dowd, who retired and resigned from the Council.

SCHOLARSHIP PROGRAM

With the cooperation of affiliated unions and councils, the Federation has been able to award a record 115 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 1987, 55 scholarships were awarded and in 1988 there was a record for the 38 year history of the program, 60. 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 1987, there were a total of 2,286 applicants and 1,107 completed the tests. In 1988, there were 2,026 applicants and 1,053 completed the tests.

The judges for the 1987 scholarship program were: Gloria Busman, Coordinator for the Center for Labor Research & Education, Institute of Industrial Relations, University of California, Los Angeles; Alice Clement, Instructor, History-Labor Studies, Los Angeles Trade Tech Labor Center, Los Angeles; Peter Guidry, Coordinator for Labor Programs, Center for Labor Research & Education, Institute of Industrial Relations, University of California, Berkeley; Michael B. Lehman, a Professor of Economics, University of San Francisco, San Francisco; and Leland S.

Russell, Member and Past President, California Council Adult Education, Bay Section, Walnut Creek.

In 1988, the judges were Gloria Busman, Peter Guidry, Michael B. Lehman, and Leland S. Russell.

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 include 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.

COMMITTEE CHANGES

The Executive Council has been assisted in its work since the 1986 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 October 11, 1988 is as follows:

Legislation

Jerry Cremins, Chairman
M.R. Callahan
Loretta Mahoney
Leo Mayer
Justin Ostro
Edward C. Powell
Anthony Ramos
John Smith
George Soares
T.J. Stapleton
Raoul Teilhet

Housing

William Ward, Chairman
Billy Joe Douglas
Don Hunsucker
Paul Miller
Richard Robbins
John Valenzuela

Civil Rights

Steve Edney, Chairman
Margaret Butz
Sherri Chiesa
Billy Joe Douglas
Armando Lopez
Steve Nutter
Frank Souza

Education

Raoul Teilhet, Chairman
Val Connolly
Paul Dempster
Steve Edney
Loretta Mahoney
Steve Martin
Paul Miller
William Robertson
William Waggoner

Safety & Occupational Health

Jack McNally, Chairman
Margaret Butz
Paul Dempster
Harry Ibsen
Dallas Jones
Leo Mayer
Kendall Orsatti
Justin Ostro
Anthony Ramos
William Waggoner

Community Services

William Robertson, Chairman
Cass Alvin
Wayne Harbolt
Don Hunsucker
Harry Ibsen
Ophelia A. McFadden
Kendall Orsatti
William Ward

Union Labels, Shop Cards and Buttons

Steve Nutter, Chairman
Sherri Chiesa
Steve Martin
Frank Souza
John Valenzuela

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 exoneration from payment of per capital tax by affiliates

involved in labor disputes or for other good causes. Since the 1986 convention, such aid has been granted in response to requests received from the following:

Office and Professional Employees, Local 3, San Francisco, was exonerated for the period July through October, 1986.

Amalgamated Transit Union, Local 1225, San Francisco, was exonerated for a 6 month period beginning October, 1986.

Communications Workers, Local 9474, Los Angeles, was exonerated for the period February through July, 1988.

Boilermakers Local 540, Pittsburg, was exonerated for a six month period beginning April, 1988.

FRATERNAL DELEGATES

Continuing the fraternal relationship established between this Federation and the Labor Council of New South Wales, Australia, the Executive Council voted to accept the invitation of J.W. MacBean, Secretary of the Labor Council of New South Wales to send two delegates to their annual meeting being held in Sydney, Australia, February 17-18, 1988.

John McBean was the fraternal delegate from the Labor Council of New South Wales to our 1986 convention in Sacramento.

Vice President Michael R. Callahan, as senior member of the Council, was selected as fraternal delegate to attend the 1988 meeting in Sydney.

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:

1986

The annual Joint Legislative Conference held at Sacramento, May 5-7 was co-sponsored by the Federation and the State Building and Construction Trades Council of California.

The Federation's Trade Union Summer School was held September 22-26 in Sacramento.

The Federation's Annual Women in the Workforce Conference was held October 23-25 in Los Angeles.

1987

A. Philip Randolph Institute's California Conference, March 20-22 in Oakland, focused on political organizing.

Immigration Reform and Control Act Conference, held on April 28 in San Francisco, considered the impact of the new immigration law and our new opportunities in organizing immigrant workers.

Labor's Joint Legislative Conference, in Sacramento, held May 18-20 was co-sponsored by the Federation and the State Building and Construction Trades Council and the California State Council of Carpenters.

A Conference on Plant Closures was held in cooperation with the AFL-CIO Human Resources Development Institute in San Francisco on August 10-12 for Northern California affiliates.

The Federation's Annual Trade Union School was conducted November 8-13, in Los Angeles.

Concurrent with the Trade Union School, a workshop on the Cal-OSHA Initiative was held for Southern California affiliates on November 12 in Los Angeles. A Northern California workshop on the Initiative was held in San Francisco on November 18.

The Federation's Alcoholism and Drug Abuse Conference was held December 1, in Los Angeles.

1988

A Plant Closures Conference sponsored by the Federation in cooperation with HRDI, was held for Southern California affiliates, January 11-13, in Los Angeles.

A "One on One" Training Conference, jointly sponsored by the Federation and the AFL-CIO Department of Education, was held in San Francisco, February 23-25.

A. Philip Randolph Institute's California Conference, held in Los Angeles, March 15-20, stressed voter registration and get-out-the-vote for the 1988 elections.

A meeting of Central Labor Council officers, held March 15-16 in Santa Barbara, was co-sponsored by the Federation and AFL-CIO Region VI.

The Joint Legislative Conference, co-spon-

sored by the Federation and the State Building and Construction Trades Council, was held May 22-25 in Sacramento.

An International Affairs Conference, co-sponsored by the Federation and the AFL-CIO's Department of International Affairs, was held June 30 and July 1 in San Francisco.

The Federation's Trade Union Summer School was held July 10-15 in Santa Barbara.

Two COPE workshops that outlined the Federation's political action program were held July 27 in San Francisco and July 28 in Los Angeles.

The Federation's Women in the Workforce Conference was conducted August 18-20 in Los Angeles.

ADDITIONAL SUPPORT FOR AFFILIATES

Aside from support provided through the Federation's "We Don't Patronize" program which includes extensive publicity of sanctioned boycott efforts, the Executive Council has taken action in the two years since the last convention on the following:

At the December 3-4, 1986 meeting, the Executive Council, at the request of the Western States Division, International Ladies Garment Workers Union, adopted a resolution opposing Department of Labor efforts to lift a ban on industrial homework.

At its March 10-11, 1987 meeting, the Executive Council took action to support the Contra Costa Building and Construction Trades Council which was fighting a \$350 million non-union modernization of the USS-POSCO steelmill in Pittsburg. The plant is jointly owned by USX Corporation and a South Korean government steel company. The council endorsed a boycott of Korean goods and the 1988 Olympic Games in Seoul. The Council has also supported efforts to work with Korean trade unionists through the AFL-CIO's Asian American Free Labor Institute, and has endorsed rallies and demonstrations, including a rally that drew 10,000 trade unionists to the plant gates on March 19, 1988.

At the request of the UFCW International Union, at the June 16-17, 1987 meeting the Executive Council adopted a resolution of support for striking Iowa Beef Processors workers, and called on our allies in the Southeast Asian refugee community to resist IBP's attempts to

recruit strikebreakers from their ranks. In addition the council took action to send a fundraising appeal on behalf of these strikers to our affiliates.

At the June 16-17, 1987 meeting, the Executive Council endorsed a request from the Sacramento Central Labor Council, acting on behalf of the Newspaper Guild, to boycott the McClatchy Sacramento, Fresno and Modesto Bee newspapers. Fresno and Madera, and Stanislaus-Tuolumne Central Labor Councils concurred in the boycott request. In addition, the Federation has contacted members of the State legislature and other elected officials to urge their cancellation of subscriptions to the Sacramento Bee.

At the March 1-2, 1988 meeting, the Executive Council acted at the request of the ILGWU to support the Textile and Apparel Trade Act (H.R. 1154 and S. 549) and to lobby Senators Cranston and Wilson in support of the bill.

Rallies and Demonstrations

Along with the many other protests, rallies, demonstrations and picket lines, noted in other areas of this report, council officers were active participants at the following events:

A mass demonstration on August 12, 1986 in support of Hotel and Restaurant Local 2 members striking against San Francisco hotels.

A march against South African apartheid on October 11, 1986 in Los Angeles.

A rally in support of SEIU Local 250 members striking Kaiser Health Plan in Oakland on November 13, 1986.

A rally on February 12, 1987 at the South Korean Consulate in San Francisco to protest non-union construction of the U.S.S.-Posco steel mill in Pittsburg.

A May 19, 1987 rally on the steps of the Capitol in Sacramento to demand restoration of Cal-OSHA funding.

A demonstration on June 27, 1987 in Fresno, protesting the Bee Newspapers' union busting tactics against the Newspaper Guild, Typographical and Mailers Unions.

A series of demonstrations calling for the Industrial Welfare Commission to increase the minimum wage was held on June 4, 1987 and July 12, 1987 in Los Angeles and September 11, 1987 and December 18, 1987 in San Francisco.

A mass picketline at San Francisco Auto Center, July 31, 1987, opposing union busting by auto dealers against the Automotive Machinists,

Painters and Teamsters.

Demonstrations at the Los Angeles Coliseum and Jack Murphy Stadium in San Diego on October 4, 1987 supporting striking members of the NFL Players Association.

A rally on November 17, 1987 at Metropolitan Life Insurance's San Francisco office supporting Farmworkers fighting for a contract with the huge insurance company's agricultural subsidiary.

A protest at the San Francisco Moscone Center of 10,000 building trades members that greeted scab conventioners of the Associated Builders and Contractors on March 7 and 8, 1988.

A rally of 10,000 trade unionists marched on the non-union USS-POSCO steel mill construction project in Pittsburgh on March 19, 1988. ILWU longshoremen shut down all California ports on the same day as part of the protest.

A march on August 19, 1988 supporting SEIU Local 250 members and nurses on strike at eight San Francisco area hospitals.

A vigil in Delano during August, 1988 in solidarity with UFW President Cesar Chavez' fast and boycott of grapes.

"We Don't Patronize" List

Since the Federation's 1986 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 December 3-4, 1986 meeting in San Francisco, the following Sacramento area firms were placed on the list at the request of the Sacramento Central Labor Council: Syufy Theatres, Sacramento 6 Drive-In, Fine Glass, Gaffney Glass, River City Glass, Victor Glass, Ellis Signage-Graphics, Fleming Silkscreen, House of Signs, River City Signs, Young Electric Sign Co., Elkgrove General Store, Fransinette Winery and Restaurant, Stanley's Bar and Grill, Paul Snyder Stores, Swift Auto World, Walt Davis Chevrolet, and Mel Raption Honda.

At the March 10-11, 1987 meeting in Los Angeles, the Marriot Hotel in Bakersfield was added to the list at the request of Kern-Inyo-Mono Counties Central Labor Council, as was Sheraton Sunrise Hotel, Rancho Cordova, at Sacramento Central Labor Council's request, Airport Park Hotel LAX, and University Hilton Hotel, at Los Angeles County Federation of Labor's request, and all Sixpence Hotels in Cal-

ifornia, at the request of Alameda Central Labor Council and concurrence of all other affected labor councils.

At the same meeting all Marriott Hotels in California except the San Francisco Marriott were placed on the list with the concurrence of all affected Central Labor bodies. At the same meeting, the following Sacramento area establishments were placed on the list at the request of the Sacramento Central Labor Council: The Club, Residence Inn, El Rancho Hotel, Continental Inn and the Courtyard.

At the June 16-17, 1987 meeting in Sacramento, Nestles and Carnation Company operations in Kern County were added to the list, upon request of Kern-Inyo-Mono Counties Central Labor Council.

At the same meeting, the following Sacramento area firms were placed on the list at the request of the Sacramento Central Labor Council: Sierra Inn, Holiday Inn (Madison Avenue), Ramada Inn, Frank Fat's, Vagabond Inn, Howard Johnson, Shot of Class, Pennisi's Restaurant, Eppie's Restaurants, Arrow Glass, Country Club Glass, Del Paso Glass, Pak 'n Save, Dick's Rancho, Golden West Glass, Kinzel's Glass, Sam's Auto Glass, Times Supermarket and Christian's Farmers Market.

At the same meeting, the Fresno and Modesto Bee Newspapers were added to the list upon request of Fresno and Madera Central Labor Council and Stanislaus and Tuolumne Central Labor Council.

In addition, upon request of San Francisco Labor Council, the San Francisco Auto Center, Van Ness Auto Plaza and European Motors were placed on the list.

Freedman Forum Theatres and Orange County United Artists Theaters were added at this meeting, upon request of Orange County Central Labor Council.

At the October 14-15, 1987 meeting in Kelseyville, National Football League teams in California were added to the list at the request of Los Angeles, Orange County, San Diego and San Francisco central labor bodies.

At the same meeting, Napa Valley Co-Op Winery was placed on the list at the request of Napa-Solano Central Labor Council.

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

All **Marriott Hotels** in California with the specific exception of the **Marriott Hotel in San Francisco**, which is a union house.

All **Sixpence Inn Motels** in California.

Anaheim

Sixpence Inn, 2020 Via Burton.

Bakersfield

Sixpence Inn Motel, 8223 East Brundage Lane.

Baldwin Park

Sixpence Inn, 14510 Garvey Ave.

Carlsbad

Sixpence Inn, 1006 East Elm Ave.

Chino

Sixpence Inn, 12266 Central Ave.

Chula Vista

Sixpence Inn, 745 E St.

El Cajon

Sixpence Inn, 550 Montrose Court.

Fairfield

Sixpence Inn, 1473 Holiday Lane.

Fresno

Sixpence Inn, 445 North Parkway.

Harbor City

Sixpence Inn, 820 West Sepulveda Blvd.

Los Angeles Area

Airport Park Hotel, LAX.

The Pacifica Hotel, 6161 West Centinela Street in Culver City.

The Sheraton Plaza La Reina Hotel, 6101 West Century Blvd., near the Los Angeles Airport.

University Hilton Hotel, 3540 South Figueroa St.

Merced

Sixpence Inn, 1410 V St.

Monterey Area

Casa Munras, Fremont and Munras, Monterey.

Doubletree Inn, 2 Portola Plaza, Monterey.

Days Inn, 1400 Del Monte Blvd., Seaside.

Sixpence Inn, 100 Reservation Rd.

Sheraton Hotel, 350 Calle Principal, Monterey.

Oakland

Sixpence Inn, 8480 Edes Ave.

Ontario

Sixpence Inn, 1560 East 4th St.

Orange

Sixpence Inn, 2920 West Chapman Ave.

Oxnard

Oxnard Financial Plaza Hilton Hotel, 600 Esplanade Drive.

Riverside

Sixpence Inn, 3663 La Sierra Ave.

Rohnert Park

Sixpence Inn, 6145 Commerce Blvd.

Rowland Heights

Sixpence Inn, 18790 East Labin Ct.

Sacramento Area

Auburn Joe's, 13480 Lincoln Way, Auburn.

Beverly Garland Motor Lodge, 1780 Tribute Road, Sacramento.

The Club, 808 "O" St., Sacramento.

Continental Inn, 3343 Bradshaw, Rancho Cordova.

Courtyard, 10683 White Rock Rd., Rancho Cordova.

All Eppie's Restaurants.

Frank Fat's, 806 L St.

Frasinetti Winery & Restaurant, 7395 Frasinetti Rd., Florin.

Holiday Inn, Madison Avenue at I-880.

Howard Johnson, 2300 Auburn Boulevard.

Hyatt Regency Hotel, 1121 L St.

Pennisi's Restaurant, 1030 J St.

Nicole's Omelette House, 2815 J St., Sacramento.

Ramada Inn, Canterbury Road.

El Rancho Hotel, 1029 W. Capitol Ave., West Sacramento.

Red Lion Inn, 2001 West Point Way, Sacramento.

Residence Inn, 1530 Howe Ave., Sacramento

Sacramento Inn, Arden Way at Interstate 80, Sacramento.

Shanley's Bar & Grill, 5100 Folsom Blvd., Sacramento.

Sheraton Sunrise Hotel, Sunrise Blvd., at Highway 50.

Shot of Class, 1020 11th St.

Sierra Inn, 2600 Auburn Blvd.

Sixpence Inn, 4600 Watts Ave.

Sixpence Inn, 7780 Stockton Blvd.

Sixpence Inn, 7850 College Town Drive.

The Nut Tree and Coffee Tree, Vacaville between Sacramento and San Francisco on Interstate 80.

Vagabond Inn, 909 3rd St.

San Diego

Sixpence Inn, 5592 Claremont Mesa Blvd.

San Dimas

Sixpence Inn, 502 West Arrow Highway.

San Francisco Bay Area

Perry's and Victoria Station on Union Street.

The Mandarin, in Ghiradelli Square.

McDonald's Hamburgers (all);

Colonel Sanders Kentucky Fried Chicken (all);

H. Salt Esquire Fish & Chips (all);

Jack In The Box (all);

Benihana of Tokyo;

Carol Doda's;

Mabuhay Restaurant;

The Casbah;

Ernie's;

North Beach Restaurant;

Pompei's Grotto;

Tia Margarita;

Vanessi's.

San Jose Area

Sainte Claire Hotel at South Market and San Carlos.

Sixpence Inn, 2081 North First St.

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.

Red Lion Inn at 2050 Gateway Place.

Santa Barbara Area

El Encanto Hotel and Garden Villas.

Stockton Area

Carmen's Mexican Restaurant, Lincoln Center.

Hilton Hotel, 2323 Grand Canal Blvd.

Ramada Inn, March Lane.

Sixpence Inn, 2717 West March Lane.

Stockton Inn Motel and Restaurants 4219 Waterloo Road at Hwy. 99.

Vagabond Motor Hotel, 33 N. Center.

Tustin

Sixpence Inn, 1611 El Camino Real.

Vallejo

Sixpence Inn, I-80 at Redwood Street.

Ventura

Sixpence Inn, 101 at Johnson Drive.

Westminster

Sixpence Inn, 13100 Goldenwest.

Las Vegas, Nevada

Landmark Hotel and Casino.

Sparks, Nevada

John Ascuaga's Nugget.

MANUFACTURING

Gaffers & Sattler products (statewide)

Goehring Meat Co, Lodi

Ito-Cariani Sausage Co., San Francisco:
Cariani and Pocino brands.

Masonite Corp. plant, Cloverdale, Sonoma County.

Napa Valley

Co-op, producers of Bergfeld 1885 wine.

Sonoma Vineyards products, including Windsor Winery, Tiburon Vintners and Piper-Sonoma Sparkling Wine.

PRINTING

McClatchy Newspapers: Sacramento Bee, Fresno Bee, Modesto Bee.

San Francisco Bay Guardian

Vallejo Time-Herald

New York Times, (Northwestern Edition).

THEATERS

Santa Cruz Area

Twin I & II Theaters, Aptos.

San Francisco

Alexandria, Balboa, Coronet, Coliseum, Metro, Stonestown Twin and Vogue (all United Artists) and Cinema 21 and Empire (Syufy).

Sacramento Area

Capitol Theater; Century 21, 22, 23, 24 and 25 Theaters (Syufy); State Theater; Sacramento 6 Drive-In.

Orange County

All United Artists Theaters in Orange County.

All Freedman Forum Theaters in Anaheim; Cinemaland Theater, Anaheim; Brookhurst-Loge Theater, Anaheim.

Valley View Twin Cinemas, Cypress; Family Four Cinemas, Fountain Valley; Fox Fullerton, Fullerton.

Syufy Cinedome, Stadium Drive-in and City Cinemas, all in Orange; Villa Theater, Orange; Miramar Theater, San Clemente; Broadway Theater, Santa Ana; Stanton Theater, Stanton.

OTHERS

Automotive, Sacramento area:

Walt Davis Chevrolet, Elk Grove.

Mel Rapton Honda.

All Paul Snider dealerships.

Swift Auto World.

Automotive, San Francisco area:

European Motors, 950 Van Ness Ave.

San Francisco Auto Center, 2300 16th St.

Van Ness Auto Plaza, 1000 Van Ness Ave.

Bank of America branches:

178 North 1st St., Dixon.

2400 North Texas St., Fairfield.

1120 Texas St., Fairfield.

South Vacaville Office, Vacaville.

367 Merchant St., Vacaville.

Larwin Plaza, Vallejo.

831 Tennessee St., Vallejo.

200 Georgia St., Vallejo.

2141 Springs Rd., Vallejo.

1429 Lincoln Ave., Calistoga.

1700 First St., Napa.

903 Main St., Napa.

70 Solano Square, Benicia.

1001 Adams St., St. Helena.

Barbers, Fairfield:

Top Hat Barber Shop, 914 Texas St.

Mad Hacker, 1142 Missouri St.

Barbers, Vallejo:

Sir Cedric's Barber & Beauty Salon, 1115

Maple Ave.

Mr. Al's, 500 Sacramento St.

Mare Island Barber Shops, Mare Island

Navy Exchange

California Table Grapes

Christian's Farmers Market, 5104 Arden Way, Carmichael.

City of Hope Medical Center at 208 West Eighth St., Los Angeles

City of Hope National Medical Center at 1500 East Duarte Rd., Duarte

Dick's Rancho, Rancho Cordova.

Elk Grove General Store, Elk Grove.

Glass, Sacramento area:

Arrow Glass, Country Club Glass, Del

Paso Glass, Fine Glass, Gaffney Glass,

Golden West Glass, all locations; Kinzel's

Glass, Carmichael; Sam's Auto Glass,

River City Glass, Victor Glass.

Hertzka and Knowles, San Francisco, architects

Louisiana-Pacific Corporation products.

Montgomery Ward in Redding.
Mervyn's Store in Ventura.
Norbert Cronin & Co., insurance agents,
 San Francisco.
Non-Union Iceberg Lettuce.
Pak 'n Save Markets at 6525 Florin Road,
 Sacramento; 3400 Arden Way, Sacramen-
 to; 7301 Greenback Lane, Citrus Heights.
Qantas Airways.
Raley's Food Market, Oakhurst, Madera
 County.
Saticoy Lemon Assn. products bearing
 Sunkist label, Oxnard.
Shoreline South Convalescent Hospital, Al-
 ameda.
Signs, Sacramento area:
 Dion Signs, Sacramento.
 Ellis Signage-Graphics, Sacramento.
 Fleming Silk Screen, Sacramento.
 House of Signs, Sacramento.
 River City Signs, Sacramento.
 Young Electric Sign Co., West Sacramen-
 to.
State Farm Insurance Complex, Santa
 Rosa.
Times Supermarket, 5425 Sunrise Blvd.,
 Citrus Heights.

1988 CONVENTION

The Council's pre-convention meeting began at 10:00 a.m. Friday, October 7, 1988 at the Hyatt Regency Hotel, Los Angeles. The 17th convention is scheduled to open at 10:00 a.m. Tuesday, October 11, 1988 at the same location.

Throughout the meeting which began October 7, 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.

CONCLUSION

Faced with expanding, well-financed anti-union activities and unsympathetic administrations

in Sacramento and Washington, D.C., the interim between the 1986 convention and the 1988 convention has been a period of great activity for this Council and its officers. In this report we have covered briefly highlights of the many fronts upon which we have been active.

Fraternally submitted,

John F. Henning, Exec. Secy-Treas.
 Albin J. Gruhn, President

Vice-Presidents

Cass Alvin
 Margaret Butz
 M.R. Callahan
 Sherri Chiesa
 Val Connolly
 Jerry P. Cremins
 Paul Dempster
 Billy Joe Douglas
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 John Valenzuela
 William Waggoner
 William Ward

Report of the Executive Secretary-Treasurer

**Los Angeles
October 11, 1988**

The report summarizes certain principal activities of the Secretary-Treasurer since the 1986 convention held in Sacramento. An additional report of such activities is found in the Report of the Executive Council submitted to the convention, as direction of the Federation as a whole, is the responsibility of the Secretary-Treasurer.

With respect to the major political crisis facing the American labor movement at the present time, there follows for your consideration the message of your Secretary-Treasurer to the 1988 Pre-Primary COPE Convention:

We convene for the 1988 Pre-Primary COPE Convention as the final act of the Reagan counter-revolution draws to a close. After seven years of corporate plunder masquerading as the public interest, a groundswell of popular opinion calls for a restoration of government as a defender of the common people from the abuses of the rich and powerful.

Spurred on by voter disillusionment with Rambo posturing while secretly trading arms with Iran, Reagan's 1986 Senate candidates went down to defeat in key contests throughout the country. Democrats captured eight seats, and as the election ended, a six vote Republican majority in the upper chamber became a ten vote Democratic margin.

The high turnout of black voters in the South in 1986 was a key to both the Democratic victories and the subsequent Senate rejection of Judge Bork, frustrating Reagan's dream of packing the Supreme Court with ideologues of the extreme right.

The stock market crash of October 1987 expose the fragility of the house of cards called Reaganomics. The annual trade deficit has soared to \$175 billion. Despite a deliberate weakening of the dollar, the import glut remains. The rapid de-industrialization of the U.S. proceeds. Millions of good paying jobs are permanently lost, as basic industries, including steel, rubber, auto, textile, clothing, shipbuilding, machine tool and electrical manufacturing are dismantled.

The President who promised to balance the budget will leave office with a legacy of a 2.4 trillion dollar national debt. Nearly 20 percent of the federal budget goes to serving the debt. Compounded by a massive military build up to nearly 300 billion dollars annually, and tax cuts for the wealthiest individuals and corporations, spending for human services has been strangled.

While the richest prosper, the low and middle income masses have suffered a decline in their standard of living. Ninety-five percent of U.S. families pay a higher percentage of income taxes today than they did 10 years ago. Real buying power of the average worker has dropped eleven percent under Reagan. The middle class, an endangered species, has shrunk by 30 million persons. An equal number live in poverty, almost a four-fold increase since the 1970's.

Corruption has infested the highest offices in the federal government. Never before have so many public officials resigned under taint of unethical practices. Not since the days of Warren Harding have so many in the inner circle of the White House faced indictment or conviction on criminal charges.

President Reagan has lived a charmed political life but the Republican vision vanishes as George Bush attempts to sell us on another four years. Labor has the opportunity and duty to return the White House to a policy of economic growth with compassion.

In California, the Deukmejian Administration unfortunately continues to veto AFL-CIO-supported bills protecting labor, consumer, civil and women's rights. In 1987, the Governor vetoed 23 Federation-sponsored bills. He signed 13 bills that labor supported.

And so we have lost legislation to improve workers' compensation, disability and unemployment benefits. The Agricultural Labor Relations Board, filled with Republican appointees, is crippling the rights of the workers it was designed to protect.

The veto of funding for Cal/OSHA places our state's workforce at serious risk of job-related death, illness and injury. The denial of funds has drawn united opposition from labor, the legisla-

ture, the medical, health, and environmental communities as well as editorial attack from virtually every daily newspaper in the state.

We are now taking the issue to the voters through the initiative process in the November 1988 General Election.

It becomes the duty of the AFL-CIO to increase the liberal majorities in both the state legislature and the California Congressional delegation and to deliver California to Michael Dukakis and Lloyd Bentsen, a new team for America.

We must elect Leo McCarthy to the U.S. Senate.

We must also win the fight to restore Cal/OSHA in November.

We can affect the course of California and the nation if we but mobilize our members and union families for the general election.

INTERNATIONAL AFFAIRS

At the invitation of the respective labor movements and with the cooperation of the U.S. Ambassadors in New Zealand, Australia and Singapore, your Secretary-Treasurer visited the three countries in October of 1988 under auspices of the United States Information Agency.

Australia and New Zealand have labor movements in the free traditions of the western democracies. The Singapore movement is evolving but is still subject to government controls that would not be accepted in democracies.

Meetings with union officials in the three countries were marked by warm friendship toward the AFL-CIO and this prevailed in Singapore despite the justified AFL-CIO criticism of government controls in that nation.

The visit to Australia was particularly productive because of the structural fraternal relationship existing between our Federation and the Labor Council of New South Wales.

At the request of the national AFL-CIO, your Federation co-sponsored with the AFL-CIO Department of International Affairs a Conference July 1, 1988, in San Francisco, at the San Francisco Hilton, on American labor and the world. The purpose of these conferences is to afford regional, state and local labor officials an opportunity to examine the international policy of the

labor movement and to meet the officials responsible for it. Through the conferences an exchange of ideas is afforded. Local labor leadership heard precise definitions of AFL-CIO policies carried out around the globe. Tom Kahn, Director of the AFL-CIO International Affairs Department, presided at the exchange sessions.

During the period since our last convention, many foreign visitors representing their countries or their nation's trade union organizations have visited the California Labor Federation's offices as a part of their study of the American Labor Movement. In that time we have hosted guests from Japan, Spain, Australia, various countries in Latin America, West Germany, Italy, Portugal, New Zealand, Finland, South Africa, Hungary, Morocco, Austria, Great Britain, Denmark, Israel, France, Netherlands, Philippines and Belgium.

There have been an increasing number of women trade unionists among these leaders, reflecting a great interest in the structure and functions of our Federation; women's issues, and how they are being addressed in our country; the effectiveness of our Federation's total legislative and political activities and the manner in which our Federation interacts with California's higher educational facilities with respect to educational programs to assist the workers we represent.

The 1980 convention of your Federation established a fraternal exchange program with the Labor Council of New South Wales, Australia.

In subsequent conventions of the Federation, we hosted three fraternal delegates from that organization: Barry Unsworth, guest at the 1982 convention and who was elected Premier of the State of New South Wales in 1986; Frank Harding, guest at the 1984 convention and J.W. MacBean, guest at our 1986 convention. Brothers Unsworth and McBean were head officers of the NSW Labor Council.

Vice-President of LCNSW, Patricia Staunton, will be a guest of the Federation's 1988 convention.

In February, 1984 your Executive Secretary-Treasurer was the Federation's first fraternal exchange guest at a convention of the Labor Council of New South Wales at Sydney, Australia. In 1986, President Albin J. Gruhn and Vice-President William Dowd attended the LCNSW convention in the name of our organization, and this year Vice-President M. R. Callahan was our Federation's representative at that organization's convention.

U.S.S. POTOMAC

Fund-raising efforts for restoration of the "U.S.S. Potomac," the presidential yacht of Franklin Delano Roosevelt throughout his years as President, have continued. Your Executive Secretary-Treasurer, as a member of the labor-management Board of Governors for the restoration project, has participated in a number of these activities during this past two-year period. Plans call for the ship to be converted into a floating maritime museum of the Roosevelt era, headquartered at the Port of Oakland.

STRIKE DEFENSE ACTION

The Secretary-Treasurer has, during the past two years, participated in a number of picket lines, rallies and demonstrations and had directed assistance to striking unions.

Among these were the H.E.R.E. Local 2 rally at Union Square in August, 1986, to mobilize support for that union's contract negotiations with the major San Francisco hotels; United Farm Workers press conferences and rallies relating to that organization's grape boycott; the rally and march to the San Francisco Auto Center in support of the Machinists Union on strike against that facility; the Newspaper Guild's demonstration against the Fresno Bee; Rally of SEIU in connection with an impasse in negotiations with major Northern California hospitals; a number of SEIU-sponsored rallies in Oakland and San Francisco relating to the strike against Kaiser Hospitals; rally and march spearheaded by Warehousemen's Union Local 6, ILWU, to the Arvey Plant in San Francisco, in support of their strike; rally in front of South Korea Consulate protesting the non-union construction work at the POSCO plant in Pittsburgh; rally of Janitors Local 87, in San Francisco, over contract negotiations; Building Trades demonstration at Moscone Center in San Francisco against the Associated Building Contractors; and the jointly sponsored rally by SEIU and the California Nurses Association, over a strike against seven Bay Area hospitals; and a rally in 1986 by Communications Workers of America in support of its strike against AT&T.

AFFILIATION OF RETIREE GROUPS

Two years ago, in order to more fully encourage the participation of union retirees in the

programs of our Federation, the Executive Council, upon recommendation of the Secretary-Treasurer, provided for the affiliation of central labor council FORUMS and local union retiree groups with the Federation. Retiree affiliation participated for the first time in our Federation convention in 1986.

Efforts to increase these affiliations have continued. However, more interest on the part of local unions and central labor bodies in forming retiree organizations and in encouraging their meaningful participation in labor programs and affiliation with our State Federation is required in order to realize the full potential and force of these dedicated trade unionists.

FEDERATION SPONSORED CONFERENCES

During the period since the 1986 convention, your Federation has sponsored or co-sponsored many conferences relating to political action, legislation and emerging social and economic problems and issues affecting the welfare of workers.

These include 1986 and 1988 statewide Women in the Workforce Conferences in Los Angeles; three conferences to mobilize a strategy for restoration of the Cal-OSHA budget and to train trade unionists in the matter of the signature gathering process necessary to get the issue on the November 1988 ballot in the form of an Initiative, such conferences being held in Sacramento on February 10, 1987, in Los Angeles on November 11, 1987, and in San Francisco on November 19, 1987.

In 1987 and 1988 there were Joint Legislative Conferences with the State Building Trades Council and/or the State Council of Carpenters; and International Affairs conference in San Francisco, co-sponsored with the AFL-CIO Department of International Affairs; a 1987 conference on Alcoholism and Drug Abuse in Los Angeles; a 1987 Immigration Conference in San Francisco; two plant closure conferences, one in San Francisco, August 12, 1987 and the other in Los Angeles January 11-13, 1988, presented at the request of the AFL-CIO Human Resources Development Institute; the 1987 and 1988 A. Philip Randolph Institute State Conferences; a "One-on-One" Training Conference February 23-25, 1988, in San Francisco, co-sponsored with the AFL-CIO Department of Education; Trade Un-

ion Summer Schools in 1986, 1987 and 1988, in Sacramento, Los Angeles and Santa Barbara, respectively.

There was a two-day conference in 1988 held in Santa Barbara for California Central Labor Councils, co-sponsored with Region 6, AFL-CIO, a 2-day COPE training session in registration and get-out-the-vote efforts on July 27, 1988 in San Francisco and July 28, 1988, in Los Angeles; two similar training sessions in 1986; as well as the 1988 pre-primary COPE convention on April 21, 1988, and the August 30, 1988 Pre-general COPE convention, both held in San Francisco.

CONVENTIONS, CONFERENCES, LABOR CELEBRATIONS, DEDICATIONS, PRESS CONFERENCES AND RALLIES

Your Executive Secretary-Treasurer, during the intervening period since the last convention, has had the privilege of addressing, on behalf of the Federation, many important labor, political and community functions as well as a number of press conferences. These have provided an opportunity to assert labor's views and positions with respect to critical issues of concern to California workers, and at the same time increase the visibility of the state AFL-CIO labor movement as an integral and vital segment of our society.

These functions included the following: Iron Workers International Union Convention; convention of American Postal Workers, AFL-CIO; State Conference of Plasterers and Cement Masons & Shop Hands; Western Conference of Service Employees International Union; Larry Martin Honoree dinner; Los Angeles Mayor Tom Bradley Honoree dinner; convention of Federated Fire Fighters Union; various Central Labor Council COPE fund-raisers; Histadrut dinner honoring Teamster Ben Leal; dedication of Lech Walesa Street in San Francisco; Lecture at Physics Department of U.S. Berkeley on subject of Nuclear Arms Race;

Reeva Olson Retirement dinner; 40th anniversary luncheon celebration of the UCLA Institute of Industrial Relations; reception honoring Attorney General John Van De Kamp; Luncheon honoring U.S. Senator Alan Cranston; Western

Conference of Operating Engineers; Retirement dinner of Federation Vice-President Cornelius Wall; Jewish National Fund luncheon; Convention on the Bicentennial of the U.S. Constitution; Jewish national fund dinner; Hotel Employees and Restaurant Employees, Local 2 Retiree Club luncheon; Ed Turner Retirement dinner; Ed Collins Honoree dinner; Santa Cruz Central Labor Council Labor Heritage Festival; Jimmy Kelly Honoree Dinner; Jerry Moskowitz Honoree Luncheon; two dinners Honoring Senator David A. Roberti; American Federation of State, County and Municipal Employees, Council 10 meeting; Communication Workers of America Legislative Conference; 1987 AFL-CIO Regional Conference;

Meeting of CFTA; Luncheon honoring Lt. Governor Leo McCarthy; Meeting of Football Players Association; U.S.S. Potomac Fund-Raiser Dinner; Laborers' Annual Regional Conference; Retirement Dinner of Firefighter Official Leon Bruschera; Retirement Dinner of Vice-President Anthony Ramos; California State Conference of Plasterers, Cement Masons & Shophands; Pipe Trades Council Conference; Meeting of the Napa-Solano Central Labor Council to strengthen organized labor in those counties; Alameda County Building and Construction Trades Council I-580 Campaign Victory Groundbreaking; Testimonial dinner for John Ebert; Labor Archives and Research Center meeting; Reception for Lt. Governor Leo McCarthy; United Farm Workers 25th Anniversary Celebration; Conference on Humanities;

Joe Mazzola Honoree Dinner; Restaurant & Club Workers, Local 2 Convention; 45th Convention of San Diego Newspaper Guild; Fresno Bee Demonstration; United Farm Workers Press Conferences; Bloody Thursday Memorial Service; Operating Engineers, Local 3 Staff Party Honoring William Dowd and Tom Stapleton; Attorney General John Van De Kamp Dinner; State Controller Gray Davis Luncheon; National Committee for Labor Israel Fundraiser honoring Speaker of the Assembly Willie Brown, Jr. and Assemblyman Richard Katz; Albin J. Gruhn Honoree Dinner; Mount St. Mary's College Seminar on the Constitution;

Mel Roots Testimonial Dinner; United Food & Commercial Workers Union, Local 115 Diamond Jubilee; Luncheon in connection with Service Employees International Union State Convention; Sacramento Central Labor Council and Building Trades Dinner; Labor and the Constitution Forum; Mel Rubin Retirement Dinner; La-

bor Higher Education Council; Contra Costa Central Labor Council Installation of Officers; various Central Labor Council, union, legislative and community group Cal-OSHA meetings and press conferences; Minimum Wage Debate - Cable News Network; Santa Clara Central Labor Council Centennial Banquet; Hotel Employees and Restaurant Employees International Union Executive Board Meeting;

Vice-President Ray Wilson Retirement Dinner; Swearing-in Ceremonies of Walter Johnson; State Council of Painters Conference; Warehousemen's Union Local 6 Annual Convention; Alameda Central Labor Council Teamster Affiliation; Retired Teachers' Association; Machinists' State Legislative Conference; 48th Convention of California State Council of Carpenters; Lt. Gov. Leo McCarthy Fund-raiser Dinner; Laborers' Conference; SEIU State Conference; KTVU Prison Interview "Two at Noon"; Convention of the International Longshoremen's and Warehousemen's Union; Operating Engineers, Local 3 Banquet; Southwest Labor Studies Association Conference; Pipe Trades Council; Convention of National Safety Council; 23rd Convention of Distillery, Wine & Allied Workers;

Attorney General John Van De Kamp Dinner; Teamsters Local 70 FORUM Conference; 1988 International Affairs Conference; American Federation of Teachers 70th National Convention; California State Conference of Plasterers, Cement Masons and Shop Hands; Convention of United Food and Commercial Workers; Cesar Chavez Press Conference Dinner; and Award presentation to Dolores Huerta-Instituto Laboral de la Raza Dinner.

In addition, your Secretary-Treasurer was Honoree at the May 9, 1987 A. Philip Randolph Institute Dinner Dance in San Francisco and was one of two honored at the United Farm Workers 25th anniversary ceremonies on May 23, 1987.

Executive Secretary-Treasurer Henning was also recipient of the Americans By Choice Award at an event held at the Mayflower Hotel in Washington, D.C. September 20, 1987, and honored by the Ellis Island American Day program held the following day in New York City, the day having been established by Congress to celebrate the many contributions and accomplishments of all ethnic Americans in the United States.

Your Executive Secretary-Treasurer was also privileged to have been Honoree at the George Meany Award for Labor Dinner, Los Angeles Conference for Israel, held November 1, 1987 at

the Century Plaza Hotel in Los Angeles.

The Secretary-Treasurer was also honoree at the April 22, 1987 Santa Clara COPE Dinner and the May 9, 1987 Salvation Army Luncheon.

CAL-OSHA ABOLITION

Governor Deukmejian's plan to eliminate California's Occupational Health and Safety Program became evident early in 1987 when he blue-penciled the budget for Cal-OSHA, with total dismantlement of this highly successful worker protection program scheduled to become effective July 1, 1987.

Secretary-Treasurer Henning thereupon immediately launched a statewide petition effort requesting the Governor to reconsider his proposal. To provide instruction for the petition undertaking, a conference was held February 10, 1987, at the Woodlake Inn, which drew attendance of over 300 trade unionists from throughout the state.

The subsequent Federation-directed petition effort which deluged the Governor's office with thousands of petitions, went unheeded.

Secretary-Treasurer Henning, in April, 1987, addressed the total State Assembly, at their invitation, to urge legislative action to restore the Cal-OSHA budget.

An attempt to override the Governor's budget cut and restore the Cal-OSHA budget failed by only two (2) votes in the state Senate, a vote of 25-9, with all Democrats and 1 Independent voting in the affirmative. Not one Republican voted for the measure.

The Secretary-Treasurer and other Federation staff members subsequently addressed many labor and community gatherings urging support for our program to restore Cal-OSHA.

Various strategies then evolved to restore Cal-OSHA which both included legislative and legal actions.

At a point where it became obvious that only an initiative effort could save California's occupational safety and health program, the Federation's Executive Council determined to so proceed.

A Cal-OSHA Initiative Committee was formed in conformity with the provisions of the Fair Political Practices Act, and the Coalition to Restore Safety at Work was established consisting of labor, business, environmental, health, consumer, educational and civic organizations.

Secretary-Treasurer Henning scheduled instructive conferences in San Francisco and Los Angeles on November 11 and 18, 1987, respectively, to mobilize the signature-gathering process necessary to qualify the initiative for the ballot.

Funding for this and subsequent efforts key to a successful program came from individual and organizational donations not only from unions, but from community-based organizations and members as well.

The Initiative was qualified for the November 8, 1988 ballot with far in excess of the signatures required, and with a validity rate of 72.8%. The total signatures collected exceeded 700,000 with only 372,000 valid signatures required by law.

The problem of continued funding in sufficient amounts to see the initiative effort through a successful election campaign is at this moment critical. Union members and organizations, as well as others interested in the restoration of Cal-OSHA, are requested to immediately make additional donations directly to the Coalition to Restore Safety at Work.

SUPPORT FOR H.R.D.I. PROPOSAL TO ESTABLISH TRAINING PROGRAM

At the request of the national body, our Federation in early 1987 submitted a proposal of the AFL-CIO Human Resources Development Institute to the State Job Training Coordinating Council with the hope that the new program could be implemented by January, 1988. Initial efforts proved unsuccessful due to the hostility of the Republican controlled Coordinating Council. Although further activities with respect to the matter are currently underway, the anti-labor attitude of the Council toward the Federation plan makes it appear an impossibility.

WORKERS' COMPENSATION NEGOTIATIONS

Given that various labor-backed bills to increase workers' compensation insurance benefits were vetoed since 1984, coupled with the fact that benefits have not been improved since 1982

your Secretary-Treasurer, acting on behalf of the California Labor Federation, sought to get together the major interested parties in an effort to negotiate an approach for benefit improvements which might allow us to move forward successfully with appropriate legislation.

Such negotiations began in 1986 with the participation of Secretary-Treasurer Henning, Research Director Tom Rankin and Gerald O'Hara of the Teamsters, along with Ron Rinaldi, representing the Governor, and representatives of insurers and employers. Major points of difference at that time involved medical-legal issues, the definition of injury and vocational rehabilitation.

These efforts at reconciling the major obstacles for benefit improvement also met with failure as were comparable negotiations in 1982.

In 1988 a further effort was undertaken to reach agreement on improvements. Governor Deukmejian appointed a Los Angeles attorney, John O'Hara, to represent him in the discussions. Many meetings followed with representatives of the employers, medical entities, Secretary-Treasurer Henning, Tom Rankin and Gerald O'Hara, of the Teamsters, participating.

The problem areas remained essentially the same — the expensive and litigious medical-legal evaluation procedures, vocational rehabilitation and inadequate benefits. A new issue more recently being pushed by the employers is that of mental stress claims which are increasing rapidly in both number and cost. Medical treatment costs have also contributed greatly to the approximate 50% increase in workers' compensation insurance premiums in the last five years.

At the same time these negotiations were in progress, a joint legislative conference committee was also conducting hearings on the various problem areas involving the workers' compensation system.

The most recent attempt at resolving the differences relating to workers' compensation benefit increases failed to bring the results we had hoped might be the case.

CALIFORNIA WORKING

"California Working", a labor-sponsored television project which is being aired on public broadcasting channels, is a program which includes approximately ten segments relating to varying labor activities.

Your Secretary-Treasurer, together with Le

Roy King, of the Longshoremen's Union, and Chuck Mack, of the Teamsters, have called for support of the project, one which presents the opportunity for labor to gain on-going presence on public TV, to communicate directly with its members and their families, and to get labor's message out to the public.

STATE MINIMUM WAGE

In December 1987, following a long and hard-fought two year battle with labor for an increase in California's minimum wage, the Industrial Welfare Commission finally gave approval for an increase from \$3.35 per hour to \$4.25, to become effective July 1, 1988. The 3-2 vote came in a meeting room at San Francisco jammed with demonstrators who called for a \$5.01 minimum.

At the same time, the Commission also established a sub-minimum wage for full-time college students under 21, an action later reversed in the face of protests from outraged students, community groups and labor.

Another action, from which the Commission refused to be moved, was its establishment of a sub-minimum wage for tipped employees. That action was challenged in Court by your Federation, and a determination is still awaited.

Two labor-backed bills to speed up payment of the new minimum wage to April 1, 1988, went down to defeat.

The California Labor Federation has also joined in a lawsuit to protect workers against wage deductions by employers who unilaterally decided that employees owe them money for broken equipment, cash shortages or other losses.

I.W.C. ABANDONS EIGHT HOUR DAY

The Industrial Welfare Commission, on September 23, 1988, abandoned its historic responsibilities by voting 3-2 to legalize 12-hour work days without overtime pay.

The action applies to hotel, restaurant and health care workers; employees of theaters and amusement parks, and clerical, professional and technical workers.

In a strong denunciation of the action, your Secretary-Treasurer emphasized that the Commission vote to throw out California's historic eight-hour day protections would allow employers to work people as many as six consecutive 12-hour days without overtime pay.

This was nothing more than an outright attack against California workers perpetrated by the employers. It was the culmination of many long months of battle by your Federation and others in the labor movement, as well as by a number of community-based organizations, against an ever-increasing number of employer proposals to water down or eliminate worker protections.

The opposition of labor involved many hours of work not only on the part of your Secretary-Treasurer and other Federation staff members in mobilizing attendance at opposition rallies and public hearings, as well as in the presentation of testimony in the efforts of many other California trade union and community leaders.

An effort by labor to prevent the spread of the 12-hour work day to other IWC orders is now underway.

LABOR'S DEFEAT OF DISABILITY FUND RAID

Your Executive Secretary-Treasurer led the successful fight in Sacramento which proved a great labor victory in the defeat of a proposal which would have made California workers bear the entire burden of subsidizing catastrophic illness insurance.

In a letter to all affiliates urging their immediate contact with legislators for a defeat of AB 600 (Isenberg-D), your Secretary-Treasurer explained that the state disability insurance fund is financed solely by workers through a tax of 1.2% of the first \$21,900 earned each year, producing weekly benefits of \$224 for workers off work because of non-job related illness or injury.

The Isenberg plan would have allowed insurance companies to charge premiums up to 125% above the going rate for catastrophic illness coverage for persons identified as high risks. Any monies insurance companies lost by writing the high-risk policies would have been covered by subsidies from the disability insurance fund.

When the bill came before the Senate Industrial Relations Committee for consideration it went down to defeat by a vote of 4-0.

MAQUILADORA PLANTS

Your Secretary-Treasurer met with state and national AFL-CIO leaders January 15, 1988, in El Paso, Texas, for the purpose of devising a policy to stop the flight of American jobs to American-owned industries situated just south of the border for exploitation of the low wage Mexican workers.

The conference was the result of a meeting during the 1987 AFL-CIO convention of union officials representing California, Arizona, New Mexico and Texas.

Collapse of the Mexican peso has meant that workers in the U.S.-owned border factories are among the lowest paid workers in the world.

The number of U.S. plants below the border has increased from 380 to more than 1,400 since 1982, while the number of workers has increased from 70,000 to more than 350,000.

The Reagan Administration has promoted the border plants with tax breaks on goods moving across the border to U.S. Markets.

Tom Donahue, secretary-treasurer of the national AFL-CIO, was the session leader in El Paso. He pledged all-out support to the state labor movements fighting the U.S. business scam.

WESTERN LABOR PRESS ASSOCIATION

Your California Labor Federation recommends to affiliates sponsoring union publication that they join with the Western Labor Press Association, the function of which is to coordinate an exchange ideas among the labor press and improve the quality of labor journalism in the Western United States.

The Secretary-Treasurer has this year updated the California Labor Press Directory, in an effort to further this objective, and has made it available to all affiliates.

SCHOLARSHIP PROGRAM

Our Federation's annual scholarship program continues to expand and increase its annual awards. In 1987 a total of 54 scholarships were awarded. In 1988 this figure increased to 60.

The Federation scholarship program, first

organized by the Secretary-Treasurer in 1950 and supervised for the past many years by President Gruhn, has not only provided financial assistance to college-bound students, but has proven an effective public relations aid in combating employer assaults against our unions.

TEAMSTERS RE-AFFILIATION WITH AFL-CIO

The recent re-affiliation of the Teamster International Union with the AFL-CIO has been heralded as one of the most encouraging developments by organized labor in recent decades. This alliance will lend strength and solidarity to labor's programs and effectiveness — economically, politically and legislatively — and will allow labor to move forward with new purpose as one cohesive movement for the advancement of programs to benefit not only union members but our nation as a whole.

There is every indication that Teamsters will affiliate with our Federation on a statewide basis beginning in October, 1988.

I.L.W.U. AFFILIATION WITH THE AFL-CIO

Executive Secretary-Treasurer Henning addressed the April 13, 1988, convention of the International Longshoremen's and Warehousemen's Union in Vancouver, B.C., at their invitation, urging that organization's affiliation with the AFL-CIO for the benefit of both institutions.

The issue was later approved by a referendum vote of the organization's entire membership. The vote for affiliation carried by more than 65%.

This affiliation will further serve to strengthen and increase the effectiveness of the U.S. labor movement.

OTHER FEDERATION AFFILIATIONS

A major effort to increase the size of Federation membership during the past year has resulted in the affiliation or re-affiliation of 13 unions with a membership of approximately 10,000.

ENGLISH AS A SECOND LANGUAGE

In an August 1987 meeting scheduled through our Federation offices, involving your Secretary-Treasurer, David Sickler, Director, Region 6, AFL-CIO, Miles Myers of the American Federation of Teachers, AFL-CIO, and Bill Honig, Superintendent of Public Instruction, the groundwork was laid for the ultimate funding, by State Legislative action, of a \$6 million dollar program to promote English as a second language to increase the ability of California's growing population of immigrant workers to integrate more fully in our state's workforce.

EXECUTIVE COUNCIL CHANGES

During the period since our Federation's 1986 convention, the following changes on the Executive Council have been effected due either to the death or retirement of Vice-Presidents:

John L. Smith replacing Ray M. Wilson (District 3F); T.J. Stapleton replacing Wm. G. Dowd (District 10D); Wayne Harbolt replacing Charles Yelkey (District 14); Ophelia A. McFadden replacing Timothy Twomey (at Large District H).

LABOR DAY EVENTS

The Executive Secretary-Treasurer and other Federation officers participated in 1986, 1987 and 1988 Labor Day events in Los Angeles and Alameda counties.

AFL-CIO CONVENTION AND RELATED MEETINGS

The Executive Secretary-Treasurer served as a delegate to the 1987 AFL-CIO convention in Miami and was pleased to have served as a member of the Resolutions Committee, and to have participated in a number of other convention-related meetings. This was the historic convention which re-admitted to the AFL-CIO the Teamsters International Union.

The Secretary-Treasurer also attended the COPE Regional Conference on January 27, 1988; the national COPE Operating Committee

Meeting in Miami on February 13-17, 1988; the February, 1988 Fibers, Fabrics and Apparel Coalition for Trade Conferences in Washington, D.C. called by the national body, which concerned the need to support the AFL-CIO position on legislation affecting apparel imports; and the August 24, 1988, AFL-CIO General Board Meeting in Washington, D.C., at which endorsement of the 1988 presidential and vice-presidential candidates was made.

LUNGREN APPOINTMENT

Representative Dan Lungren, the Long Beach Republican selected by Governor Deukmejian to serve out Jesse Unruh's term as State Treasurer, failed to receive State Senate confirmation.

This appointment drew strong labor opposition, with your Executive Secretary-Treasurer having encouraged California unions to voice their concern due to the conservatism of the appointee and his abysmal voting record.

The State Senate's vote against confirmation was credited to Senator Dave Roberti's courageous leadership. The Assembly had confirmed the appointment. A dispute developed in the interpretation of the Statute governing appointments to State Constitutional offices. The Attorney General and the Legislature's Chief Counsel believed that confirmation of both houses is required. The matter went to the State Supreme Court, and the Court held that confirmation by both houses is required. A new appointment was thereafter made and confirmed by the Legislature.

BETTY CORDOBA APPOINTMENT

The appointment of Betty Cordoba went down to defeat when the State Senate rejected the appointment to the California Public Employment Relations Board.

Once again, labor's strong voice was influential in the rejection of this appointment. Such opposition centered around Cordoba's union-hating background and her rancorous personal campaign against collective bargaining for teachers which, in the opinion of labor, rendered her incapable of sitting on a Board responsible for seeing that public employee collective bargaining functions in this state.

PUBLIC EMPLOYEE COMMITTEE REVITALIZED

In an effort to revitalize activities relating to the problems faced by public employees, a Public Employee Committee has been re-appointed which has as its chair Vice President Margaret Butz, Executive Director of SEIU Local 790. The committee will have its first meeting in connection with this 17th constitutional convention. Committee appointees are, in addition to the chair, Jerry P. Cremins, Larry Martin, Jack McNally, Roy Mercer, Charles Reiter, Frank Souza, Charles Strong, Raoul Teilhet, Daniel Terry, and Vernon Watkins.

LABOR COMMITTEE FOR JUDICIAL INDEPENDENCE

The Labor Committee for Judicial Independence had been formed in 1986 by our Federation to maintain efforts for the retention of all Supreme Court justices on the November 1986 confirmation ballot.

Unfortunately, reactionary power and money prevailed as voters failed to confirm Chief Justice Rose Bird and Associate Justices Joseph Grodin and Cruz Reynoso.

1986 ELECTIONS

The 1986 Pre-General Election Convention in Sacramento 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. The convention took "Yes" or "No" positions on 13 statewide ballot propositions.

AFL-CIO-backed candidates and issues were winners in most instances.

The U.S. Senate elections marked the beginning of the end of the Reagan era. The right-wing Republicans' number one target was our liberal ally, U.S. Senator Alan Cranston. Despite a 12 million dollar media blitz, and personal appearances statewide by President Reagan on behalf of Silicon Valley corporate candidate Ed

Zschau, Cranston prevailed by a thin margin of 105,000 votes.

Cranston's victory was made possible only by the strong backing of organized labor and a huge majority among the votes of blacks and latinos. Local AFL-CIO phone banks, coordinated by the Federation's COPE and staffed by Central Labor Council volunteers, mobilized union households to turn out in targeted precincts statewide.

The Federation prepared and mailed one million endorsement pamphlets to registered union members. The pamphlets, in 15 regional variations, stressed the U.S. Senate race along with our support for Tom Bradley for Governor and for retention of the State Supreme Court Justices. In addition, the pamphlets included recommendations for all statewide constitutional officers, members of Congress and the State legislature, ballot propositions, and local races where requested by central labor bodies.

Incumbent Lieutenant Governor Leo McCarthy and all COPE-endorsed state constitutional candidates except Governor won easy victories. The three COPE-endorsed candidates for the Board of Equalization were elected. COPE made no endorsement in one Board of Equalization district.

Unfortunately, Mayor Tom Bradley lost to Governor Deukmejian by a wide margin. With an enormous fundraising edge, and the advantage of incumbency, Deukmejian prevailed.

Inflamed by propaganda from death penalty proponents, COPE-endorsed Supreme Court Chief Justice Rose Bird, and Associate Justices Joseph Grodin and Cruz Reynoso were defeated in their bid for confirmation. Three other COPE-endorsed justices, Malcolm Lucas, Stanley Mosk, and Edward Panelli won confirmation, for a 50 percent COPE success rate.

The California Labor Federation sponsored a Labor Committee for Judicial Independence to retain a free judiciary. Big business and political conservatives, unhappy with the Rose Bird court's many rulings favoring workers, consumers, minorities, women and other disenfranchised groups, spent over 6.5 million dollars to defeat the three justices.

COPE prevailed on 11 of 13 statewide ballot propositions. These included defeat of Proposition 61, Paul Gann's attempt to limit public employee salaries, defeat of Proposition 64, the

LaRouche AIDS quarantine, and victory for Proposition 65, the Toxics Initiative.

Fifteen of nineteen State Senate candidates endorsed by COPE won election, a 79 percent victory rate. In the Assembly, 44 of 72 candidates running with labor's blessings were elected, a 61 percent win rate. Every candidate running for reelection with COPE's endorsement won in both houses of the legislature, enabling labor's allies in the Democratic Party to hold their majorities.

The Republican party captured three open Assembly seats previously held by Democrats. This narrowed the margin to 44 Democrats and 36 Republicans. In the Senate, an Independent captured an open seat, resulting in a house of 24 Democrats, 15 Republicans, and 1 Independent. In Congressional races, COPE's success rate was 64 percent. Twenty seven of 42 persons who ran with labor support were elected.

The dedication and hard work of local union and local central body officials throughout the state was vital to the political efforts of organized labor. The energy and enthusiasm of thousands of labor volunteers in voter registration, education and get-out-the-vote efforts were indispensable for the success of our electoral program. Labor's efforts were greatly augmented by the supportive services of the A. Philip Randolph Institute, the Labor Council for Latin American Advancement and the Federation of Retired Union Members.

Special Elections

In the spring of 1987, special elections were held to fill vacancies in one Congressional, one State Senate and one State Assembly seat.

A vacancy was created by the death of Sala Burton (D) in the 5th Congressional District, San Francisco. Labor made no endorsement in the Primary.

On the recommendations of the San Francisco Labor Council, the Executive Council granted Democratic primary victor Nancy Pelosi the COPE endorsement, and she coasted to easy victory over her Republican opponent.

Gloria Molina's election to the Los Angeles City Council opened up the 56th Assembly seat in Los Angeles County.

Upon recommendation of the Los Angeles

County Federation of Labor, the Executive Council endorsed Democrat Lucille Roybal-Al-lard, who won an impressive victory.

Statewide attention was focused on the special election in the 33rd Senate District seat vacated by Paul Carpenter's election to the Board of Equalization.

The central labor bodies in Orange and Los Angeles counties recommended Democrat Cecil Green, and the Executive Council endorsed his candidacy.

Green ran against well known Assemblyman Wayne Grisham (R). Despite the district's moderate to conservative electorate, Cecil Green won an upset victory.

Green focused his message on the need to restore Cal/OSHA. Labor participation in his campaign was the key to victory.

The Federation committed two staff members to the Green campaign. Our Assistant COPE Director and a Staff Representative spent several weeks in the field coordinating labor support.

Thousands of trade unionists walked precincts, staffed phone banks and volunteered in the headquarters. On election day, over 500 union volunteers went door to door to turn out voters.

A post-election analysis showed that union members turned out to vote at a 40% higher rate than the general electorate, proving the strength of Cal/OSHA as a political issue to motivate our members.

1988 POLITICAL ACTION

The current political season is dominated by the tasks of restoring Cal-OSHA through Proposition 97 and winning the White House back from the Reaganauts. California also has an opportunity to elect a pro-labor Democrat to the United States Senate.

1988 PRE-PRIMARY CONVENTION

On April 21, 1988, the California Labor Federation Pre-Primary Convention was held at the San Francisco Airport Hilton Hotel to consider endorsement recommendations for nomination to the U.S. Senate, 45 California districts in the U.S. House of Representatives, 20 State

Senate positions and 80 State Assembly seats as well as 12 statewide propositions to be on the June 7, 1988 Primary Election ballot.

The Council called upon the assistance of an Advisory Group for the purpose of interviewing and recommending candidates for U.S. Senate to the Executive Council of the Standing Committee on Political Education. The Advisory Group was composed of the following California trade unionists:

Jef L. Eatchel, Hotel and Restaurant Employees, Local 30; Robert Hanna, State Council of Carpenters; Mattie Jackson, ILGWU; George McCartney, Seafarers; Mike Quevedo, Jr., Laborers Local 300; Bob Skidgel, Operating Engineers, Local 3; Vernon Watkins, AFSCME; John Woodworth, Stage and Motion Picture Operators No. 409.

Robert Hanna, acting as chairman of the Advisory Group, presented their recommendation to the Executive Council meeting on April 20, 1988. The Executive Council of the Standing Committee on Political Education voted to recommend for endorsement to the Convention the recommendation submitted by the Advisory Group.

Gang of Five

The five dissident Democrats in opposition to Speaker Willie Brown and the Assembly Democratic Caucus were endorsed only on the condition that they would accept the position of the Caucus on the election of the Speaker. All five refused to accept the position and thus were denied endorsement. The five dissident members known as the "Gang of Five" are Rusty Areias, Gary A. Condit, Charles M. Calderon, Jerry Eaves and Steve Peace.

Endorsement Pamphlets

On the basis of Convention action this Federation's Standing Committee on Political Education printed and distributed 350,000 endorsement pamphlets in 15 variations based on geographic location to inform members and their families of official California Labor Federation positions in the June 7, 1988 Primary Election.

Election Results

COPE-endorsed candidates prevailed in 115 state Primary Election contests. Only ten candidates won without labor's endorsement in races where COPE made recommendations.

The labor-backed Democratic standard-

bearer, Leo McCarthy, won nomination in his campaign for U.S. Senate.

- In the State Senate races, 17 of 18 COPE-endorsed candidates won.
- In the Assembly, 61 of 67 candidates with labor backing won.
- Thirty-six Congressional candidates carried labor's standard to victory; just three won without COPE support.

Voters went along with seven of COPE's proposition recommendations. Two measures approved that labor opposed, Prop. 68 and 73, will drastically change the rules governing campaign funding, and will require considerable modification in labor's political apparatus.

1988 GENERAL ELECTION

On August 30, 1988, the California Labor Federation Pre-General Election COPE Convention was held at the Sheraton Palace Hotel in San Francisco. The holding of a COPE convention separate from our biennial convention was necessitated by concerns for printing and distributing endorsement brochures in a timely fashion.

The five dissident Democrats known as the "Gang of Five" were again denied endorsement.

The Executive Council of the Standing Committee on Political Education met on August 29, to recommend for endorsement, Leo McCarthy for U.S. Senate, candidates for 42 Congressional, 18 State Senate and 68 State Assembly seats. COPE also took stands on 27 of 29 state ballot measures.

Voter Registration and Get-Out-the-Vote

The Federation's COPE has undertaken an aggressive voter registration and get-out-the-vote program for the general election. The program was outlined to workshops held July 27, in San Francisco and July 28 in Los Angeles, and in subsequent mailings to affiliates.

The program, relying on central labor councils to coordinate the local outreach of affiliates targets unregistered union members in marginal legislative districts and key union population centers for repeated contact voter registration mailings and phone banks. To produce accurate lists for those contacts, the Federation invested in updating the COPE computer, matching the list of members with the current registration file and with a list of California telephone numbers.

California COPE's program also calls for affiliates to contact registered union members beginning in October to identify their voting sympathies in an anonymous survey. Prior to the election, the phone banks would again contact only those voters who are identified as supporters of COPE-endorsed candidates and urge them to turn out to vote. Persuasion letters will be sent to convince undecided voters to support the labor ticket. A statewide goal of 150,000 identification calls, followed by 100,000 get-out-the-vote calls has been set.

On election day, the army of volunteers recruited by this program will be deployed into precincts and phone banks for a final voter turnout push. Our goal is 5,000 labor volunteers on November 8.

The California Labor Federation, in cooperation with national COPE, has provided \$90,000 in grant monies to assist central labor bodies with this program.

Bay Area Labor Meets Michael Dukakis

The Secretary-Treasurer was also able to arrange a meeting between Democratic Presidential Candidate Michael Dukakis and Northern California labor representatives to discuss issues of the campaign. That meeting, attended by a large and enthusiastic group of over 400 trade unionists was held in San Francisco on Saturday, October 1, 1988, at the San Francisco Airport Hotel.

Minority Voter Programs

In California, black and Latino voters are providing the essential margin for victory of liberal candidates. Minority workers comprise a large and growing share of AFL-CIO membership. The political empowerment of these members and their families holds great promise for shifting the electoral balance back towards progressive candidates and issues.

The Federation has championed the cause of black and Latino enfranchisement through the full time programs of its A. Philip Randolph Institute and the Labor Council for Latin American Advancement. This election year, the Federation has provided special funding for voter registration projects in these communities in key election areas including parts of Alameda, Contra Costa, Los Angeles, and Santa Clara count-

ies. In each case, APRI and LCLAA chapters are coordinating their projects closely with the central labor councils. To date, the Federation has provided \$16,000 to this project.

1986 LEGISLATION

Labor's 1986 legislative experience was not unlike that of recent years. Frustration and disappointment reigned as the Governor vetoed a record 30 labor-sponsored bills and signed only 18 into law.

The most damaging veto of all was that of the unemployment insurance benefit increase bill.

The Governor also killed three pay equity bills, and a bill that would have insured Medi-Cal increases were paid to workers instead of nursing home operators. He vetoed legislation that would have guaranteed quotas for California residents on public works construction projects, as well as bills that would have protected workers from cancer-causing chemicals; allowed injunctions to halt operation of unsafe equipment; reduced class size in public schools; increased bonding requirements for farm labor contractors and allowed warning signs on crops that had been sprayed with dangerous pesticides.

Among the 18 bills the Governor signed into law were measures which require the Housing and Community Development Agency to hold hearings on the need for farm laborer housing, enable the enforcement of housing laws in rural areas, provide bonds for construction of 5,000 units of housing for senior citizens, identify and evaluate pollutants associated with indoor air pollution, strengthen hazardous waste laws, and require institutions of high learning to consider ergonomic factors in purchasing office furniture and equipment including VDTs.

BILLS ENACTED

Legislative victories for the Federation in the 1986 session were:

Labor Standards Enforcement

- SB 1726 (Bill Greene) requiring the labor commissioner to make every reasonable effort to ensure that judgments for compensation are satisfied, including taking all appropriate legal action and requiring the employer to deposit a specified bond.
- AB 2757 (Floyd) authorizing the Division of Labor Standards Enforcement to use information obtained by the Employment Develop-

ment Department in the administration of the unemployment insurance law for the purpose of enforcing state wage and hour laws.

Civil Rights

- SB 1895 (Watson) giving the Department of Fair Employment and Housing authority to bring an action in court to reduce orders to a judgment.

Employee Rights

- AB 3603 (Agnos) requiring any employer who intends to use a flexible scheduling technique, as permitted by an order of the Industrial Welfare Commission, requiring a vote of the affected employees to make a full disclosure in writing to each such employee.

Unemployment Insurance

- SB 1495 (Bill Greene) permitting a person to receive unemployment insurance benefits if he or she works less than the normal workweek when participating in a shared work unemployment compensation benefit program approved by the Director of Employment Development.
- SB 1571 (Bill Greene) renewing the program providing extended unemployment benefits to workers who have been laid off due to plant closures and are participating in retraining programs.
- AB 1994 (McAlister) providing that retirement benefits shall not be offset against unemployment benefits if the claimant has made any contribution to the retirement benefits.

Workers' Compensation

- AB 3000 (McAlister) appropriating \$2,287,000 from the Employment Development Department Contingent Fund to the Uninsured Employers Fund to overcome estimated deficiencies for the payment of workers' compensation benefits to injured workers.

Disability Insurance

- SB 1633 (Bill Greene) increasing worker contributions to the disability insurance fund to insure the continued solvency of the fund.
- SB 1577 (Lockyer) makes permanent a provision in law, due to expire on January 1, 1987, that allows a worker to receive a maximum of 52 weeks of unemployment disability benefits.
- AB 2728 (Floyd) providing that an individual is eligible for disability benefits if enrolled in a qualified drug or alcohol rehabilitation program in another state.

Safety and Health

- SB 1998 (Bill Greene) requiring Cal/OSHA approval for use of a diesel engine in mines or tunnels.
- AB 3052 (Tanner) identifying and evaluating pollutants associated with indoor air pollution.
- AB 3222 (Floyd) requiring that portable or permanent electrical generators connected to commercial, industrial, or residential structures be connected only to that electrical system by means of a double pole, double throw switch.
- AB 4233 (Hayden) obligating the state's institutions of higher learning to consider ergonomic factors in purchasing office furniture and equipment including VDTs.

Environment

- SB 2424 (Torres) revising and recasting the enforcement of hazardous waste laws and regulations by the imposition of civil penalties, the issuance of injunctions, and the issuance of orders by the state Director of Health Services.
- SB 2575 (McCorquodale) prohibiting a contractor from engaging in a removal or remedial action concerning a release of specified hazardous substances without having passed an approved hazardous substance removal certification examination.

Consumer Protection

- AB 3333 (Areias) regulating credit card interest rates and fees.

BILLS PASSED, BUT VETOED

The legislature passed 30 Federation-supported bills in 1986 that were ultimately vetoed by the Governor. They were:

Labor Standards Enforcement

- SB 276 (Roberti) would have improved laws regarding the payment of prevailing rates on public works construction.
- SB 1616 (Bill Greene) would have strengthened provisions for auditing employers who are suspected of under-reporting their payrolls for the purpose of computing workers' compensation premiums.
- AB 3934 (Connelly) would have required farm labor contractors to deposit a surety bond with the labor commissioner to be an amount equal to the total wage bill for the highest calendar quarter of the most recent year, but not less than \$25,000.

Employee Rights

- AB 4177 (Margolin) would have provided that an agreement between an employer and its employees for a regularly scheduled work-week with workdays longer than eight hours per day without payment of premium wages, as permitted by regulations of the Industrial Welfare Commission, shall not become effective until it is ratified in a secret ballot election by at least $\frac{2}{3}$ of the affected employees and is filed with the Division of Labor Standards Enforcement and shall not remain effective for a period of more than three years.

Workers' Compensation

- AB 561 (Floyd) would have made permanent law compensating firefighters for exposure to cancer-causing materials.

Safety and Health

- SB 1651 (Petris) would have provided that two members of the Occupational Safety and Health Standards Board be from management, rather than from the field of management, and two members be from organized labor, rather than from the field of labor.
- SB 1741 (Petris) would have provided coverage for university and college students using laboratories under the Hazardous Substances Information and Training Act.
- SB 1756 (Petris) would have required growers to post warning signs around fields which have been sprayed with specified pesticides.
- SB 1899 (Bill Greene) would have streamlined the process by which the Occupational Safety and Health Standards Board responds to petitions for new safety and health standards.
- SB 2000 (Bill Greene) would have clarified the meaning of a "'serious" violation of carcinogenic standards by an employer.
- AB 1157 (Connelly) would have required the Division of Occupational Safety and Health to give first priority in the development of standards for carcinogens as determined by the International Agency for Research on Cancer.
- AB 3047 (Floyd) would have strengthened OSHA's preventive inspection program and targeted high hazard industries for more frequent inspections.
- AB 2742 (Floyd) would have required the Division of Occupational Safety and Health to investigate any possible occupational safety and health hazards associated with the use of VDTs.
- AB 4248 (Margolin) would have required the

adoption of generic carcinogen regulations to classify, identify, and regulate cancer-causing chemicals.

- AB 4296 (Margolin) would have established stronger penalties for violation of a Cal/OSHA prohibition of use order.
- AB 4307 (Margolin) would have provided that any authorized representative of the Division of Occupational Safety and Health may prohibit the use of a piece of unsafe equipment at a place of employment for 24 hours on his or her finding that its continued use is likely to cause death or serious injury or illness.

Unemployment Insurance

- SB 2100 (Rosenthal) would have increased the maximum weekly unemployment benefit from \$166 to \$186 a week.

Comparable Worth

- SB 1957 (Roberti) would have established the state Commission on Pay Equity recommended by the California Comparable Worth Task Force to determine what sex-based inequities exist in state employment.
- SB 2347 (Lockyer) would have required the Department of Fair Employment and Housing and the Division of Labor Standards Enforcement to work together on pay equity issues.
- AB 2864 (Klehs) would have required the Department of Fair Employment and Housing to receive and tabulate for statistical purposes complaints and inquiries on the subject of comparable worth.

Education

- SB 1604 (Hart) would have improved the quality of public education by initiating and funding a program to reduce class size.
- SB 1622 (Leroy Greene) would have protected seniority rights of classified school employees, if, as a result of reorganization of special education programs, the employees were employed, terminated, reassigned or transferred.

Job Preservation

- AB 3715 (Statham) would have prohibited the California Film Office from charging fees for the use of state park property or for the charging for compensation of employees of the Dept. of Parks and Recreation for services provided.
- SB 2532 (Roberti) would have required that 50 percent of the total worker hours on all public works projects in the state be performed by bona fide California residents.

Public Employees

- SB 2533 (Lockyer) would have provided members of the University of California Lawrence Livermore National Laboratory Protective Force with peace officer status.
- AB 3789 (Robinson) would have provided that if a mediator is unable to effect settlement of dispute between the state and civil service employees and declares that factfinding is appropriate to the resolution of the impasse, either party may request that their differences be submitted to a factfinding panel.

Housing

- SB 942 (Leroy Greene) would have provided funds for housing assistance to the homeless.

Health Care

- AB 4005 (Roos) would have prevented landlords from claiming tax deductions on monies gained from the rental of substandard housing.
- AB 4172 (Agos) would have required long-term health care facilities to pass through to nonadministrative employees 75 percent of the Medi-Cal payment rate increase attributable to labor costs for nonadministrative employees in relation to the dollar amount attributed to the wages and benefits component of the Medi-Cal cost-of-living adjustment and provided sanctions for non-compliance.

Child Care

- SB 2197 (Watson) would have mandated a study of the need for child care among the employees of the state university system.

BAD BILL VETOED

In addition to the 30 favorable bills listed above, SB 469, a bad bill, was vetoed by Governor Deukmejian.

- SB 469 (Dills) would have extended the seven-year limit on contracts that recording companies currently can require performing artists to sign.

Force for Progress 1986

The record of the year's legislative experience was published in a 43 page paperbound booklet, **Force For Progress, 1986**, which deplored the anti-labor gubernatorial influence prevailing in Sacramento.

In criticism of the veto leveled at the unemployment insurance benefit increase bill, the booklet says, "Although 33 states and the District of Columbia provide higher benefits than

California, the Governor vetoed the bill on the theory that the money for the increase should have been found by removing several thousand workers off the eligibility lists."

1987 SESSION

Last year's session was continuation of the past four years, as the Governor signed some AFL-CIO-backed bills and vetoed almost twice as many.

The Governor's abolition of Cal-OSHA dominated labor's agenda during the 1987 session. The restoration of Cal-OSHA would become the major public issue for labor for the entire year.

The California Labor Federation led the defense of the worker safety and health program, which cost only \$7 million out of a budget of \$42 billion. Even though the money was restored by legislative action, the Governor vetoed its inclusion in the multi-billion dollar budget.

The Federation-led Coalition to Restore Safety at Work successfully mounted a campaign to place an initiative on the November 1988 ballot to rescue Cal-OSHA by a vote of the electorate.

In all, thirteen bills supported by the Federation were signed into law and 23 vetoes were recorded against bills favorable to California's workers.

The AFL-CIO-backed bills that were enacted into law were:

BILLS ENACTED

Disability Insurance

- AB 1468 (Eaves) requires the Employment Development Department to develop a program of education concerning state disability insurance rights and benefits, and requires employers to give employees notices of these rights and benefits.

Workers' Compensation

- SB 227 (Bill Greene) requires payroll audits to ensure the proper amount of workers' compensation insurance premium has been paid when the Department of Industrial Relations, the Employment Development Department or another state agency determines an employer has under-reported its payroll.
- SB 656 (Bill Greene) increases the information provided to injured workers, employers, employees and insurance companies concerning

workers' compensation claims and procedures.

- SB 1037 (Torres) repeals sunset clause on fire fighters' cancer presumption for purposes of determining eligibility for workers' compensation benefits.
- AB 1704 (Peace) requires the Insurance Commissioner to appoint a labor and a management member to serve on the governing board of the Workers' Compensation Insurance Rating Bureau which oversees rates setting and other issues affecting workers' compensation.

Environment

- AB 2588 (Connelly) requires industries to provide a full accounting of their toxic emissions and, where warranted, requires them to complete a detailed analysis of the effect of these emissions on people's health.

Worker Safety

- SB 1176 (Keene) makes it a felony to spike trees intended for harvest and requires any person whose act of tree spiking causes bodily injury to be punished by an additional 3 year prison term.

Drug Treatment

- AB 397 (O'Connell) extends the state law requiring employers of 25 or more employees to make reasonable accommodations for employees participating in alcoholic rehabilitation programs to also cover drug rehabilitation programs.

Industrial Welfare Commission

- SB 779 (Bill Greene) requires the Industrial Welfare Commission to set a matter for consideration and issue a written decision within 120 days of the receipt of a petition to change wage order provisions regarding hours or working conditions.

Housing

- SB 113 (Leroy Greene) makes preservation of existing subsidized housing a top priority for use of federal low income housing tax credits in California.

Unemployment Insurance

- SB 1083 (Bill Greene) extends for 5 years the sunset date on the unemployment insurance Retraining Benefits Program.

Health

- AB 214 (Margolin) prohibits basing an emergency patient's treatment on the patient's race, ethnicity, religion, national origin, citizen-

ship, age, sex, pre-existing medical condition, physical or mental handicap, insurance status, economic status, or ability to pay for medical services.

Civil Rights

- AB 239 (Moore) disallows a tax deduction for expenses in connection with a private club which discriminates on the basis of age, sex, race, religion, or national origin in its membership.

BAD BILL ENACTED

One bill which passed the legislature and was signed by the Governor, was opposed by the Federation:

- SB 342 (Maddy) takes away overtime pay from racetrack stable owners after 40 hours work.

BILLS PASSED, BUT VETOED

The 23 AFL-CIO-supported bills, though adopted by the legislature in 1987 but vetoed by the Governor were:

Worker Safety and Health

- AB 889 (Bill Greene) would have restored Cal/OSHA jurisdiction over mines.
- AB 348 (Tanner) would have required the Division of Occupational Safety and Health to report to the Occupational Safety and Health Standards Board recommendations on its study on the need for video display terminal-related standards by July 1, 1988.
- AB 435 (Floyd) would have created a new criminal penalty for an employer to knowingly or negligently maintain a condition, practice or process which would create a substantial probability that death or serious physical harm could result.
- AB 474 (Margolin) would have included as a regulated carcinogen under the Occupational Carcinogen Control Act any carcinogen on the Governor's list published pursuant to the Safe Drinking Water and Toxic Enforcement Act of 1986.
- AB 701 (Floyd) would have strengthened public sector enforcement of Cal/OSHA.
- AB 1279 (Hayden) would have prohibited employers from sending subliminal messages on video display terminals or by other means to workers without their consent.
- AB 1701 (Peace) would have increased the civil penalty assessed for a serious Cal/OSHA violation when the violation is the cause of, or results in, an employee incurring a serious

injury or a serious exposure.

Minimum Wage

- SB 1658 (Torres) would have increased the minimum wage by 90 cents an hour to \$4.25 an hour effective January 1, 1988.

Unemployment Insurance

- SB 346 (Rosenthal) would have increased the maximum weekly unemployment insurance benefit from \$166 to \$181.

Parental Leave

- AB 368 (Moore) would have made it an unlawful employment practice for an employer of over 25 employees to refuse to grant a reasonable request by an employee for a leave of up to four months for child rearing.

Public Works

- SB 1643 (Keene) would have required at least 50 percent of all work performed on public works projects to be done by California residents.

Labor Relations

- AB 452 (Margolin) would have required employers to pay accrued vacation pay during a strike or lockout of over 90 days.
- AB 1470 (Floyd) would have established the California Labor-Management Relations Council in the Governor's office and required the Council to promote and initiate efforts to improve labor-management relations.

Workers' Protections

- AB 391 (Floyd) would have established a time limit for the Labor Commissioner to hear wage claims.
- AB 809 (Floyd) would have provided that until the Industrial Welfare Commission adopted orders for the construction industry, the manufacturing industry orders would apply to construction workers.
- AB 922 (Floyd) would have made an employer in violation of payment of wages, liable for the unpaid wages, interest on the wages and reasonable attorneys' fees and court costs.

Job Training

- SB 122 (Bill Greene) would have improved eligibility requirements to allow unemployed persons who lack skills to be competitive in the labor market, to participate in retraining programs.
- AB 2024 (Maxine Waters) would have extended eligibility for Employment Training

Panel funds to persons whose unemployment insurance eligibility had been exhausted for up to two years rather than one year as present law provides.

Elections

- AB 899 (Bates) would have allowed voter registration cards to be mailed on request by DMV with vehicle registration forms.

Health Insurance

- AB 1108 (Connelly) would have protected seniors from abusive practices of unscrupulous Medigap insurance agents.

Education

- SB 436 (Hart) would have appropriated \$75 million to establish a program to reduce class size.

Insurance

- SB 911 (Robbins) would have required, after a minimum of 20 percent of the annual premium was paid, an assigned risk automobile insurance plan to permit the remaining premium to be paid in equal monthly installments over a 9 month period.

The Arts

- SB 1050 (Mello) would have made an appropriation of \$110,000 to the California Arts Council and established a partnership program between local arts agencies and the Music Performance Trust.

1987 Force for Progress

A 43-page soft-bound book titled "1987 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 measures.

The 1987 issue of the Federation's review of the legislative year featured new data on the legislators' performance not found in earlier versions of the booklet. The cumulative percent of Right votes was added for both committee and floor voting throughout the legislator's tenure.

Of the 13 enacted bills supported by the Federation, 4 were workers' compensation bills: that require payroll audits to ensure payment of premiums; disseminate information on claims and procedures; repeal the sunset clause on fire fighters' cancer presumption; and add a labor member and a management member to the Work-

ers' Compensation Insurance Rating Bureau.

Other bills signed make tree spiking a felony; support industrial drug rehabilitation programs; speed IWC wage order procedures; liberalize tax credits for preservation of low-income housing; extend the sunset date on unemployment insurance retraining benefits programs; prohibit discrimination in hospital emergency rooms; and eliminate tax deductions for private clubs which discriminate on the basis of age, sex, race, religion or national origin.

Force For Progress also reviewed the Governor's vetoes of measures that called for a raise in unemployment insurance benefits from \$166 to \$181 and legislation affecting public works employment, job training eligibility and benefits, voter registration practices, parental leave, wage claims, wage orders for construction industry workers, protection for seniors from abusive insurance agents and class size in the state's schools.

1988 LEGISLATIVE YEAR

The fiscal year of the 1987-88 legislative session was a difficult one. Ongoing challenges to the Democratic leadership in the Assembly by the so-called "Gang of Five," produced a chaotic situation. As a result, many Federation sponsored or supported bills which normally would have reached the Governor's desk failed to do so this year. A tight state budget also meant that several bills requiring funding were held in the fiscal committees.

Another long year of negotiations over workers' compensation, this time with the involvement of the Governor's office, again failed to produce an agreement.

The Federation's unemployment insurance benefit increase bill was again vetoed, the fourth veto of an increase bill in as many years.

Bills dealing with pay equity, VDT's, wage and hour law enforcement, asbestos hazards, public works contracts, child care services and adult health care were also vetoed.

On the positive side, several bills beneficial to farmworkers, a bill to require notice to employees of asbestos hazards, a bill to improve notice to employees of their rights to state disability insurance benefits, and bills improving contractor licensing requirements were signed.

The Federation was also successful in blocking the passage of a number of bills detrimental to labor and working people. A bill to use state Disability Fund monies to pay for catastrophic

health insurance and a series of bills designed to encourage contracting out of public transit services.

The confirmation of three gubernatorial appointees opposed by the Federation for their anti-labor positions; Dan Lundgren for Treasurer, Betty Cordoba for the Public Employment Relations Board, and Wayne Smith for the Agricultural Labor Relations Board, was denied by the State Senate.

BILLS ENACTED

Some 1988 legislative victories recorded by the Federation were:

Job Creation and Preservation

- AB 4686 (Isenberg) requires public utilities to assist workers laid-off when a nuclear plant is decommissioned in finding comparable jobs.

Consumer Protection

- SB 2213 (Craven) requires any pharmacy located outside this state which ships, mails, or delivers any controlled substances or dangerous drugs or devices into this state to register with the board of pharmacy.
- AB 4317 (Connelly) requires nonprofit health care service plans and disability insurance plans that supplement medicare to clearly state that they provide for an examination period of 30 days and permit the return of the contract with the parties being restored to their previous position.
- SB 2656 (Rosenthal) directs the Public Utilities Commission to adopt regulations converting private pay telephones and persons that furnish operator assisted services.

Employee Rights

- SB 2155 (Petris) obligates an employer who is required by the labor code to keep wage records on file, to afford current and former employees the right to inspect or copy payroll wage deduction records as they pertain to that employee.

Farm Labor

- AB 2306 (Connelly) increases the amount of the bond that is required of farm labor contractors from \$5,000 to \$10,000.
- AB 3453 (Polanco) makes it a misdemeanor to violate the farm labor vehicle safety inspection and equipment provisions.

Housing

- SB 2154 (Petris) removes the expiration date on the California Housing Trust Fund.

Job Creation and Preservation

- AB 4582 (Isenberg) allows the Brotherhood of Locomotive Engineers' Insurance Association to sell job protection policies to its members in California

Job Protection

- AB 4680 (Statham) provides for a standardized model for local entities to follow when requiring a film permit application.

Safety & Health

- AB 2999 (Speier) prohibits any person from advertising for asbestos removal unless that person is certified and registered.
- AB 3713 (Connelly) requires that the owner of any building constructed prior to 1979 who knows that building contains materials composed of asbestos to provide written notice to all employees working within the building.

Seniors

- SB 170 (Mello) provides for the regulation of the sale and issuance of individual and group long term care insurance policies.

Social Insurance

- AB 2837 (Margolin) requires employers to notify employees who leave work due to non-job related illness or injury of their rights to state disability insurance benefits.
- SB 1787 (Bill Greene) provides that when a workers' compensation injury causes the death of an employee, the employer, including a public agency, is liable for the reasonable expenses of the employee's burial, not exceeding \$2,000.

Contractor Licensing Law

- AB 3789 (Eastin) makes it a misdemeanor for unlicensed contractors to refuse to comply with citations for violation of state regulations.
- AB 3841 (Eastin) places stricter limitations on "owner builders."
- AB 4310 (Eastin) requires licensed contractors to carry a plastic identification card.
- SB 2871 (Marks) codifies building standards into one state code.

Wage and Hour Protection

- SB 1790 (Bill Greene) prohibits the Industrial Welfare Commission from holding closed or executive session meetings.
- AB 1160 (Floyd) requires the Labor Commissioner to hold a hearing within 120 days after accepting a complaint.

Transportation

- AJR 80 (Speier) memorializes the President and Congress to support efforts to ensure that all registered aircraft are repaired in facilities where trained, licensed and competent mechanics supervised by the Federal Aviation Administration are employed.

BILLS DEFEATED

Among the bills opposed by the Federation which were defeated or died in the Legislature were:

Drug Testing

- AB 2113 (Eaves) would have sanctioned drug testing for specified drivers.

Transportation

- SB 2051 (Kopp) would have revised the composition of the Golden Gate Bridge, Highway and Transportation District Board of Directors from 19 to 9 directors.
- AB 3434 (Duplissea) would have promoted contracting out of transit service in the Southern California Rapid Transit District.
- AB 2808 (Duplissea) would have promoted contracting out of public transit services.
- AB 2865 (Duplissea) would have promoted contracting out of public transit services.

Wage and Hour Protection

- AB 600 (Isenberg) would have used the State Disability Fund to finance a catastrophic insurance program.
- AB 1677 (Johnston) would have severely limited bad faith suits against surety companies by beneficiaries of surety bond.

Prison Labor

- SCA 5 (Ellis) would have authorized the legislature to provide for the use of state prison inmate labor in privately operated industrial facilities located on or adjacent to prison grounds.

Social Insurance

- AB 3315 (Duplissea) would have increased the penalties on workers who receive U.I. overpayments on the basis of their false or misleading statements.

Pesticides

- AB 4097 (Connelly) would have increased the assessment paid to the Director of Food and Agriculture by the registrant of an economic poison and require that these funds be used by

the Department of Food and Agriculture and the state Department of Health Services to administer and enforce specific testing requirements relating to registration of the pesticide products.

GOOD BILL DEFEATED

Health & Safety

- AB 2884 (Margolin) would have required the Occupational Safety and Health Standards Board to revise the California Administrative Code to include any carcinogen on the governor's list to those chemicals known to cause cancer or reproductive toxicity.

BILLS VETOED

Among the bills supported by the Federation that the Governor vetoed were:

Child Care

- SB 1758 (Torres) would have required that the state Department of Education coordinate child care programs, develop a plan for child care services, act as a resource to promote and develop new programs and help issue regulations regarding the provision of child care services.
- AB 3170 (Cortese) would have extended the Child Care and Development Services program's ending date.

Civil Rights

- AB 1163 (Moore) would have strengthened the powers of the Fair Employment and Housing Commission to assess damages against those committing unlawful employment or housing practices.
- SB 2156 (Petris) would have permitted the Fair Employment and Housing Commission to provide relief to prevent the recurrence of unlawful employment or housing practices and would permit the commission to order the payment of actual and punitive damages.

Comparable Worth

- SB 1776 (Roberti) would have created an advisory Commission on Pay Equity to be appointed by May 1, 1989

Education

- SB 1971 (Dills) would have required that classified employees of school and community college districts become permanent employees after a probationary period of not more than 6 months.
- SB 2074 (Cecil Green) would have required school districts to give 60-day notice rather than the current 30-day notice of layoffs affect-

ing non-teaching employment.

Public Utilities

- AB 2730 (Moore) would direct the public utilities commission not to reduce any wage rate, benefit, working condition, or other term of condition of employment that was the subject of collective bargaining.

Health & Safety

- AB 3782 (Floyd) would have required the Division of Occupational Safety and Health to issue an order prohibiting use of asbestos if there is reasonable cause to believe that any workplace contains friable asbestos, and if there appears to be inadequate protections for employees at that workplace to the hazard from air-borne fibers.
- AB 4038 (Hayden) would have required that the governing board of each school district, the county superintendent of schools, the California Community Colleges, California State University and the University of California, to consider human and ergonomic factors, when selecting and procuring office equipment.
- AB 867 (Floyd) would have provided funding for Cal-OSHA after the passage of Proposition 97.
- AB 2577 (Friedman) would have allowed prosecution for manslaughter should an employee die or become impaired by a willful violation of a safety order by an employer or fellow employee.

Seniors

- SB 1763 (Mello) would have appropriated monies from the general fund to the Department of Aging for grants to adult day health care centers and programs.

Social Insurance

- SB 2151 (Rosenthal) would have clarified an injured worker's right to change doctors for treatment financed under workers' compensation.
- AB 4088 (Johnston) would have increased the maximum weekly U.I. benefit from \$166 to \$186.

Wage and Hour Protection

- AB 3822 (Roybal-Allard) would have required the Labor Commissioner to appoint and administer the Garment Industry Enforcement Task Force, which shall provide targeted priority enforcement of minimum wage, child labor, overtime, occupational health, and building safety laws within the garment industry.

Public Works

- AB 3045 (Floyd) would have defined the term "lowest responsible bidder."
- AB 619 (Floyd) would have disqualified contractors who willfully violate public works laws ineligible for bidding on public contracts for up to three years.

Job Training

- SB 2517 (Roberti) would have established a workforce literacy program within the Employment Training Panel.
- AB 621 (Floyd) would have provided additional funding for the Firefighters' Joint Apprenticeship Program.

Housing

- SB 2405 (Kopp) would have eased credit eligibility requirements to promote low income housing.

Health Insurance

- SB 6 (Robbins) would have established a health coverage association for residents who are not otherwise able to obtain health insurance.

ACTIVITIES OF LEGAL COUNSEL

Report of General Counsel
Charles P. Scully II
For the Period
July 1, 1986
through September 15, 1988

I. Litigation

A. Amicus Curiae Briefs

1. Carryover from 1986 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; California Supreme Court No. 24905 (agency fee).

This matter continues to pend in the Supreme Court. The Federation had filed a joint amicus brief with the National AFL-CIO during the prior report period.

During the current report period we reviewed a multiplicity of legal filings by the parties and other amici and on May 10, 1988, Mr. Carroll attended the oral argument in the Supreme Court.

The case is under submission for decision by the Court. Further developments will be reported.

County of Los Angeles v. State of California, State Board of Control, et al.; City of Sonoma et al. v. State of California, State Board of Control et al., California Court of Appeal, Second Appellate District, Division Five, 2d Civ. No. B001713 and 2d Civ. No. B003561; California Supreme Court No. LA 32106 (State Mandates—reimbursement of local governments).

In this matter in which the Federation had filed a joint amicus brief with the National AFL-CIO during the prior report period, Mr. Carroll advised the Executive Secretary-Treasurer on August 6, 1986, that the Supreme Court had requested supplemental briefs of the parties. We reviewed those briefs in due course.

On January 6, 1987, Mr. Carroll advised the Executive Secretary-Treasurer that the Supreme Court had issued a favorable decision. The Court held that the State need not reimburse local governments for increases in workers' compensation benefits because such increases apply generally to all in the State and do not apply uniquely to local governments. On the same reasoning the Court also disapproved a lower appellate court decision which had required reimbursement for unemployment benefits for public employees. Mr. Carroll thus recommended to the Executive Secretary-Treasurer that the Federation continue its general position that state funding for reimbursement of local agencies is not necessary absent unique circumstances. The matter is now final.

City and County of San Francisco v. Bricklayers Union Local and United Association of Journeymen, etc. of Plumbing & Pipefitting Industry, Local 38, California Court of Appeal, First Appellate District, Division Three, No. A018535. California Supreme Court S.F. No. 24946.

In this matter in the prior report period the National AFL-CIO asked the Federation to join with it in an amicus brief which the National was to prepare. Before the amicus was prepared, on October 27, 1986 the Supreme Court issued its favorable opinion holding that the maintenance of an illegal strike in the public sector is not a tort for which damages can be recovered until the Legislature so provides. The matter is now final.

2. Amicus Curiae Briefs Filed since Last Report.

Horton Plaza Associates v. Playing for Real Theatre, et al., California Court of Appeal,

Fourth Appellate District, Division 1, Civil Nos. D004421 and D004518; California Supreme Court No. L.A. 32263. (Shopping Malls—free speech)

On August 21, 1986, Mr. Carroll advised the Executive Secretary-Treasurer that the California Court of Appeal had upheld a preliminary injunction preventing a group from performing a political skit in the mall area of a shopping center. Mr. Carroll advised the case should be watched as a potential vehicle for reversal of the favorable 1979 decision of the California Supreme Court known as **Pruneyard**, in which the Court held the California Constitution permitted shopping malls to be used as forums for handbilling and speech.

The American Civil Liberties Union filed a Petition for Review with the California State Supreme Court on September 11, 1986. The Supreme Court then granted the Petition for Review.

On November 25, 1986, the Executive Secretary-Treasurer authorized the filing of an amicus curiae brief. On December 31, 1986 the brief was filed urging the then reconstituted Supreme Court to not reach the constitutional issues due to evidentiary shortcomings in the record on appeal.

On February 25, 1987, an amicus curiae brief was filed by the International Council of Shopping Centers, Inc. and California Business Properties Association in which those entities urged the reconstituted Court to reverse the **Pruneyard** decision.

On May 1, 1987, Mr. Carroll advised the Executive Secretary-Treasurer of the California Supreme Court's April 30, 1987 Order which dismissed the case and provided the decision of the Court of Appeal remain unpublished. The action is now closed though may resurface if further litigated by the American Civil Liberties Union.

People of the State of California v. California Industrial Welfare Commission, et al., County of Santa Cruz Intervenor. California Court of Appeal, Sixth Appellate District; No. 6 Civil H001574 (I.W.C. Regulations—paycheck deductions for cash shortages, breakage and loss of equipment)

On July 7, 1987, the Executive Secretary-Treasurer requested input in regard a potential amicus curiae brief as a response to such a brief filed by the California Restaurant Association in this matter. On July 7, 1987, Mr. Carroll

provided the Executive Secretary-Treasurer with background information and commenced review of briefs on file in this case. There were extended delays in the filing of the I.W.C.'s brief.

On November 2, 1987, the Executive Secretary-Treasurer requested an amicus curiae brief be filed in support of the County. On November 20, 1987 such a brief was transmitted to the Clerk of the Court. On December 21, 1987, the Court granted the application to file.

On July 20, 1988, I advised the Executive Secretary-Treasurer that oral argument was scheduled for October 19, 1988. Further developments will be reported.

Peter Vargas, et al. v. Retail Clerks Union Local No. 1428, et al., California Court of Appeal, Second Appellate District, Division One, No. 2 Civil B027627. (Tort awards—Intentional interference of business relations via strike activity).

Under date of February 4, 1988, United Food and Commercial Workers Local 1428 requested the Executive Secretary-Treasurer's assistance in this matter which involves an approximate \$5.5 million damage award against the Local Union. The Executive Secretary-Treasurer then authorized the filing of an amicus curiae brief in support of Local 1428.

On February 26, 1988 I received and reviewed the Opening Brief of the Local Union.

On July 5, 1988, I received and reviewed a copy of Respondent Vargas, et al.'s Opening Brief.

On July 13, 1988, I provided the Executive Secretary-Treasurer with a copy of the amicus brief and on July 20, 1988 advised him the Court of Appeal had issued an Order granting the application for filing of the brief.

As of the date of this report we have received no notice from the Court as to when the matter will be set for oral argument. Further developments will be reported.

Hydrostorage, Inv. v. Northern California Boilermakers Local Joint Apprenticeship Committee et al. United States District Court for the Northern District of California Nos. C-87-2401-WWS and C-88-0804-WWS; United States Court of Appeals for the Ninth Circuit, Civil Nos. 88-2798 and 88-2800. (California Labor Code Section 1777.5—pre-emption pursuant to E.R.I.S.A.)

On May 31, 1988, I advised the Executive Secretary-Treasurer of District Court Judge Sch-

warzer's decision holding Labor Code Section 1777.5 to be pre-empted by the Employees Retirement Income Security Act and NLRA.

On June 9, 1988, I advised the Executive Secretary-Treasurer of a call from counsel to the Building and Construction Trades Council in which interest in the Federation filing an amicus curiae brief with the Ninth Circuit was noted. Subsequently the Executive Secretary-Treasurer directed preparation of a joint brief with the Building and Construction Trades Council.

On August 2, 1988, a draft was presented to counsel for the Building and Construction Trades Council; we are awaiting comments in regard the same.

Representatives of our offices have attended meetings requested by counsel for the Apprenticeship Committee on August 18, 1988 and September 14, 1988. The Court has ordered amicus filings to be made on or after October 14, 1988 but prior to October 29, 1988. Further developments will be reported.

II. Cal/OSHA

a. Litigation

John F. Henning, et al. v. George Deukmejian, et al. California Supreme Court No. S.F. 25157 (Cal/OSHA—budget veto).

On July 7, 1987, the Governor vetoed a portion of the lump sum appropriation for the Department of Industrial Relations and stated Cal/OSHA would be eliminated in the private sector. Upon recommendation by Mr. Carroll, the Executive Secretary-Treasurer authorized and the Executive Council unanimously concurred in a legal challenge to be filed in the State Supreme Court in an attempt to gain a fast, final decision. An Original Petition for Peremptory Writ of Mandate seeking to invalidate such use of the veto power was filed with the State Supreme Court on July 9, 1987. On July 14, 1987, the Attorney General filed a Reply on behalf of the Governor. On July 29, 1987, Mr. Ralph Abascal, Attorney for California Rural Legal Assistance, wrote the Chief Justice and advised a similar suit had been filed by California Rural Legal Assistance on July 13, 1987, in the California Court of Appeal. On August 12, 1987 the Court of Appeal announced it would hear that matter as an original proceeding. On August 13, 1987, the Supreme Court declined to hear the Federation's case as an original matter. The case is now closed.

Ixta, et al. v. Rinaldi, et al. California Court of Appeal, Third Appellate District No. 3 Civil 002805; California Supreme Court No. Sac. 3045; (Cal/OSHA—budget veto).

This case was filed by California Rural Legal Assistance on July 29, 1987. Subsequent to the Supreme Court's refusal to hear the Federation's previously filed suit as an original matter, an amicus brief on behalf of the Federation was filed on August 26, 1987. On October 26, 1987, the Court of Appeal issued its decision granting the requested writ.

On November 5, 1987, Rinaldi, et al. sought review by the State Supreme Court and the same was granted on January 21, 1988. On January 25, 1988, Mr. Carroll requested California Rural Legal Assistance to seek an expedited review before the Supreme Court. California Rural Legal Assistance has made no request for expedited review. The brief of the Federation is part of the record in this case.

The Court has not set this matter for argument although all briefing has been complete since June, 1988. Further developments will be reported.

Cabrera et al. v. Brock, et al. United States District Court for the Eastern District of California No. S-87-1380 LKK (Cal/OSHA—approval of state plan).

The Executive Secretary-Treasurer and the Federation are among the plaintiffs in this case which seeks injunctive relief preventing the Secretary of Labor from withdrawing approval of Cal/OSHA as an approved state plan under federal OSHA. While cross motions for preliminary injunction and dismissal were pending, federal legislation was enacted preventing the Secretary of Labor from withdrawing approval of Cal/OSHA through at least the end of this fiscal year. The case is still pending but may be made moot by the November elections. Further developments will be reported.

b. Non-Litigation Services

On August 11, 1987, and August 20, 1987, Mr. Carroll drafted proposed initiatives to restore Cal/OSHA as requested by the Executive Secretary-Treasurer. A final draft was prepared in October of 1987.

On October 29, 1987, Mr. Carroll advised the Executive Secretary-Treasurer of the various steps required to establish a committee to support the initiative from a legal perspective.

On November 18, 19 and 24, 1987, I provided

the Executive Secretary-Treasurer written comment in regard proposed agreements with various service providers in regard the campaign.

In January of 1988 I met with the Treasurer of the Coalition, the Executive Secretary-Treasurer and the Federation's accountants in regard various legal and tax issues related to the Coalition.

On January 26, 1988, I met with a representative of the Fair Political Practices Commission, the Treasurer of the Coalition and the Executive Secretary-Treasurer. The goal was to convince the FPPC that individual affiliates need not file campaign reports vis-a-vis Coalition activities despite somewhat conflicting regulations.

On March 2, 1988, the Commission issued a formal Advice letter concluding filings by the Coalition would meet all filing requirements of the Federation and affiliates in regard political contributions related to the initiative.

On April 28, 1988 we advised the Executive Secretary-Treasurer that we would view our services related to the Coalition as an in kind contribution valued at \$5,115.00 and so advised the Coalition Treasurer.

B. Other Litigation

1. Carryover from 1986 Report

California Federal Savings & Loan Association v. Guerra, U.S. Supreme Court No. 85-494 (California Pregnancy Leave Law).

The issue in this case was whether California law guaranteeing four months pregnancy leave was preempted by Title VII of the Civil Rights Act. On April 18, 1986 and May 12, 1986 Mr. Carroll advised the Executive Secretary-Treasurer that the filing of an amicus curiae brief was the prerogative of the National AFL-CIO and that General Counsel Gold was considering the matter. The National AFL-CIO filed a brief amicus curiae.

On January 13, 1987, in a six to three decision the United States Supreme Court ruled the California law was not preempted. The decision was reported to the Executive Secretary-Treasurer and the matter is now closed.

2. Litigation instituted since last report.

John F. Henning, Individually and as Executive Secretary-Treasurer of the California Labor Federation, AFL-CIO, et al. v. Industrial Welfare Commission, et al., California Court of Appeal, Third Appellate District, No. C004101; California State Supreme Court No. Sac. 005119; (Labor Code Section 351—Subminimum wage for tipped employees.)

On January 28, 1988, I provided the Executive Secretary-Treasurer written analysis of Minimum Wage Order No. M.W. 88 and the related Statement of Basis adopted by the I.W.C.

On February 24, 1988, I met with the Executive Secretary-Treasurer and counsel for various public interest groups in regard a legal challenge to the subminimum wage for tipped employees. I was directed to draft a Petition for Writ of Mandate challenging the subminimum, the same to be joined in by other interested parties.

On March 4, 1988, a draft Petition and Points and Authorities prepared by these offices was transmitted to interested counsel.

On March 8 and 16, 1988, I met with various counsel to discuss the draft.

On March 22, 1988, I met with the Executive Secretary-Treasurer to report on the Petition to be filed March 23, 1988, as an original proceeding before the Court of Appeal.

On April 7, 1988, I reviewed a Petition to Transfer to the California Supreme Court filed by the I.W.C. and provided an analysis to co-counsel and the Executive Secretary-Treasurer.

On April 21, 1988, a Response to Petition to Transfer was filed. The Supreme Court then denied the Petition to Transfer.

On April 28, 1988, the Court of Appeal directed opposition to the Petition filed by the Federation to be presented by May 13, 1988; also on April 28, 1988, the California Restaurant Association and Hotel and Motel Association filed requests to intervene. These developments were reported to the Executive Secretary-Treasurer.

On May 4, 1988, I prepared and filed a Brief in Reply to Intervenors Brief.

On May 17, 1988, I received the I.W.C.'s Brief, reviewed the same and advised the Executive Secretary-Treasurer of its content.

On May 19, 1988, I advised the Executive Secretary-Treasurer that the Application to Intervene by the Association had been granted on May 18, 1988.

On May 20, 1988 I advised the Executive Secretary-Treasurer that the Court of Appeal had scheduled Oral Argument for June 15, 1988.

On June 15, 1988, I presented Oral Argument on behalf of the Federation before the Court of Appeal.

On June 17, 1988 I provided the Executive Secretary-Treasurer a copy of the Court of Appeal's unanimous decision granting the writs

requested by the Federation and declaring the subminimum minimum wage invalid.

On June 21 and 23, 1988 the I.W.C. and Intervenor Associations filed Petitions for Review with the State Supreme Court.

On June 29, 1988, I filed an Answer to Petitions for Review with the State Supreme Court. On July 27, 1988 the State Supreme Court granted the Petitions for Review.

On August 8, 1988 Briefs on the Merits were filed by the I.W.C. and Intervenor Associations. On August 12, 1988, I filed a Brief on the Merits on behalf of the Federation.

On September 7, 1988 I presented Oral Argument on behalf of the Federation to the State Supreme Court. On the same date I advised the Executive Secretary-Treasurer of my impressions vis-a-vis the Oral Argument. As of the preparation of this report the State Supreme Court has yet to issue its decision. Further developments will be reported.

Cal/OSHA litigation is discussed in a separate portion of this report devoted exclusively to that topic.

III

Conventions

1986 Convention of California Labor Federation, AFL-CIO, Capitol Holiday Plaza, Sacramento, California, July 28-30, 1986.

Services performed by Mr. Carroll of these offices included conferences with staff of the California Labor Federation, AFL-CIO, re recommendations and other Convention preliminaries; review of reports, resolutions, etc. for presentation at the 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 related thereto; attendance at Committee meetings of Convention and preparation of reports in regard thereto; attendance at meetings of the Executive Council before the Convention; and attendance at the Convention, assisting as requested.

COPE Pre-Primary Election Convention, Sheraton Palace Hotel, San Francisco, California, April 21, 1988.

I attended the Convention and assisted as requested.

I reviewed the contracts for the hotel and related services and consulted in regard to those

with members of staff and with the Executive Secretary-Treasurer.

I also attended the COPE meetings of the Executive Council, Standing Committee on Legislation and Advisory Committee on April 19 and 20, 1988.

COPE Pre-General Election Convention, Sheraton Palace Hotel, San Francisco, California, August 30, 1988.

I attended the Convention and assisted as requested.

I also attended the meetings of the Standing Committee on Legislation and COPE Executive Council on August 28 and 29, 1988.

1988 Convention of the California Labor Federation, AFL-CIO, Hyatt Regency, Los Angeles, California, October 11-14, 1988.

On December 15, 1986, Mr. Carroll of these offices provided a written review of the Agreement Letter with the Hyatt Regency.

On October 1, 1987, Mr. Carroll provided a written review of modifications to the Agreement Letter.

On July 18, 1988, I provided a written review of a proposed Agreement with United Airlines related to travel to and from the Convention.

On July 26, 1988, I provided a written review of a proposed Agreement with the Los Angeles Hilton and Towers covering 150 guest rooms.

IV

Executive Council Meetings

Since the last report to the Convention, Mr. Carroll or I attended the following meetings of the Executive Council:

1. December 3-4, 1986, at the San Francisco Airport Hilton Hotel.
2. March 10-11, 1987, at the Hyatt Regency, Los Angeles.
3. June 16-17, 1987, at the Woodlake Resort, Sacramento.
4. October 14-15, 1987, at the Konocti Harbor Inn, Clearlake.
5. December 8-9, 1987, at the San Francisco Airport Hilton Hotel.
6. March 1-2, 1988, at the Woodlake Resort, Sacramento.
7. June 14-15, 1988, at the Capitol Plaza Holiday Inn, Sacramento.

V.

1988 California Primary and General Elections

On February 21 and 22, 1988, I reviewed Propositions 66 through 77 scheduled for the June primary elections. The Propositions were then reviewed with the Executive Council during its March 1-2, 1988 meeting, and further reviewed with the Standing Committee on Legislation and the Executive Council during COPE meetings of April 19-20, 1988. Particular attention was given to Proposition 68, the Common Cause Campaign Reform Initiative. The Pre-Primary Election Convention approved the recommendations of the Standing Committee on Legislation and Executive Council on April 21, 1988.

On August 16 and 17, 1988 I reviewed Propositions 78 through 106 scheduled for the November general election. The Propositions were reviewed with the Standing Committee on Legislation and Executive Council during COPE meetings of August 28 and 29, 1988. On August 30, 1988, the Pre-General Election Convention approved twenty eight of the twenty nine recommendations of the Standing Committee on Legislation. In regard Proposition 99, Cigarette and Tobacco Tax Benefit Fund Constitutional Amendment, Initiative Statute, the Convention rejected the suggested "NO" endorsement and adopted a "NO RECOMMENDATION" position.

VI.

Leases

On April 12, 1988 I reviewed and provided a written report to the Executive Secretary-Treasurer in regard to the successor lease agreement covering the Federation's offices located at the Eleventh and L Building in Sacramento, California.

VII

Proposed Federation Legislation Programs

A. 1987-1988 Legislative Session

On November 4, 1986 we prepared a draft of possible legislative items culled from Policy Statements and Resolutions adopted by the Six-

teenth Convention and forwarded those to the Executive Secretary-Treasurer and Research Director Rankin. We attended the meetings of the Standing and Advisory Committees on Legislation on December 2, 1986. The recommendations of the Standing Committee were ultimately reviewed with the Executive Council and the legislative program finalized. We conferred with the Executive Secretary-Treasurer, as requested, in that process.

On December 18, 1986, we sent to the Executive Secretary-Treasurer ten bills which we had drafted for possible introduction. These bills dealt with minimum wage increases, drug rehabilitation, Labor Commissioner subpoena power, unemployment insurance, comparable worth and pay equity.

On December 19, 1986, we forwarded to the Executive Secretary-Treasurer three additional bills prepared by us dealing with pay equity, disability leave and parental leave. On December 24, 1986 we sent to the Executive Secretary-Treasurer five more bills prepared by us on disability insurance notices for women and agricultural workers, a Rate Information Bureau, VDT monitoring, drug testing, and class size reduction. On January 8, 1987, we forwarded two bills prepared by us on VDT standards reporting and pesticide posting; and on January 13, 1987, we sent one bill on unemployment insurance benefits; on January 14, 1987, we sent also one bill on food irradiation. On January 28, 1987 we sent a bill prepared by us on workers compensation. During the first half of the Session we conferred, as requested, with the Executive Secretary-Treasurer on bills introduced by others on a number of subjects.

B. 1988 Federation Legislative Program

On December 7, 1987 we attended meetings of the Standing and Advisory Committees on Legislation relative to the Federation's legislative activity for 1988. The recommendations of the Standing Committee on Legislation were reviewed and action was taken by the Executive Council on December 9, 1987.

On December 14, 1987, we sent four bills which we had prepared to the Executive Secretary-Treasurer. These dealt with nuclear facilities employment, executive sessions of the I.W.C., wage board reports and minimum wage.

On December 17, 1987, we forwarded to the Executive Secretary-Treasurer seven bills we prepared on overtime penalties, I.W.C. jurisdiction, unemployment benefits, pay equity, com-

parable worth and parental leave. On December 22, 1987 three bills were sent. On December 28, 1987, we forwarded one bill on child care. On January 21, 1988, we sent a bill on flat rate auto repairs which we had prepared.

During the balance of the Session we prepared an amendment and consulted with the Executive Secretary-Treasurer, as requested.

We attended the special meeting of the Standing Committee on Legislation in Sacramento on May 11, 1987, the opening session of the California Labor Federation Joint Legislative Conference at the Capitol Holiday Inn in Sacramento on May 17, 1987, and the opening session of the same conference in Sacramento on May 22, 1988.

VIII

FPPC Registration and Filing Requirements

On May 25, 1988 I met with the Executive Secretary-Treasurer and reviewed my report to him in regard the Federation's contributions to ballot measure committees other than the Coalition to Restore Safety at Work. On the same day I discussed with the Executive Secretary-Treasurer the need to file "Late Contribution Reports" in regard political contributions made sixteen days, or less, prior to an election.

IX

Internal Revenue Code of 1986 and Revenue Act of 1987

In February of 1988 I met with Mr. John Panetta, C.P.A. of Coopers & Lybrand. The meeting resulted in correspondence from Mr. Panetta to the Executive Secretary-Treasurer which outlined changes in the internal accounting policies of the Federation and COPE designed to assure full compliance with the Internal Revenue Code of 1986 and the Revenue Act of 1987 as well as related California tax provisions.

On February 19, 1988, I wrote confirming correspondence to Mr. Panetta in regard several accounting practices of the Federation which Mr. Panetta views as not requiring amendment under the new tax Acts.

X

Campaign Funding Initiative Statute

Under date of July 19, 1988, I wrote the Executive Secretary-Treasurer in accord with his request for a legal analysis of the potential impact of Proposition 73 in regard COPE funds in existence as of December 31, 1988.

Under date of July 27, 1988, I provided the Executive Secretary-Treasurer an analysis of various FPPC staff memorandums dated July 20, 1988 related to the initiative.

Further developments are ongoing and will be reported to the Executive Secretary-Treasurer.

XI

Federation Staff Pension Plan

Mr. Carroll attended the meeting of the Trustee on February 11, 1987. On February 13, 1987, Mr. Carroll reviewed, and approved from a legal perspective, amendments to the Trust's Agreement with its Investment Manager.

Mr. Carroll attended the meeting of the Trustee on June 19, 1987. Mr. Carroll reviewed from a legal perspective participation in the Plan of additional staff members.

I approved from a legal perspective, on November 23, 1987, Amendment No. 1 to the Plan prepared by the Martin E. Segal Company.

I attended the meeting of the Trustee on December 16, 1987. During the meeting the need for future amendment of the Plan to comply with various federal legislation was thoroughly discussed.

I approved from a legal perspective, on March 14, 1988, Amendment No. 2 to the Plan as prepared by the Martin E. Segal Company.

I attended the meeting of the Trustee on May 5, 1988. During the meeting further future amendment of the Plan to comply with federal legislation, was thoroughly discussed.

During the period of this report I have reviewed from a legal perspective various forms, contracts and Government filings.

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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,
Law Offices of Charles P. Scully, Inc.
/s/ Charles P. Scully II

Dated: September 16, 1988

CONCLUSION

During the past two years the Federation has maintained its tradition of serving and voicing the needs of the working people of California.

I wish to express my appreciation for the always vigorous assistance given by Federation affiliates whenever called upon in the economic, social or political spheres of action.

Further, I wish to thank President Albin Gruhn and the Federation staff for their able assistance in serving the purposes for which the Federation was formed.

Fraternally submitted
John F. Henning
Executive Secretary-Treasurer

CALIFORNIA LABOR FEDERATION, AFL-CIO REPORT ON PER CAPITA PAID MEMBERSHIP

As of July 31, 1988

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Actors & Artistes of America, Associated		Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Int'l. Brotherhood of	
Actors Equity Association	406	Boilermakers Lodge No. 6	600
A.F.T.R.A.—Hollywood	2,246	Boilermakers Lodge No. 92	984
A.F.T.R.A.—San Francisco	478	Boilermakers Lodge No. 549	533
Screen Actors Guild	4,219		
Screen Extras Guild Inc.....	938		
Aluminum, Brick & Glass Workers Int'l. Union		Bricklayers and Allied Craftmen, Int'l. Union of	
Alum., Brick & Glass Wkrs.		Bricklayers No. 8	250
No. 187	54	Bricklayers & Stonemasons No. 13	190
Alum., Brick & Glass Wkrs.			
No. 418	524	Broadcast Employees and Technicians, Nat'l. Assn. of	
Alum., Brick & Glass Wkrs.		N.A.B.E.T. No. 51	339
No. 474	248	N.A.B.E.T. No. 53	1,494
Alum., Brick & Glass Wkrs.			
No. 519	37	Carpenters and Joiners of America, United Brotherhood of	
Glendale Alum. & Glass Wkrs.		Carpenters No. 22	2,207
No. 521	59	Pile Drivers No. 34	875
Amal. Brick Makers No. 820	219	Lathers No. 88	437
Alum., Brick & Clay Wkrs. No. 824	131	Carpenters & Joiners No. 162	902
Alum., Brick & Glass Wkrs.		Carpenters No. 180	1,177
No. 843	77	Millmen & Ind. Carpenters No. 262	625
Alum., Brick & Glass Wkrs.		.....	316
No. 998	119	Lathers No. 440-L.	67
		Carpenters No. 460-L.	769
Asbestos Workers, Int'l. Assn. of Heat & Frost Insulators and		Carpenters No. 483	1,292
Asbestos Workers No. 5	162	Carpenters No. 586	752
Asbestos Workers No. 16	460	Carpenters No. 605	750
Asbestos Workers No. 20	22	Carpenters & Joiners No. 642	721
		Cabinet Makers & Millmen No. 721	1,078
Athletes, Federation of Professional		.....	1,082
Anaheim Rams	63	Carpenters & Joiners No. 751	275
San Diego Chargers	63	Carpenters No. 769	541
Los Angeles Raiders	63	Carpenters No. 805	350
San Francisco 49'ers	63	Carpenters No. 829	375
		Carpenters No. 848	947
Bakery, Confectionery & Tobacco Workers Int'l. Union		Carpenters & Joiners No. 944	12
Bakers No. 24	208	Carpenters No. 981	234
Bakers No. 85	317	Carpenters No. 1062	237
Bakery & Confec. Workers No. 119	490	Carpenters No. 1140	717
.....		Carpenters No. 1147	

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Carpenters No. 1240.....	273	Chemical Workers No. 47	178
Carpenters & Joiners No. 1280	1,351	Chemical Workers No. 62	67
Shipwrights & Boatbldrs. No. 1300	714	Chemical Workers No. 97	31
Carpenters & Joiners No. 1323	500	Chemical Workers No. 112	61
Millmen No. 1496.....	63	Chemical Workers No. 146	544
Carpenters No. 1506.....	1,198	Chemical Workers No. 294	33
Carpenters No. 1599.....	335	Chemical Workers No. 350	140
Carpenters No. 1815.....	167	Chemical Workers No. 452	383
Hardwood Floor Layers No. 1861 ..	188	Chemical Workers No. 466	84
Carpenters & Joiners No. 1913	1,569	Chemical Workers No. 984	56
Carpenters No. 2006.....	757	Chemical Workers No. 995	202
Carpenters No. 2042.....	379		
Carpenters No. 2046.....	3,550		
Carpenters & Joiners No. 2308	516	Communications Workers of America	
Carpenters No. 2361.....	1,038	Communications Workers No. 9400	
Carpenters & Joiners No. 2398	608	.....	4,427
Carpenters No. 2463.....	604	Communications Workers No. 9402	
Lumber & Sawmill Workers		.....	1,302
No. 2505.....	181	Communications Workers No. 9403	
Lumber, Prod. & Indus. Wkrs.		.....	1,218
No. 2801.....	119	Communications Workers No. 9404	
Lumber & Sawmill Workers		.....	792
No. 3074.....	801	Communications Workers No. 9407	
Lumber, Prod. & Ind. Wkrs.		.....	113
No. 3088.....	605	Communications Workers No. 9408	
		.....	997
Cement, Lime and Gypsum Workers		Communications Workers No. 9409	
Int'l. Union, United		.....	1,146
Cement, Lime & Gypsum Wkrs.		Communications Workers No. 9410	
No. D-46.....	123	.....	3,486
Cement, Lime & Gypsum Wkrs.		Communications Workers No. 9411	
No. 48	25	.....	515
Cement, Lime & Gypsum Wkrs.		Communications Workers No. 9412	
No. D-49.....	120	.....	1,810
Indep. Wkrs. of N.A. No. 52.....	139	Communications Workers No. 9414	
Cement, Lime & Gypsum Wkrs.		.....	324
No. 89	180	Communications Workers No. 9415	
Cement, Lime & Gypsum Wkrs.		.....	2,859
No. 100.....	102	Communications Workers No. 9416	
Cement, Lime & Gypsum Wkrs.		.....	593
No. 349.....	16	Communications Workers No. 9417	
Cement, Lime & Gypsum Wkrs.		.....	840
No. 464.....	71	Communications Workers No. 9418	
Cement, Lime & Gypsum Wkrs.		.....	521
No. D-471.....	10	Communications Workers No. 9419	
Cement, Lime & Gypsum Wkrs.		.....	353
No. 535.....	27	Communications Workers No. 9421	
Cement, Lime & Gypsum Wkrs.		.....	2,446
No. 582.....	4	Communications Workers No. 9423	
		.....	3,100
Chemical Workers Union, Int'l.		Communications Workers No. 9426	
Chemical Workers No. 1	848	.....	258
Chemical Workers No. 25	99		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Communications Workers No. 9430	1,000	Electrical Workers, Int'l., Brotherhood of	
Communications Workers No. 9431	211	Electrical Workers No. 6	1,000
Communications Workers No. 9432	65	Electrical Workers No. 11	5,391
Communications Workers No. 9470	70	Electrical Workers No. 18	2,266
Communications Workers No. 9477	130	Studio Electricians No. 40	250
Communications Workers No. 9490	625	I.B.E.W. No. 45	375
Communications Workers No. 9495	509	I.B.E.W. No. 47	625
Communications Workers No. 9584	110	Electrical Workers No. 180	313
Communications Workers No. 9502	846	Electrical Workers No. 234	359
Communications Workers No. 9503	1,992	Electrical Workers No. 302	938
Communications Workers No. 9504	221	Electrical Workers No. 332	1,198
Communications Workers No. 9505	2,167	Electrical Workers No. 340	267
Communications Workers No. 9509	1,602	Electrical Workers No. 413	419
Communications Workers No. 9511	672	Electrical Workers No. 428	589
Communications Workers No. 9550	588	Electrical Workers No. 440	325
Communications Workers No. 9573	1,263	Electrical Workers No. 441	1,295
Communications Workers No. 9574	200	Electrical Workers No. 442	203
Communications Workers No. 9575	1,710	Electrical Workers No. 465	1,250
Communications Workers No. 9576	1,013	Electrical Workers No. 477	788
Communications Workers No. 9586	2,630	I.B.E.W. No. 543	1,229
Communications Workers No. 9587	1,179	Electrical Workers No. 551	328
Communications Workers No. 9588	1,005	Electrical Workers No. 569	1,256
Coopers Int'l. Union of North America		Electrical Workers No. 591	62
Distillery, Wine & Allied Workers Int'l. Union, AFL-CIO		Electrical Workers No. 595	1,533
Wine & Allied Wkrs. No. 45	125	Electrical Workers No. 617	750
Whsle. Wine, Liquor Salesmen No. 151	109	Electrical Workers No. 639	123
Sugar Workers No. 174	229	Electrical Workers No. 659	104
		Electrical Workers No. 684	273
		Electrical Workers No. 848	176
		I.B.E.W. No. 952	555
		I.B.E.W. No. 1023	140
		Electrical Workers No. 1245	21,875
		Electrical Workers No. 1682	166
		Electrical Workers No. 1710	725
		Electrical Workers No. 2295	603
		Electrical Workers No. 2328	151
		Electronic, Electrical, Salaried, Machine & Furniture Wkrs., AFL-CIO, Int'l. Union of	
		I.U. Electrical Workers No. 850	288
		I.U. Electrical Workers No. 1502	57
		I.U. Electrical Workers No. 1511	150
		Elevator Constructors, Int'l., Union of	
		Elevator Constructors No. 8	195
		Elevator Constructors No. 18	228
		Engineers, Int'l. Union of Operating	
		Operating Engineers No. 3	15,000
		Operating Engineers No. 12	13,542
		Operating Engineers No. 39	2,109
		Operating Engineers No. 501	2,109

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Farm Workers of America, AFL-CIO, United			
United Farm Workers, AFL-CIO . . .	6,086	Ashland Fire Fighters No. 1428 . . .	162
Fire Fighters, Int'l. Assn. of		Ontario Fire Fighters No. 1430 . . .	96
Vandenberg Fire Ftrs. No. F-116 . . .	67	Spring Valley Fire Ftrs. No. 1434 . .	53
Presidio Fire Fighters No. F-145 . . .	32	Newark Fire Fighters No. 1483 . . .	42
Treasure Island Fire Ftrs. No. F-159	40	Alhambra Fire Fighters No. 1578 . .	78
Bay Area Fire Fighters No. F-15 . . .	17	Oxnard Fire Fighters No. 1684 . . .	101
China Lake Fire Ftrs. No. F-32	54	Fremont Fire Fighters No. 1689 . . .	162
San Diego Fire Fighters No. F-33 . .	254	Milpitas Fire Fighters No. 1699 . . .	63
Naval Station Fire Ftrs. No. F-48 . . .	63	Santa Cruz Fire Fighters No. 1716 . .	50
Flight Test Center F.F. No. F-53 . . .	72	Humboldt Fire District No. 1770 . . .	20
Gr. Sacto. Fire Fighters No. F-57 . .	67	Marin County Fire Ftrs. No. 1775 . .	167
Federal Fire Ftrs. Assoc. No. F-85	137	Sanger Fire Fighters No. 1809	5
Palmdale Fire Fighters No. I-25	195	Bonita-Sunnyside Fire Fighters No. 1827	32
Oakland Fire Fighters No. 55	756	Burlingame Fire Fighters No. 1872	59
L.A. City Fire Fighters No. 112	3,074	Manteca Fire Fighters No. 1874	33
San Diego City Fire Ftrs. No. 145 . .	964	Daly City Fire Fighters No. 1879 . . .	80
Richmond Fire Ftrs. No. 188	129	Dublin Fire Fighters No. 1885	54
Long Beach Fire Fighters No. 372 . .	566	Hayward Fire Fighters No. 1909 . . .	145
Sacramento Fire Fighters No. 522 . .	916	Culver City Fire Ftrs. No. 1927	84
Eureka Fire Fighters No. 652	49	Campbell Fire Fighters No. 1939 . . .	39
Alameda Fire Fighters No. 689	112	Union City Fire Fighters No. 1946 . .	48
Fresno Fire Fighters No. 753	262	Mountain View Fire Ftrs. No. 1965	79
Burbank Fire Fighters No. 778	147	Calexico Fire Fighters No. 1966 . . .	19
San Francisco Fire Ftrs. No. 798 . . .	1,530	La Habra Fire Fighters No. 1968 . . .	43
Pasadena Fire Fighters No. 809	159	Pleasanton Fire Fighters No. 1974 . .	55
San Jose Fire Fighters No. 873	773	Garden Grove Fire Ftrs. No. 2005 . .	115
S. Bern/Rialto Fire Ftrs. No. 891 . . .	243	Santa Maria Fire Ftrs. No. 2020 . . .	25
L.A. County Fire Ftrs. No. 1014 . . .	3,028	Santa Barbara Fire Ftrs. No. 2046 . .	244
Santa Monica Fire Ftrs. No. 1109 . .	121	Porterville Fire Ftrs. No. 2169	9
Torrance Fire Fighters No. 1138 . . .	204	Chula Vista Fire Ftrs. No. 2180	90
Santa Clara Fire Ftrs. No. 1165	160	Compton Fire Fighters No. 2216 . . .	83
Los Altos Fire Fighters No. 1167 . . .	43	Avalon Fire Fighters No. 2295	4
Santa Clara Fire Ftrs. No. 1171	193	Coalinga Fire Fighters No. 2305 . . .	9
Vallejo Fire Fighters No. 1186	132	Yuba/Sutter Fire Ftrs. No. 2321	20
Berkeley Fire Fighters No. 1227 . . .	153	Hemet Fire Fighters No. 2342	29
Stockton Fire Fighters No. 1229 . . .	286	Orange City Fire Ftrs. No. 2384 . . .	130
Contra Costa County Fire Fighters No. 1230	600	San Mateo Fire Fighters No. 2400 . .	399
San Joaquin Fire Ftrs. No. 1243	43	Oroville Fire Fighters No. 2404	21
Salinas Fire Fighters No. 1270	80	Covina Fire Fighters No. 2415	134
Watsonville Fire Ftrs. No. 1272	35	Westminster Fire Ftrs. No. 2425 . . .	77
San Bernardino Fire Ftrs. No. 935 . .	251	Turlock Fire Fighters No. 2434	26
Modesto Fire Fighters No. 1289	161	Indio Fire Fighters No. 2537	30
Kern County Fire Ftrs. No. 1301	611	Healdsburg Fire Fighters No. 2604	6
Palo Alto Fire Fighters No. 1319	142	Salinas Rural Fire Ftrs. No. 2606 . . .	25
Redlands Fire Fighters No. 1354	60	Alpine Fire Fighters No. 2638	11
Merced County Fire Ftrs. No. 1396	102	Piedmont Fire Fighters No. 2683 . . .	25
Santa Rosa Fire Fighters No. 1401 . .	113	Rubidoux Fire Fighters No. 2689 . . .	15
Petaluma Fire Fighters No. 1415 . . .	49	Lemon Grove Fire Ftrs. No. 2728 . .	22
		Chico Fire Fighters No. 2734	50
		National City Fire Ftrs. No. 2744 . .	44
		Redondo Beach Fire Ftrs. No. 2787	76

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Gilroy Fire Fighters No. 2805	26	Ladies Garment Wkrs. No. 84	155
Banning Fire Fighters No. 2816	12	Ladies Garment Wkrs. No. 96	681
CA Dept. of Forestry Empls. No. 2881	3,200	Ladies Garment Wkrs. No. 97	99
Anaheim Fire Fighters No. 2899	248	Dressmakers No. 101	1,685
Morgan Hill Fire Ftrs. No. 2978	17	Ladies Garment Cutters No. 213	70
Guerneville Fire Ftrs. No. 3051	10	Office & Distrib. Wkrs. No. 214	125
N. Monterey Co. Fire Ftrs. No. 3058	19	Ladies Garment Workers No. 215	125
		Ladies Garment Wkrs. No. 270	102
		Ladies Garment Wkrs. No. 482	1,401
		Ladies Garment Wkrs. No. 512	703
Food and Commercial Workers Int'l. Union, United		Garment Workers of America, United	
U.F.C.W. Butchers No. 115	5,469	United Garment Wkrs. No. 125	96
U.F.C.W. Butchers No. 120	2,695	United Garment Wkrs. No. 131	152
U.F.C.W. Butchers No. 126	3,463		
U.F.C.W. Butchers No. 127	1,628	Glass, Molders, Pottery, Plastics, & Allied Workers Int'l. Union	
United Food & Comm. Wkrs. No. 135	1,263	Glass, Pottery & Plastics No. 2	125
UFCW Sausage Makers No. 203	474	Glass, Pottery & Plastics No. 26	50
United Food & Comm. Wkrs. No. 213	625	Glass, Pottery & Plastics No. 17	1,063
UFCW Retail Store Empls. No. 373	250	Glass, Pottery & Plastics No. 19	480
United Food & Comm. Wkrs. No. 428	11,129	Glass, Pottery & Plastics No. 34	486
UFCW Meat Cutters No. 439	3,125	Glass, Pottery & Plastics No. 39	391
U.F.C.W. Butchers No. 498	925	Glass, Pottery & Plastics No. 53	264
U.F.C.W. Butchers No. 506	2,458	Glass, Pottery & Plastics No. 80	60
U.F.C.W. Butchers No. 532	1,034	Glass, Pottery & Plastics No. 81	447
U.F.C.W. Retail Clerks No. 588	1,563	Glass, Pottery & Plastics No. 82	141
U.F.C.W. Retail Clerks No. 648	3,636	Glass Bottle Blowers No. 85	234
United Food & Comm. Wkrs. No. 770	6,682	Glass, Pottery & Plastics No. 114	479
U.F.C.W. Retail Clerks No. 775	4,046	Glass, Pottery & Plastics No. 137	1,117
U.F.C.W. Retail Clerks No. 839	2,599	Glass, Pottery & Plastics No. 141	276
U.F.C.W. Retail Clerks No. 870	5,000	Glass, Pottery & Plastics No. 155	196
United Food & Comm. Wkrs. No. 1036	1,311	Glass, Pottery & Plastics No. 160	289
U.F.C.W. Auto Salesmen No. 1095	382	Glass, Pottery & Plastics No. 177	359
UFCW Retail Store Empls. No. 1100	1,167	Glass, Pottery & Plastics No. 192	270
U.F.C.W. Retail Clerks No. 1119	2,338	Glass, Pottery & Plastics No. 224	29
United Food & Comm. Wkrs. No. 1179	5,866	Glass, Pottery & Plastics No. 254	326
U.F.C.W. Retail Clerks No. 1288	2,667	Glass, Pottery & Plastics No. 262	471
U.F.C.W. Retail Clerks No. 1442	6,456	Glass, Pottery & Plastics No. 267	35
U.F.C.W. Retail Clerks No. 1532	273	Operative Potters No. 307	83
Furniture Workers of America, United		Glass Workers Union, American Flint	
Furniture Workers No. 262	1,074	Amer. Flint & Glass Wkrs. No. 139	87
Furniture Workers No. 1010	212		
Garment Workers Union, Int'l. Ladies'		Government Employees, American Federation of	
Cloakmakers No. 8	207	Amer. Fed. of Govt. Empls. No. 52	252
Ladies Garment Wkrs. No. 55	677	Labor Department Lodge No. 2391	106
		Grain Millers, American Federation of	
		Fed. Grain Millers No. 59	855
		Fed. Grain Millers No. 71	112

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Graphic Communications Int'l. Union			
S.F. Pressmen & Platemakers No. 4	875	Hod Carriers & Laborers No. 139 ..	1,183
Paper Handlers No. 24	52	Hod Carriers No. 166	250
Graphic Communications No. 60...	152	Laborers No. 185	2,379
Printing Specialties No. 388	846	Laborers No. 220	268
Graphic Comm. No. 404	1,177	Const. & Gen. Laborers No. 261...	1,693
Graphic Comm. No. 432M	229	Laborers No. 270	4,375
Graphic Comm. No. 583	1,240	Laborers No. 291	500
Graphic Comm. No. 777	6,615	Hod Carriers & Laborers No. 294 ..	1,200
		Laborers No. 297	563
		Laborers No. 300	5,990
		Const. & Gen. Laborers No. 304...	2,313
Hotel Empls. & Restaurant Empls. Int'l. Union		Laborers No. 324	2,125
Hotel & Restaurant Empls. No. 2 ..	12,031	Laborers No. 326	583
Hotel & Restaurant Empls. No. 11	1,823	Gunit Workers No. 345	325
Hotel & Restaurant Empls. No. 18	719	Laborers No. 371	430
Hotel, Motel, Rest. Empls. No. 19	1,042	Const. & Gen. Laborers No. 389...	750
Hotel & Restaurant Empls. No. 28	878	Laborers No. 439	165
Hotel & Restaurant Empls. No. 30	3,313	Laborers No. 507	2,109
Hotel & Restaurant Empls. No. 49	1,188	Laborers No. 585	1,563
Hotel & Restaurant Empls. No. 50	1,933	Laborers No. 591	297
Culinary Wkrs. & Bartenders No. 62	245	Laborers No. 652	5,000
Hotel & Restaurant Empls. No. 126	668	Studio Utility Empls. No. 724	474
Hotel & Restaurant Empls. No. 309	958	Laborers No. 783	788
Hotel & Restaurant Empls. No. 340	6,066	Shipyard Laborers No. 802	1,656
Hotel & Restaurant Empls. No. 483	3,556	Laborers No. 806	661
Culinary & Bartenders No. 498	569	Shipyard & Marine Laborers	
Hotel & Restaurant Empls. No. 681	5,639	No. 886	469
Culinary & Bartenders No. 703	17	Hod Carriers No. 1082	1,069
Culinary & Bartenders No. 814	3,250	Iron and Metal Wkrs. No. 1088	89
		Laborers No. 1130	625
		Laborers No. 1184	2,500
Insurance Workers Int'l. Union, AFL- CIO		LIUNA Fed. of School Empls.	
U.F.C.W. Insurance Wkrs. No 30-I	94	No. 1200	257
U.F.C.W. Insurance Wkrs. No. 73-I	124	Laborers No. 1222	207
UFCW Insurance Workers No. 194-I	110	LIUNA State Empls. No. 1268	25
		Laborers No. 1464	289
Iron Workers, Int'l. Assn. of Bridge, Structural and Ornamental			
Iron Workers No. 155	115	Laundry and Dry Cleaning Int'l. Union, AFL-CIO	
Bridgemen No. 229	250	Laundry Workers No. 52	625
Iron Workers No. 377	142		
Iron Workers No. 378	250	Leather Goods, Plastics and Novelty Workers Union, Int'l.	
Iron Workers No. 416	188	Leather, Plastic & Novelty No. 31 ..	125
Iron Workers No. 433	271		
Shopmen's No. 509	461	Longshoremen's Assn., AFL-CIO, International	
Iron Workers No. 624	78	Masters, Mates & Pilots No. 18	12
Shopmen's No. 627	964	Masters, Mates & Pilots	1,125
Shopmen's No. 790	1,875	Mstrs, Mates & Pilots—	
		Pac. Maritime	30
Laborers' Int'l. Union of North America		San Francisco Bar Pilots	77
Hod Carriers No. 36	147		
Laborers No. 73	938		
Laborers No. 89	5,520		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Machinists and Aerospace Workers,		Nat'l. Off-Site Base Lodge No. 2242	153
Int'l. Assn. of		Int'l. Flag Carriers No. 2692	617
Machinists No. 5	21	I.A.M. Lodge 720-B	514
Machinists No. 139	331	I.A.M. Lodge No. 720-D	177
Machinists & Aero. Wkrs. No. 252	633	I.A.M. Lodge No. 720-E & G	193
Machinists No. 284	802	I.A.M. Lodge No. 720-J	1,149
Machinists No. 311	2,694	Machinists & Aerosp. Wkrs.	
Technical & Office Wkrs. No. 322	644	No. 727A	381
Automotive Machinists No. 428	230	Machinists & Aerosp. Wkrs.	
Machinists No. 504	1,281	No. 727B	983
Machinists No. 540	118	Machinists & Aerosp. Wkrs.	
Machinists No. 547	108	No. 727C	922
Machinists No. 562	2,451	Machinists & Aerosp. Wkrs.	
Machinists No. 565	1,032	No. 727D	668
Machinists Lodge No. 620	24	Machinists & Aerosp. Wkrs.	
Machinists Lodge No. 706	211	No. 727E	399
Naval Aircraft Lodge No. 739	338	Machinists & Aerosp. Wkrs.	
Machinists No. 749	243	No. 727F	61
Machinists No. 821	2,173	Machinists & Aerosp. Wkrs.	
Machinists No. 824	843	No. 727M	119
Rocket & Missile Lodge No. 946	1,078	Machinists & Aerosp. Wkrs.	
Machinists & Aerosp. Wkrs.		No. 727P	750
No. 1004	368	Machinists & Aerosp. Wkrs.	
Machinists No. 1047	136	No. 727Q	301
Air Transport Lodge No. 1058	391	Marine Engineers Beneficial Assn.,	
Auto Mechanics No. 1101	2,325	National	
Machinists Lodge No. 1111	1,057	Marine Engineers Association	1,406
Auto Machinists No. 1173	1,544	Assn. of L.A. Deputy Sheriffs	2,672
Machinists No. 1186	1,797	Marine Engineers Assn., Dist. No. 2	375
Machinists No. 1213	398	CA. Assn. Professional Empls.	1,406
Auto Machinists No. 1305	1,812	Engineers & Scientists of CA	2,813
Machinists No. 1327	925	Metal Polishers, Buffers, Platers and	
Penin. Auto Mechanics No. 1414	1,372	Allied Workers Int'l. Union	
Automotive Machinists No. 1484	885	Metal Polishers No. 67	125
Machinists Lodge No. 1518	746	Molders and Allied Workers Union,	
Auto Machinists No. 1546	4,739	AFL-CIO, Int'l.	
Machinists No. 1596	335	Molders & Allied Wkrs. No. 164	375
Precision Lodge No. 1600	260	Molders No. 374	120
Machinists & Aerosp. Wkrs.		Musicians of the U.S. & Canada,	
No. 1638	71	American Federation of	
Air Transport Employees No. 1781	7,578	Musicians No. 6	1,953
Machinists No. 1785	271	Musicians No. 12	378
Machinists No. 1824	427	Musicians No. 47	1,771
Machinists No. 1932	2,398	San Jose Fed. of Musicians No. 153	65
Machinists No. 1939	49	Musicians Assoc. Cent. CA No. 210	274
Machinists & Mechanics No. 1983	35	Musicians Protec. Assoc. No. 263	63
I.A.M. No. 2023	32	Musicians No. 292	63
I.A.M. No. 2024	790	Musicians Assoc. No. 353	135
I.A.M. Lodge No. 2025	224	Musicians Protective Un. No. 541	55
Automotive Lodge No. 2182	1,315		
Pacific Astronautics No. 2217	210		
Missiles & Elec. Workers No. 2230	257		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Musicians No. 616	48	Painters No. 1817	267
Newspaper Guild, The		Paint Makers No. 1975	586
Nor. Cal. Newspaper Guild No. 52	2,766	Painters No. 9254	597
L.A. Newspaper Guild No. 69	371	Paperworkers Int'l. Union, United	
San Diego Newspaper Guild No. 95	1,176	United Paperworkers No. 307	1,250
San Jose Newspaper Guild No. 98	1,140	United Paperworkers No. 329	50
Newspaper Guild No. 202	180	Plasterers' and Cement Masons' Int'l.	
Office and Professional Employees Int'l. Union		Assn. of the U.S. & Canada, Operative	
Office & Prof. Empls. No. 3	1,657	Cement Masons No. 25	539
Office Employees No. 29	4,428	Plasterers No. 66	419
Office Employees No. 30	3,938	Plasterers & Cem. Masons No. 188	201
Office Employees No. 174	2,041	Plasterers & Cem. Masons No. 337	165
Hypnotists No. 472	123	Plasterers & Cem. Masons No. 346	91
Oil, Chemical and Atomic Workers Int'l. Union		Plasterers & Cem. Masons No. 355	169
Oil & Chemical Workers No. 1-19	938	Cement Masons No. 580	188
Oil & Chemical Workers No. 1-128	3,537	Cement Masons No. 582	465
Oil & Chemical Workers No. 1-534	106	Cement Masons No. 594	638
Oil & Chemical Workers No. 1-547	1,128	Cement Masons No. 627	672
Painters and Allied Trades of the U.S. and Canada, Int'l. Brotherhood of		Plasterers & Cem. Masons No. 741	250
Painters No. 3	479	Cement Masons No. 814	115
Painters No. 4	318	Plasterers & Cem. Masons No. 825	202
Painters & Tapers No. 15	268	Plumbing and Pipe Fitting Industry of the U.S. & Canada, United Assn. of Journeymen & Apprentices of the	
Painters No. 83	150	Plumbers & Fitters No. 38	2,886
Painters No. 95	189	Plumbers & Fitters No. 78	1,630
Painters No. 256	343	Plumbers & Fitters No. 114	606
Painters No. 314	82	Plumbers & Fitters No. 343	490
Painters No. 487	375	Plumbers & Fitters No. 364	750
Painters No. 507	563	Plumbers & Fitters No. 393	313
Sign & Display No. 510	794	Plumbers & Fitters No. 398	1,054
Painters No. 560	250	Plumbers & Fitters No. 403	552
Painters No. 686	666	Plumbers & Steamfitters No. 437	272
Glaziers & Glass Workers No. 718	406	Plumbers & Gas Fitters No. 444	1,125
Painters No. 741	260	Plumbers & Fitters No. 447	313
Sign & Scene Painters No. 831	412	Plumbers & Fitters No. 460	438
Painters & Decorators No. 913	138	Plumbers & Fitters No. 467	688
Painters No. 955	186	Plumbers & Fitters No. 471	50
Painters No. 1026	116	Sprinkler Fitters No. 483	521
Specialty Painters No. 1176	625	Plumbers No. 484	467
Painters No. 1226	81	Plumbers & Fitters No. 492	188
Carpet & Linoleum Wkrs. No. 1290	315	Plumbers No. 494	551
Painters No. 1336	27	Plumbers & Fitters No. 545	582
Painters No. 1346	212	Plumbing & Piping Ind. No. 582	406
Painters & Drywall Fin. No. 1348	427	Plumbers & Fitters No. 607	6
Painters No. 1595	375	Police Associations, Int'l. Union of	
Painters No. 1627	230	Long Beach Police Officers No. 42	754
		Anaheim Police Assn. No. 80	273
		Upland Police Officers No. 223	69
		L.A. Peace Officers No. 612	1,481

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Roofers, Waterproofers and Allied Wkrs., United Union of		Sonoma Cnty. Public Empls.	
Roofers No. 36	673	No. 707	325
Roofers No. 40	492	Service Employees No. 715	4,903
Roofers No. 47	263	Service Employees No. 817	15
Roofers No. 95	250	CA State Empls. Assn. No. 1000...	13,021
Rubber, Cork, Linoleum and Plastic Workers of America, United		Sheet Metal Workers Int'l, Assn.	
United Rubber Workers No. 64	229	Sheet Metal Workers No. 104	1,939
United Rubber Workers No. 78	35	Sheet Metal Workers No. 162	887
United Rubber Workers No. 171 ...	360	Sheet Metal Workers No. 206	643
United Rubber Workers No. 335 ...	175	Sheet Metal Workers No. 273	291
United Rubber Workers No. 451 ...	149	Stage Employees and Moving Picture Machine Operators of the U.S. & Canada, Int'l. Alliance of Theatrical	
United Rubber Workers No. 560 ...	313	Amusement Area Empls. No. B-192	1,042
United Rubber Workers No. 585 ...	24	Theatrical Empls. No. B-18	146
United Rubber Workers No. 721 ...	39	Film Exchange Empls. No. B-61 ...	90
United Rubber Workers No. 766 ...	346	Theatrical Empls. No. B-66	82
United Rubber Workers No. 829 ...	11	Theatrical Stage Empls. No. 16	469
Seafarers Int'l. Union of North America		I.A.T.S.E. No. 33	1,486
United Ind. Wkrs.—Cannery Div. ...	6,328	Property Craftspersons No. 44	2,500
Seafarers—Inland Division	469	I.A.T.S.E. No. 50	70
Fishermen's Union of America	618	M.P. Studio Grips No. 80	1,302
Marine Firemen's Union	1,563	Theatrical & State Empls. No. 90 ..	16
Marine Staff Officers	150	Theatrical Stage Empls. No. 107 ...	105
Seafarers—Transportation Div.	1,094	I.A.T.S.E. No. 122	104
Mortuary Employees Union	9	I.A.T.S.E. No. 134	101
Sailors Union of the Pacific	2,813	M.P. & Video Projectionists No. 150	308
Seafarers—Atlantic & Gulf	1,563	M.P. Operators No. 162	96
Seafarers—Stewards Division	781	M.P. Operators No. 169	72
Sugar Workers No. 1	932	Theatrical Empls. No. 215	32
Service Employees Int'l. Union, AFL- CIO		M.P. Machine Operators No. 252 ..	50
Theatre & Amusemt. Janitors No. 9	272	M.P. Projectionists No. 297	65
Service Employees No. 18	1,774	Theatre Stage Operators No. 409 ...	75
CA Faculty Assoc., SEIU	1,875	M.P. Machine Operators No. 420 ..	18
Service Employees No. 22	286	M.P. Projectionists No. 428	19
Window Cleaners No. 44	115	I.A.T.S.E. & M.P.M.O. No. 442 ..	56
Service Employees No. 77	2,542	M.P. Projectionists No. 501	1
Bldg. Service Empls. No. 87	1,445	I.A.T.S.E. No. 504	195
SEIU Dental Technicians No. 100 ..	180	M.P. Projectionists No. 521	28
SEIU Watchmakers No. 115	391	I.A.T.S.E. & M.P.M.O. No. 560 ..	72
Theatrical Janitors No. 121	86	I.A.T.S.E. No. 564	12
Hospital, Health Care Wkrs.		Theatrical Stage Empls. No. 577 ...	38
No. 250	11,979	I.A.T.S.E. & M.P.M.O. No. 599 ..	16
United Public Employees No. 790 ..	17,592	Stage Hands No. 614	65
Hospital & Service Empls. No. 399	6,698	M.P. Photographers No. 659	500
Service Empls. No. 415	2,466	Lab Film/Video Technicians	
L.A. County Empls. No. 434	4,653	No. 683	1,427
Social Services No. 535	2,069	M.P. Sound Technicians No. 695 ..	2,592
L.A. County Service Empls.		M.P. Costumers No. 705	729
No. 660	3,385	Make-Up Artists No. 706	768
		Production Office Coords. No. 717	95

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
M.P. Crafts Service No. 727	211	Berkeley A.F.S.C.M.E. No. 3211..	392
Studio Elec. Lighting Tech. No. 728	958	Berkeley A.F.S.C.M.E. No. 3212..	61
M.P. Set Painters No. 729	359	S.F. A.F.S.C.M.E. No. 3215	79
Theatre Stage Operators No. 730...	4	S.F. A.F.S.C.M.E. No. 3218	223
M.P. First Aid Empls. No. 767	149	Santa Cruz A.F.S.C.M.E. No. 3222	23
Theatrical Wardrobe No. 768.....	119	Santa Cruz A.F.S.C.M.E. No. 3223	69
M.P. Film Editors No. 776.....	1,006	L.A. A.F.S.C.M.E. No. 3234.....	192
Theatrical Wardrobe No. 784.....	41	L.A. A.F.S.C.M.E. No. 3235.....	328
Studio Art Craftsmen No. 790	79	U.C.L.A. A.F.S.C.M.E. No. 3238	61
I.A.T.S.E. No. 811	26	Irvine A.F.S.C.M.E. No. 3251	67
Publicists Guild No. 818.....	375	San Diego A.F.S.C.M.E. No. 3258	158
M.P. Screen Cartoonists No. 839...	980	San Diego A.F.S.C.M.E. No. 3259	121
Set Designers No. 847	149		
Story Analysts No. 854.....	138		
I.A.T.S.E. Ticket Sellers No. 857..	165	Steelworkers of America, United	
Script Supervisors No. 871.....	223	United Steelworkers No. 266	23
Theatrical Wardrobe No. 874.....	12	Steelworkers No. 3, Uphol. Div....	114
M.P. Art Directors No. 876.....	225	United Steelworkers No. 542	8
Studio Teachers No. 884	112	United Steelworkers No. 1304.....	415
Theatrical Wardrobe No. 905.....	9	United Steelworkers No. 1440.....	944
I.A.T.S.E. No. 923	78	United Steelworkers No. 1981	339
		United Steelworkers No. 2018.....	1,415
State, County and Municipal Empls., American Federation of		United Steelworkers No. 2571	65
A.F.S.C.M.E. No. 101	1,278	United Steelworkers No. 4997.....	103
L.A. County Empls. No. 119.....	203	United Steelworkers No. 5038.....	106
A.F.S.C.M.E. No. 143	123	United Steelworkers No. 5084.....	105
Police Dept. Empls. No. 170	80	United Steelworkers No. 5192.....	33
Oakland Un. School Empls. No. 257	375	United Steelworkers No. 5261	63
A.F.S.C.M.E. No. 258	219	United Steelworkers No. 5366	92
San Mateo School Empls. No. 377	48	United Steelworkers No. 5460.....	132
East Bay Muni. Empls. No. 444 ...	540	United Steelworkers No. 5504.....	284
L.A. County Prob. Officers No. 685	932	United Steelworkers No. 5632.....	599
State & Muni. Empls. No. 800	351	United Steelworkers No. 5649.....	11
San Mateo County Empls. No. 829	1,063	United Steelworkers No. 5726.....	72
Daly City Muni. Empls. No. 919...	68	United Steelworkers No. 6615	257
Torrance Muni. Empls. No. 1117 ..	380	United Steelworkers No. 6669.....	8
L.A. Cty. Housing Auth-R.F. No. 1243	24	United Steelworkers No. 6700.....	716
L.A. Cty. Housing Auth-Sup. No. 1017	4	United Steelworkers No. 6703.....	89
A.F.S.C.M.E. No. 1569	133	United Steelworkers No. 6729.....	32
S. Joaq. Housing Auth. Empls. No. 1577	65	United Steelworkers No. 6898.....	24
Santa Clara Prob. Dept. No. 1587..	370	United Steelworkers No. 6966.....	38
A.F.S.C.M.E. No. 2019	465	United Steelworkers No. 7289.....	101
A.F.S.C.M.E. No. 2190	52	United Steelworkers No. 7307.....	76
East Bay Regional Parks No. 2428	408	United Steelworkers No. 7376.....	51
A.F.S.C.M.E. No. 2620	2,175	United Steelworkers No. 7524.....	72
Assn. Psych. Social Wkrs. No. 2712	132	United Steelworkers No. 7600.....	1,392
Berkeley A.F.S.C.M.E. No. 3210..	217	United Steelworkers No. 7616.....	138
		United Steelworkers No. 7631.....	69
		United Steelworkers No. 7890.....	82
		United Steelworkers No. 8049.....	107
		United Steelworkers No. 8065.....	214

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
United Steelworkers No. 8433	67	Alameda Teachers No. 1528	5
United Steelworkers No. 8593	7	St. Center Fed. of Tchrs. No. 1533	256
United Steelworkers No. 8599	646	Peralta Fed. of Teachers No. 1603 ..	490
United Steelworkers No. 8700	363	Burbank Fed. of Teachers No. 1608	
United Steelworkers No. 8722	63	.....	13
United Steelworkers No. 8844	99	Untd. Professors of Marin No. 1610	
United Steelworkers No. 8957	196	.....	187
United Steelworkers No. 9078	28	N. Santa Barbara Teachers	
United Steelworkers No. 14256	32	No. 1617	41
United Steelworkers No. 14406	50	San Juan Teachers No. 1743	13
United Steelworkers No. 14407	16	Simi Fed. of Teachers No. 1773 ...	17
United Steelworkers No. 14903	11	La Puente Valley Tchrs. No. 1792 ..	4
United Steelworkers No. 15099	20	Antelope Valley Teachers No. 1793	104
Teachers, American Federation of		Newport-Mesa Fed. Tchrs. No. 1794	460
Untd. Administrators of S.F. No. 3	258	Univ. Cncl.-Librarians No. 1795 ...	55
U.S.F. Faculty Association	231	Riverside City Col. Tchrs. No. 1814	
San Francisco Teachers No. 61	2,047	.....	8
San Diego Fed. of Tchrs. No. 370 ..	57	Ventura Cnty. Coll. Tchrs.	
Oakland-Alameda Teachers No. 771		No. 1828	343
.....	596	Bakersfield Teachers No. 1866	74
Richmond Teachers No. 866	112	Petaluma Fed. of Teachers	
Fresno Fed. of Teachers No. 869 ...	5	No. 1881	316
San Jose Teachers No. 957	20	Diablo Vly. Fed. Tchrs. No. 1902 ..	37
Salinas Valley Teachers No. 1020 ..	349	Coast Fed. of Empls./AFT No. 1911	863
United Teachers of L.A. No. 1021	7,152	S.D. Comm. Coll. Guild No. 1931	90
Pasadena Fed. of Tchrs. No. 1050 ..	78	Pajaro Valley Fed. Tchrs. No. 1936	487
San Rafael Fed. of Tchrs. No. 1077	64	Santa Rosa Fed. of Tchrs. No. 1946	
Berkeley Fed. of Teachers No. 1078		.....	13
.....	568	Univ. Cncl-Riverside No. 1966	66
Santa Barbara Teachers No. 1081 ..	21	Ventura Teachers No. 1981	12
Long Beach Teachers No. 1263	50	Tamalpais Fed. of Tchrs. No. 1985	69
Oxnard Fed. of Teachers No. 1273	498	Novato Fed. of Teachers No. 1986	232
Escondido Fed. of Tchrs. No. 1278	16	U.C.L.A. Faculty No. 1990	208
San Leandro Teachers No. 1285 ...	24	Morgan Hill Fed. of Tchrs. No. 2022	629
Stockton Fed. of Teachers No. 1287		Univ. Cncl-Davis No. 2023	91
.....	51	Gr. Santa Cruz Teachers No. 2030	324
Napa Fed. Classrm. Tchrs. No. 1336	19	Univ. Cncl-San Diego No. 2034 ...	140
Culver City Fed. of Tchrs.		San Ramon Fed. of Tchrs. No. 2052	
No. 1343	165	.....	8
Oceanside Teachers No. 1344	6	Santa Paula Fed. of Tchrs.	
El Camino College Tchrs. No. 1388		No. 2071	125
.....	361	Ojai Fed. of Teachers No. 2119	42
Riverside Teachers No. 1414	35	S.F. Comm. Coll. Tchrs. No. 2121	811
Chabot Fed. of Teachers No. 1440	18	Univ. Cncl-Santa Barbara No. 2141	130
Clovis Fed. of Teachers No. 1463 ..	11	Enterprise Fed. of Tchrs. No. 2166	24
Univ. Cncl.-Berkeley No. 1474	182	Fed. Assn. Classified Tchrs.	
Early Childhood Tchrs. No. 1475 ..	519	No. 2189	47
Amer. Fed. of Teachers No. 1481 ..	312	Univ. Cncl-Santa Cruz No. 2199 ...	62
S. Mateo Comm. Coll. Tchrs.		Carpinteria Fed. of Tchrs. No. 2216	
No. 1493	400	.....	66
Fremont Fed. of Tchrs. No. 1494 ..	53	Galt Fed. of Teachers No. 2219	44
A.F.T. College Guild No. 1521	2,125	Corcoran Unified Tchrs. No. 2220 ..	6

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Univ. Cncl-Irvine No. 2226	70	Teamsters, Chauffeurs, Warehousemen & Helpers of America, Int'l. Brotherhood of	
S.F. Archdiocesan Tchrs. No. 2240	139	Freight Chkrs, Cler. Empls. No. 856 . . .	438
Coachella Vly. Fed. Tchrs. No. 2247	273	Newsp, Periodical Drivers No. 921	78
South Bay Teachers No. 2261	20	Technical Engineers, Int'l. Federation of Professional and	
Placer Teachers No. 2267	17	Fed. Prof. & Tech. Eng. No. 21	651
Cutler-Orosi Fed. Tchrs. No. 2269	4	Fed. Prof. & Tech. Eng. No. 103	391
Glendale College Guild No. 2276 . .	205	Transportation • Communications Int'l. Union	
Los Rios Coll. Fed. Tchrs. No. 2279	303	Transp. • Comm. No. 30 (BRAC)	719
Tchrs. Union of Fontana No. 2294	4	Allied Services Div.—T.C.U.	78
ABC Fed. of Teachers No. 2317 . . .	613	Transp. • Comm. No. 226 (BRAC)	94
Poway Fed. of Teachers No. 2357 . .	802	Transp. • Comm. No. 854 (BRAC)	313
Sanger Teachers No. 2366	6	Transp. • Comm. No. 1227 (BRAC)	313
Turlock Fed. of Teachers No. 2424	99	Telegraph Workers, United C.W.A., AFL-CIO	
Ontario-Montclair Tchrs. No. 2442	71	United Telegraph Workers No. 34	159
W. Hills College Teachers No. 3148		Theatrical Press Agents	
.	2	Theatrical Press Agents No. 18032	69
Lompoc Fed. of Teachers No. 3151	339	Transit Union, Amalgamated	
Tustin Fed. of Teachers No. 3152 . .	4	Amalgamated Transit No. 192	2,312
Ocean View Fed. of Tchrs. No. 3174	8	Amalgamated Transit No. 256	587
Southwestern Coll. Tchrs. No. 3194		Amalgamated Transit No. 265	2,018
.	3	Amalgamated Transit No. 276	144
Ohlone College Teachers No. 3200	5	Amalgamated Transit No. 1027	171
Palos Verdes Teachers No. 3208 . . .	13	Amalgamated Transit No. 1222	392
Palmdale Teachers No. 3210	33	Amalgamated Transit No. 1225	900
San Ysidro Fed. of Tchrs. No. 3211		Amalgamated Transit No. 1277	2,240
.	182	Bus Drivers No. 1309	746
Avenal-Lemoore Fed. Tchrs.		Amalgamated Transit No. 1555	684
No. 3219	57	Amalgamated Transit No. 1574	440
Barstow Fed. of Teachers No. 3258	15	Amalgamated Transit No. 1575	409
Jefferson Fed. of Tchrs. No. 3267 . .	226	Amalgamated Transit No. 1589	502
Laton Fed. of Teachers No. 3278 . .	35	Amalgamated Transit No. 1605	144
Azusa Fed. of Teachers No. 3298 . .	11	Transport Workers Union of America	
Conejo Fed. of Teachers No. 3299	9	S.E.A.M. Transport Wrks. No. 200	193
San Bruno Fed. of Tchrs. No. 3330	17	Air Transport Workers No. 502	964
National City Teachers No. 3384 . . .	7	Transport Workers No. 505	479
Glendora Fed. of Tchrs. No. 3420 . .	3	Transport Workers No. 250-A	1,844
El Rancho Teachers No. 3467	352	Typographical Union, Int'l.	
Rescue Union Teachers No. 3581 . .	60	Bay Area Typographical No. 21	1,104
Evergreen Teachers No. 3688	33	Central Vly. Typographical No. 46	163
N. Monterey County Tchrs.		San Diego Mailers No. M-75	39
No. 4008	228	Typographical No. 144	42
Oakwood Faculty Assn. No. 4128 . .	33	Typographical No. 207	4
Buckley Faculty Assn. No. 4163 . . .	14	San Diego Typographical No. 221	169
Academic Profes. of CA No. 4373	725	Bakersfield Typographical No. 439	98
Cabrillo Col. Fed. Tchrs. No. 4400	230	Monterey Bay Area Typog. No. 651	99
Horicon Elem. Fed. Tchrs. No. 4415	15		
Anderson Fed. of Tchrs. No. 4421	65		
United Health Care Professionals			
No. 5026	50		
San Jose Tchrs. No. 957A-Adult Div.	102		

International and Local	Per Capita Paid Membership
Typographical No. 667	14
Ventura Typographical No. 909	24
Typographical No. 983	22
Typographical No. 993	13
Upholsterers Int'l. Union of North America	
Furniture No. 500.....	156
Utility Workers Union of America	
Utility Workers No. 132	7,292
Utility Workers No. 160	75
Utility Workers No. 259	213
Utility Workers No. 283	48
Utility Workers No. 160-C	167
Woodworkers of America, Int'l.	
Woodworkers No. 3-433	120
Building and Construction Trades Council	
Alameda Bldg. Const. Trds. Cncl.	
Contra Costa Bldg. Const. Cncl.	
Fresno Bldg. Const. Trds. Cncl.	
Humboldt Bldg. Const. Trds. Cncl.	
Imperial Bldg. Const. Trds. Cncl.	
Kern Bldg. Const. Trds. Cncl.	
L.A. Bldg. Const. Trds. Cncl.	
Marin Bldg. Const. Trds. Cncl.	
Monterey/S. Cruz Bldg. Trds. Cncl.	
Napa-Solano Bldg. Trds. Cncl.	
Northeastern Bldg. Const. Cncl.	
Orange Bldg. Const. Trds. Cncl.	
Sac. Sierra Bldg. Const. Trds. Cncl.	
S. Bern/Rivers. Bldg. Const. Cncl.	
San Diego Bldg. Const. Trds. Cncl.	
S.F. Bldg. Const. Trds. Cncl.	
San Joaquin Bldg. Trds. Cncl.	
San Mateo Bldg. Const. Trds. Cncl.	
Santa Barbara/S.L. Obis. Bldg. Const. Cncl.	
Santa Clara Bldg. Const. Trds. Cncl.	
Sonoma Bldg. Const. Trds. Cncl.	
Stanislaus Bldg. Const. Cncl.	
Ventura Bldg. Const. Trds. Cncl.	
California State Councils	
CA State Bldg. Const. Trds. Cncl.	
CA State Council of Carpenters	
CA State Cncl. of Lumber Wkrs.	
CA State Assn. Electrical Wkrs.	
St. Conf. Operating Engrs.	
CA State Council of H.E.R.E.	
CA State Assn. Letter Carriers	
CA Conference of Machinists	
CA Conference of Musicians	
CA State Conf. of Painters	

N. CA/Nevada Pipe Trades Cncl.
 CA St. Conf. Plast. & Cem. Masons
 CA State Council of Roofers
 CA St. Cncl of Service Empls.
 Calif. Federation of Teachers
 Calif. State Theatrical Fed.
 IUPA, CA State Cncl., AFL-CIO
 CA State Conf. Transport Wkrs.

Central Labor Councils

Alameda Central Labor Council
 Butte & Glenn Counties C.L.C.
 Contra Costa Cen. Labor Cncl.
 Five Counties Cen. Labor Cncl.
 Fresno/Madera Cen. Labor Cncl.
 Humboldt/Del Norte Cen. Labor Cncl.
 Kern/Inyo/Mono Counties C.L.C.
 Los Angeles Fed. of Labor
 Marin County Labor Council
 Marysville Cen. Labor Council
 Merced/Mariposa Cen. Labor Cncl.
 Monterey Central Labor Council
 Napa-Solano Cen. Labor Council
 Orange County Cen. Labor Cncl.
 Sacramento Cen. Labor Council
 S. Bernardino-Riverside C.L.C.
 S. Diego-Imperial Cen. Labor Cncl.
 San Francisco Labor Council
 S. Joaquin/Calav. Cen. Labor Council
 San Mateo Cen. Labor Council
 Santa Clara Cen. Labor Council
 Santa Cruz Cen. Labor Council
 Sonoma/Mendo/Lake Cen. Labor Cncl.
 Stanislaus/Toulumne C.L.C.
 Tri-Counties Cen. Labor Cncl.
 Tulare-Kings Cen. Labor Cncl.

Councils

CWA No. Calif.-Nevada Council
 CWA Coastal Valley Council
 S. California C.W.A. Council
 CA Professional Firefighters
 SF Regional Cncl. No. 147, AFGE
 Hollywood AFL Film Council
 Southern CA Maritime Ports Council
 S.F. Maritime Trades Port Cncl.
 Bay Cities Metal Trades Cncl.
 Fed. Empls. Metal Trades Cncl.
 Indian Wells Vly. Metl. Trds. Cncl.
 Metal Trades Council of Southern CA
 American Postal Workers Union
 L.A. Allied Printing Tds. Cncl.
 Sacto. Allied Prntg. Trades Cncl.
 San Diego Printing Trds. Cncl.
 SF Allied Printing Trds. Cncl.
 S.W. Regional Council of UFCW
 Western States Sheet Metal Council

A.F.S.C.M.E. Council No. 10
 A.F.S.C.M.E. Council No. 36
 A.F.S.C.M.E. Council No. 57
 United Sugar Workers Council
 United Transp. Union Enginemen
 Far Western Typog. Mailer Conf.
 Los Angeles Union Label Council
 Union Label Section of S.F.

District Councils

Bay Counties Dist. Cncl. Carp.
 L.A. Dist. Council Carpenters
 N. Coast Dist. Cncl. Carpenters
 Orange County Dist. Cncl. Carp.
 Sacto. Dist. Cncl. of Carpenters
 S. Bern/Rivers. Dist. Cncl. Carp.
 San Diego Dist. Cncl. Carpenters
 Santa Clara Dist. Cncl. Carpenters
 Sequoia Dist. Cncl. Carpenters
 Ventura Dist. Cncl. Carpenters
 Redwood Dist. Cncl. Lumber Wkrs.
 C.W.A. District Council No. 9
 C.W.A. District Council No. 11
 Pacific N.W. Dist. Cncl. ILGWU
 S. CA Dist. Cncl. Garment Wkrs.
 District Council of Iron Wkrs.
 N. CA Dist. Council of Laborers
 CA Region Publ. Empls. Dist. Cncl.
 S. CA Dist. Council of Laborers
 Golden Gate Dist. Cncl. Lathers
 Machinists District Lodge No. 94
 Machinists District Lodge No. 115
 Machinists District Council No. 120
 Machinists District Lodge No. 141
 Machinists District Lodge No. 190
 Industrial District Lodge No. 720
 Aero. Indust. Dist. Lodge 727
 Oil & Chemical Council Dist. No. 1
 Painters District Council No. 16
 Painters District Council No. 33
 Painters District Council No. 36
 Painters District Council No. 48
 Painters District Council No. 52
 Pipe Trades Dist. Council No. 16
 Pipe Trades Dist. Council No. 36
 N. CA Dist. Cncl. of Plasterers
 S. CA Dist. Cncl. of Plasterers
 Printing Spec. Dist. Cncl. 2

Fed. of Retired Union Members

Alameda CLC F.O.R.U.M.
 Contra Costa CLC F.O.R.U.M.
 Los Angeles F.O.R.U.M.
 Napa-Solano CLC F.O.R.U.M.
 San Francisco F.O.R.U.M.
 San Mateo CLC F.O.R.U.M.
 Santa Clara CLC F.O.R.U.M.

Joint Boards

Jt. Exec. Conf. Electrical Wkrs.
 N. CA Jt. Cncl. Service Empls. No. 2
 CA Conf. Board of A.T.U.

Union Retiree Organizations

I.B.E.W. No. 11, Retirees Club
 I.B.E.W. No. 180, Retirees Club
 I.B.E.W. No. 595, Retirees Club
 I.B.E.W. No. 1245, Retirees Club
 U.F.C.W. No. 115, Retiree Club
 U.F.C.W. No. 428, Retiree Club
 U.F.C.W. No. 498, Retiree Club
 U.F.C.W. No. 648, Retiree Club
 U.F.C.W. No. 870, Retiree Club
 U.F.C.W. No. 1036, Retiree Club
 U.F.C.W. No. 1100, Retiree Club
 GPPAW (137) Retiree Chapter No. 7
 H.E.R.E. No. 2, Retirees Assoc.
 Laborers No. 300 Retirees Club
 Machinists No. 1173, Retiree Club
 Air Transport No. 1781, Retirees
 Newspaper Gld. No. 52, Retired Unit
 OPEIU No. 3 Active Retirees Club
 O.P.E.I.U. No. 29 Retiree Club
 SEIU No. 660 Seniors' Assn.
 SF Tchrs. No. 61, Retiree Chapter
 A.F.T. No. 1521 Retiree Chapter
 Transp. Wkrs. No. 502 Retiree Assn.
 Typo. No. 21, Retirees Club, Inc.

New Affiliations

May 1, 1986-July 31, 1988

International and Local	Date
Carpenters & Joiners of America, United Brotherhood of	
Carpenters No. 605 .....	.7/ 1/87
Carpenters No. 805 .....	.9/ 1/87
Carpenters No. 981 .....	.6/ 1/88
Communications Workers of America	
Communications Workers No. 9400 .....	.10/ 1/86
Fire Fighters, Int'l. Assn. of	
Bonita-Sunnyside Fire Fighters No. 1827 .....	.10/ 1/87
Livermore Fire Fighters No. 2318 .....	.5/ 1/88
Guerneville Fire Fighters No. 3051 .....	.5/ 1/86

International and Local	Date	International and Local	Date
North Monterey Co. Fire Fighters No. 3058 .....	.6/ 1/86	Santa Cruz A.F.S.C.M.E. No. 3222 ..7/	1/87
Ventura County Fire Fighters No. 3146 .....	.6/ 1/88	Santa Cruz A.F.S.C.M.E. No. 3223	10/ 1/86
Food and Commercial Workers Int'l. Union, United		L.A. A.F.S.C.M.E. No. 3234.....	.7/ 1/87
United Food & Commercial Workers No. 770 .....	.7/ 1/86	L.A. A.F.S.C.M.E. No. 3235	10/ 1/86
United Food & Commercial Workers No. 1036 .....	.6/ 1/87	L.A. A.F.S.C.M.E. No. 3236	10/ 1/86
Government Employees, American Federation of		UCLA A.F.S.C.M.E. No. 3238 .....	.9/ 1/87
Government Employees No. 52. . . .	.8/ 1/86	Irvine A.F.S.C.M.E. No. 3251	10/ 1/86
Painters and Allied Trades of the United States and Canada, Int'l. Brotherhood of		San Diego A.F.S.C.M.E. No. 3258. .	10/ 1/86
Painters No. 3 .....	.7/ 1/86	San Diego A.F.S.C.M.E. No. 3259. .	10/ 1/86
Painters No. 1346.....	.3/ 1/87	Steelworkers of America, United	
Paperworkers Int'l. Union, United		Steelworkers No. 3—Uphol. Div. . . .	.4/ 1/87
United Paperworkers No. 307 .....	.8/ 1/86	United Steelworkers No. 266.....	.3/ 1/87
Police Associations, Int'l. Union of		United Steelworkers No. 542. ....	.3/ 1/87
L.A. Peace Officers No. 611 .....	.8/ 1/87	United Steelworkers No. 1981 .....	.3/ 1/87
L.A. Peace Officers No. 612. ....	.8/ 1/87	United Steelworkers No. 2018.....	.3/ 1/87
Professional & Technical Engineers, Int'l. Federation of		United Steelworkers No. 2571 .....	.3/ 1/87
Federation of Professional & Technical Engineers No. 103 .....	.6/ 1/86	United Steelworkers No. 4997.....	.4/ 1/87
Service Employees Int'l. Union		United Steelworkers No. 5038.....	.4/ 1/87
Service Employees No. 18. ....	.3/ 1/87	United Steelworkers No. 5192.....	.4/ 1/87
CA Faculty Assn., SEIU.....	.5/ 1/86	United Steelworkers No. 5366.....	.4/ 1/87
Service Employees No. 817.....	.6/ 1/88	United Steelworkers No. 5460.....	.3/ 1/87
Stage Employes and Moving Picture Machine Operators of the United States & Canada, Int'l. Alliance of Theatrical		United Steelworkers No. 5460.....	.3/ 1/87
Theatrical Wardrobe No. 905 .....	.6/ 1/87	United Steelworkers No. 5726.....	.5/ 1/87
State, County and Municipal Employees, American Federation of		United Steelworkers No. 6615.....	.3/ 1/87
Berkeley A.F.S.C.M.E. No. 3210 . . .	.6/ 1/87	United Steelworkers No. 6669.....	.4/ 1/87
Berkeley A.F.S.C.M.E. No. 3211 . . .	10/ 1/86	United Steelworkers No. 6700.....	.4/ 1/87
Berkeley A.F.S.C.M.E. No. 3212 . . .	10/ 1/86	United Steelworkers No. 6703.....	.3/ 1/87
S.F. A.F.S.C.M.E. No. 3215 .....	.7/ 1/87	United Steelworkers No. 6729.....	.3/ 1/87
S.F. A.F.S.C.M.E. No. 3218	10/ 1/86	United Steelworkers No. 6898.....	.4/ 1/87
		United Steelworkers No. 6966.....	.4/ 1/87
		United Steelworkers No. 7289.....	.3/ 1/87
		United Steelworkers No. 7307.....	.4/ 1/87
		United Steelworkers No. 7376.....	.3/ 1/87
		United Steelworkers No. 7524.....	.5/ 1/87
		United Steelworkers No. 7600.....	.6/ 1/87
		United Steelworkers No. 7616.....	.4/ 1/87
		United Steelworkers No. 7631 .....	.3/ 1/87
		United Steelworkers No. 7890.....	.4/ 1/87
		United Steelworkers No. 8049.....	.6/ 1/87
		United Steelworkers No. 8065.....	.4/ 1/87
		United Steelworkers No. 8433.....	.5/ 1/87
		United Steelworkers No. 8593.....	.4/ 1/87
		United Steelworkers No. 8700.....	.4/ 1/87
		United Steelworkers No. 8722.....	.3/ 1/87
		United Steelworkers No. 8844.....	.4/ 1/87
		United Steelworkers No. 8957.....	.4/ 1/87
		United Steelworkers No. 9078.....	.5/ 1/87
		United Steelworkers No. 14256.....	.3/ 1/87
		United Steelworkers No. 14406.....	.3/ 1/87
		United Steelworkers No. 14407.....	.3/ 1/87
		United Steelworkers No. 14903.....	.3/ 1/87
		United Steelworkers No. 15099.....	.3/ 1/87

International and Local	Date	International and Local	Date
Teachers, American Federation of		I.A.T.S.E. No. 705 Retirees Club . . .	7/ 1/86
S.F. Ballet School Teachers		I.L.G.W.U. Bay Area	
No. 4481	11/ 1/86	Retirees Club	7/ 1/86
Teamsters, Chauffeurs, Warehousemen and		Laborers No. 185	
Helpers of America, Int'l. Brotherhood of		Retirees Club	7/ 1/86
Freight Checkers, &		Laborers No. 300	
Clerical Employees No. 856	4/ 1/88	Retirees Club	7/ 1/86
Newspaper Periodical Drivers		Laborers No. 507	
No. 921	3/ 1/88	Retirees Club	7/ 1/86
Transit Union, Amalgamated		Machinists No. 1173	
Amalgamated Transit No. 1605	9/ 1/86	Retiree Club	7/ 1/86
California State Councils		Machinists, East Bay Auto No. 1546	
Letter Carriers, CA State Assn.	1/ 1/87	Retiree Club	7/ 1/86
Transport Workers,		Newspaper Guild No. 52	
CA State Conference	3/ 1/87	Retired Unit	7/ 1/86
Councils		Office Employees No. 3	
Government Employees,		Active Retirees Club	7/ 1/87
S.F. Regional Council No. 147	8/ 1/87	Office Employees No. 29	
State, County & Municipal		Retiree Club	1/ 1/88
Employees, Council No. 10	11/ 1/86	Service Employees No. 434	
Forums		Retirees Council	7/ 1/86
Alameda County Central Labor		Service Employees No. 660	
Council	1/ 1/88	Seniors' Association	7/ 1/86
Contra Costa County		Sheet Metal No. 206	
Central Labor Council	7/ 1/86	Retiree Club	7/ 1/86
Los Angeles Labor Council	1/ 1/87	Teachers No. 61	
Napa-Solano Counties		Retiree Chapter	7/ 1/86
Central Labor Council	7/ 1/86	Teachers College Guild No. 1521	
San Francisco Labor Council	7/ 1/86	Retiree Chapter	7/ 1/86
San Mateo County		TWU No. 502 Retirees Association . .	7/ 1/86
Central Labor Council	7/ 1/86	Typographical No. 21	
Santa Clara County		Retirees Club	7/ 1/86
Central Labor Council	7/ 1/86	U.F.C.W. No. 115 Retiree Club	7/ 1/86
Retiree Organizations		U.F.C.W. No. 428 Retiree Club	7/ 1/86
Air Transport No. 1781 Retirees	7/ 1/86	U.F.C.W. No. 498 Retiree Club	7/ 1/86
Electrical Workers No. 11		U.F.C.W. No. 648 Retiree Club	7/ 1/86
Retirees Club	7/ 1/86	U.F.C.W. No. 870 Retiree Club	7/ 1/86
Electrical Workers No. 180		U.F.C.W. No. 1036 Retiree Club	7/ 1/86
Retirees Club	7/ 1/86	U.F.C.W. No. 1100 Retiree Club	7/ 1/86
Electrical Workers No. 1245		U.F.C.W. No. 1167 Retiree Club	7/ 1/86
Retirees Club	7/ 1/86		
GMPPAW No. 137			
Retiree Chapter No. 7	7/ 1/86		
Graphic Communications No. 777			
Retirees Club	7/ 1/86		
H.E.R.E. No. 2			
Retirees Association	7/ 1/86		

Reinstatements

May 1, 1986—July 31, 1988

International and Local	Date
Carpenters & Joiners of America, United Brotherhood of Carpenters No. 1815	5/ 2/88

Communications Workers of America
San Diego Mailers No. M-7511/25/87

Electronic, Electrical, Salaried, Machine and Furniture Workers, AFL-CIO, Int'l. Union of Furniture Workers No. 10102/17/88

Glass, Molders, Pottery, Plastics and Allied Workers Int'l. Union
Glass, Pottery & Plastics No. 224 . .11/20/87

Hotel Employees and Restaurant Employees Int'l. Union
Hotel, Motel & Restaurant Employees No. 1911/ 2/87
Culinary & Bartenders No. 70312/16/87

Painters and Allied Trades of the United States and Canada, Int'l. Brotherhood of Painters No. 133611/25/87

Seafarers Int'l. Union of North America
Masters, Mates & Pilots No. 181/28/88
Masters, Mates & Pilots Pacific Maritime Region1/28/88

Stage Employes and Moving Picture Machine Operators of the United States and Canada, Int'l. Alliance of Theatrical Theatrical Employees No. B-663/28/88

Teachers, American Federation of North Santa Barbara Teachers
No. 161711/20/87
Santa Rosa Fed. of Teachers
No. 19464/ 5/88
Morgan Hill Fed. of Teachers
No. 20229/17/87
Ojai Fed. of Teachers
No. 211911/25/87
Los Rios College Fed. of Teachers
No. 22791/14/88

Transport Workers Union of America
Transport Workers No. 5059/ 2/86

Withdrawals

May 1, 1986—July 31, 1988

International and Local	Date
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Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Int'l. Brotherhood of Cement, Lime & Gypsum Workers
No. 4271/1/87

Machinists and Aerospace Workers, Int'l. Association of Pioneer Air Transport
No. 19034/1/88

Musicians of the United States and Canada, American Federation of Musicians No. 79/1/86

Stage Employes and Moving Picture Machine Operators of the United States and Canada, Int'l. Alliance of Theatrical Film Exchange Empls.
No. F-174/1/86

Suspensions

May 1, 1986 through July 31, 1988

International and Local	Date
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Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Int'l. Brotherhood of Boilermakers No. 1012/31/87

Carpenters and Joiners of America, United Brotherhood of
Carpenters No. 70112/31/87
Carpenters No. 110912/31/87
Carpenters No. 147812/31/87
Fresh Pond Carpenters
No. 256112/31/87
Lumber & Sawmill Workers
No. 268812/31/87
Lumber & Sawmill Workers
No. 274912/31/87
Lumber & Sawmill Workers
No. 276212/31/87

**Distillery, Wine and Allied Workers,
Int'l. Union, AFL-CIO/CLC**

Sugar Workers No. 17812/31/87
Sugar Workers No. 18212/31/87

Fire Fighters, Int'l. Assn. of

Merced Fire Fighters No. 147912/31/87
Clovis Fire Fighters No. 169512/31/87
Morro Bay Fire Fighters No. 1855 12/31/87
Hollister Fire Fighters No. 1956 ...12/31/87
Barstow Fire Fighters No. 2325...12/31/87

Food and Commercial Workers

Int'l. Union, United

U.F.C.W. Leather Workers
No. L-12212/31/87
U.F.C.W. Retail Clerks
No. 90512/31/87

Garment Workers of America, United

Garment Cutters No. 4512/31/87

Graphic Communications Int'l. Union

Printing Pressmen No. 28512/31/87
Monterey Bay Graphic Comm.
No. 32812/31/87
L.A. Printing Specialties
No. 49512/31/87

Hotel Employees & Restaurant Employees

Int'l Union

Hotel & Restaurant Empls.
No. 55012/31/87

**Laundry & Dry Cleaning Int'l. Union,
AFL-CIO**

Laundry Workers No. 312/31/87

**Machinists and Aerospace Workers,
Int'l. Association of**

Machinists No. 123512/31/87
Automotive Machinists No. 1397 ..12/31/87

**Musicians of the United States and Canada,
American Federation of**

Musicians No. 18912/31/87
Musicians No. 51012/31/87

**Painters and Allied Trades of the U.S. and
Canada, Int'l. Brotherhood of**

Painters No. 77512/31/87
Paint & Laquer Workers No. 1053 12/31/87

**Plasterers' & Cement Masons' Int'l. Assn.
of the U.S. and Canada, Operative**

Plasterers & Cem. Masons No. 73. .12/31/87
Plasterers & Cem. Masons No. 429 12/31/87

**Plumbing and Pipe Fitting Industry
of the U.S. and Canada, United Assn.
of Journeymen & Apprentices of the**

Plumbers & Fitters No. 24612/31/87

Police Associations, Int'l. Union of

Compton Police Officers No. 26 ...12/31/87
Burbank Police Officers No. 132...12/31/87
Sacramento Co. Deputy Sheriffs
No. 13312/31/87
Inglewood Police Officers No. 161 12/31/87
Corcoran Police Officers No. 225 ..12/31/87
Kingsburg Police Officers No. 226 12/31/87

Professional Athletes, Federation of

San Diego Sockers12/31/87
San Jose Earthquakes12/31/87

**Railway Carmen of the U.S. and Canada,
Brotherhood of**

Railway Carmen No. 73512/31/87

**Rubber, Cork, Linoleum and Plastic
Workers of America, United**

United Rubber Workers No. 146 ...12/31/87
United Rubber Workers No. 158 ...12/31/87
United Rubber Workers No. 657 ...12/31/87

**Stage Employes and Moving Picture
Machine Operators of the U.S. and
Canada, Int'l. Alliance of Theatrical**

Scenic & Title Artists No. 816.12/31/87

**State, County and Muncpal Employees,
American Federation of**

State, County & Municipal Employees
No. 80912/31/87

Steelworkers of America, United

Steelworkers No. 684912/31/87

Teachers, American Federation of

Gilroy Teachers No. 192112/31/87
Chaffey Community College Teachers
No. 197112/31/87
Capistrano Teachers No. 231212/31/87
St. Mary's College Teachers
No. 233612/31/87
Butte College Fed. of Teachers
No. 369312/31/87

Woodworkers of America, United
Woodworkers No. 3-6412/31/87

Mergers

May 1, 1986 through July 31, 1988

Disbanded

May 1, 1986 through July 31, 1988

International and Local	Date
Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Int'l. Brotherhood of Cement, Lime & Gypsum Workers No. D-365.....	8/ 1/87
Carpenters & Joiners of America, United Brotherhood of Millmen No. 1495	8/ 1/87
Fire Fighters, Int'l. Association of Stanton Fire Fighters No. 2911	9/ 1/87
Garment Workers Union, Int'l. Ladies' Ladies Garment Workers No. 293 ...	3/ 1/87
Ladies Garment Workers No. 451 ...	3/ 1/87
Glass, Molders, Pottery, Plastics and Allied Workers Int'l. Union Glass, Pottery & Plastics No. 69	7/ 1/86
Rubber, Cork, Linoleum and Plastic Workers of America, United United Rubber Workers No. 829 ...	2/ 1/88
Teachers, American Federation of Newark Fed. of Teachers No. 1804 ..	7/ 1/87
Norwalk-La Mirada Teachers No. 2314.....	1/ 1/87
Councils Fed. of Municipal Crafts Cncl.	12/ 1/87
District Councils Aluminum, Brick & Glass Workers District Council No. 11	6/ 1/88
Northern CA District Council of Lumber Workers.....	7/ 1/87
Northern CA District Joint Council of Pressmen.....	1/ 1/87

International and Local	Date
Carpenters and Joiners of America, United Brotherhood of Carpenters & Shinglers No. 36 and Carpenters No. 1622 merged together to become Carpenters No. 713.....	6/ 1/88
Carpenters & Joiners No. 668 merged into Carpenters No. 316.....	7/ 1/88
Carpenters No. 844 merged into Carpenters No. 209.....	3/ 1/88
Carpenters No. 1358 and Carpenters & Joiners No. 1490 merged together to become Carpenters No. 505 (unaffil.).....	10/ 1/87
Carpenters No. 1296 and Carpenters No. 1571 merged together to become Carpenters No. 805.....	10/ 1/87
Carpenters No. 1400 merged into Carpenters No. 409.....	3/ 1/88
Carpenters No. 1976 merged into Carpenters No. 309.....	4/ 1/88
Carpenters & Joiners No. 2078 merged into Carpenters No. 605.....	10/ 1/87
Communications Workers of America Communications Workers No. 9406 merged into Communications Workers No. 9408	9/ 1/86
Communications Workers No. 11513 merged into Communications Workers No. 9400	5/ 1/86
Communication Workers No. 9571 merged into Communications Workers No. 9586	9/ 1/86
Typographical No. 738 merged into Typographical No. 21.....	5/ 1/86

Fire Fighters, Int'l. Association of

Southbay Fire Fighters No. 2716
merged into
Bonita-Sunnyside Fire Fighters
No. 1827.....7/ 1/87

Food and Commercial Workers, Int'l. Union, United

U.F.C.W. No. 137
merged into
U.F.C.W. No. 1036.....10/ 1/87
U.F.C.W. No. 274
and
U.F.C.W. Meat Cutters No. 421
merged together to become U.F.C.W.
No. 770.....7/ 1/86
U.F.C.W. No. 899
merged into
U.F.C.W. No. 1036.....6/ 1/87
U.F.C.W. Insurance Workers No. 83-I
merged into
U.F.C.W. No. 324 (unaffil.).....9/ 1/86

Graphic Communications Int'l. Union

Printing Specialties No. 522
merged into
Graphic Communications No. 404..11/ 1/87
Paper Handlers No. 3
merged into
Printing Specialties Dist. Cncl. No. 3
.....5/ 1/86

Machinists and Aerospace Workers, Int'l.

Association of
Machinists No. 1492
merged into
Auto Machinists No. 1173.....7/ 1/87
I.A.M. No. 2027
merged into
I.A.M. No. 2024.....11/ 1/86

Musicians of the U.S. and Canada, American Federation of

Orange Belt Musicians Assn. No. 167
merged into
Musicians No. 47.....7/ 1/86
Musicians Assn. No. 454
and
Musicians No. 652
merged together to become
Musicians No. 210.....8/ 1/86

Police Associations, Int'l. Union of

L.A. Peace Officers No. 611
merged into

L.A. Peace Officers No. 612.....11/ 1/87

Service Employees Int'l. Union

Service Employees No. 505
merged into
Social Services No. 535.....1/ 1/88

Sheet Metal Workers Int'l. Association

Sheet Metal Workers No. 283
merged into
Sheet Metal Workers No. 162.....12/ 1/86
Sheet Metal Workers No. 309
merged into
Sheet Metal Workers No. 104.....8/ 1/86

Stage Employes and Moving Picture Machine Operators of the U.S. and Canada, Int'l. Alliance of Theatrical

M.P. Projectionists No. 165
merged into
M.P. Sound Technicians No. 695...3/ 1/88
M.P. Projectionists No. 431
merged into
I.A.T.S.E. No. 134.....1/ 1/87
Theatre Stage Operators No. 796
merged into
I.A.T.S.E. No. 134.....3/ 1/87

State, County and Municipal Employees, American Federation of

So. San Mateo Peninsula Cities Empls.
No. 756
merged into
San Mateo County Empls. No. 829..9/ 1/86
L.A. A.F.S.C.M.E. No. 3236
merged into
U.C.L.A. A.F.S.C.M.E. No. 3238..7/ 1/87

Exonerations

May 1, 1986 through July 31, 1988

**International
and
Local**

Date

**Boilermakers, Iron Ship Builders,
Blacksmiths, Forgers and Helpers,
Int'l. Brotherhood of**
Boilermakers No. 549.....4/ 1/88-7/31/88

Carpenters and Joiners of America, United Brotherhood of Lumber & Sawmill Workers
 No. 25929/ 1/83-7/31/88
Lumber, Prod. & Indus. Workers
 No. 28016/ 1/85-7/31/88

Communications Workers of America
Communications Workers
 No. 95742/ 1/88-6/30/88

Electronic, Electrical, Salaried, Machine and Furniture Workers, AFL-CIO, Int'l. Union of Upholsterers No. 157/ 1/87-6/30/88

Machinists and Aerospace Workers, Int'l. Assn. of Machinists No. 1518.....12/ 1/87-6/30/88

Office and Professional Employees Int'l. Union
Office & Professional Employees
 No. 311/ 1/86-2/28/87

Painters and Allied Trades of the U.S. and Canada, Int'l. Brotherhood of Carpet & Resil. Floor Covering Workers
 No. 12379/ 1/82-7/31/88

Transit Union, Amalgamated
Amalgamated Transit No. 1225
4/ 1/86-7/31/88

SUMMARY OF MEMBERSHIP

May 1, 1986 through July 31, 1988

Labor Unions 5/1/86 967
 Labor Councils 5/1/86 138
 TOTAL1105

Labor Unions Newly Affiliated to 7/31/88 118
 Labor Councils 4
 TOTAL AFFILIATION1227

Mergers, Suspensions, Withdrawals, Etc.

May 1, 1986 through July 31, 1988

Mergers
 Labor Unions33
 Labor Councils 0

Suspensions
 Labor Unions53
 Labor Councils 0

Withdrawals
 Labor Unions4
 Labor Councils0

Disbanded
 Labor Unions9
 Labor Councils4

TOTAL UNIONS 99
 TOTAL COUNCILS 4
 TOTAL103

Labor Unions 7/31/88 986
 Labor Councils 7/31/88 138
 TOTAL UNIONS AND COUNCILS ..1124

REPORT OF AUDITORS

California Labor Federation, AFL-CIO
417 Montgomery Street, Suite 300
San Francisco, California

We have audited the accompanying individual and combined statements of cash balances of the California Labor Federation, AFL-CIO (the Federation) and its Standing Committee on Political Education as of June 30, 1988, and the related individual and combined statements of cash receipts and disbursements for the two-year period then ended. These financial statements are the responsibility of the Federation's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

As described in Note 2, the policy of the Federation and its Standing Committee is to prepare their financial statements on the basis of cash receipts and disbursements; consequently, certain revenue and the related assets are recognized when received rather than when earned, and certain expenses are recognized when paid rather than when the obligation is incurred. Accordingly, the accompanying financial statements are not intended to present financial position and 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, 1988 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.

Coopers & Lybrand
Certified Public Accountants
San Francisco, California
September 23, 1988

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION
STATEMENTS OF CASH BALANCES
June 30, 1988**

	<u>Federation</u>	<u>S.C.O.P.E.</u>	<u>Combined Total</u>
Office cash fund	\$ 300	—	\$ 300
Deposits	9,561	—	9,561
Hibernia Bank:			
Commercial (interest at 4%)	86,268	\$ 113,523	199,791
Commercial — voter registration fund (designated) (interest at 4%)	—	79,773	79,773
Savings (interest at 5%)	5,909	171	6,080
Money market account (variable interest rate)	78,734	78,089	156,823
Sequoia National Bank:			
Time certificates of deposit (interest at 7.25%)	50,307	—	50,307
Money market account (variable interest rate)	54,459	—	54,459

American Savings:

Time certificate of deposit — voter registration fund (designated) (interest at 7.15%)	—	25,000	25,000
Time certificate of deposit (interest at 8.3%)	100,000	131,950	231,950
Amount due to Federation for deposits inadvertently made to S.C.O.P.E. bank accounts, net	34,221	(34,221)	
	<u>\$ 419,759</u>	<u>\$ 394,285</u>	<u>\$ 814,044</u>

The accompanying notes are an integral part of these statements.

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION
STATEMENTS OF CASH RECEIPTS AND DISBURSEMENTS
for the two-year period ended June 30, 1988**

	<u>Federation</u>	<u>S.C.O.P.E.</u>	<u>Combined Total</u>
Cash receipts:			
Per capita payments and membership fees	\$2,844,616	\$722,383	\$3,566,999
Interest earned	50,666	43,422	94,088
Newsletters	9,916	—	9,916
Conference receipts:			
Legislative	25,252	—	25,252
General	20,575	—	20,575
Scholarship reimbursements	50,716	—	50,716
Voter registration fund receipts	—	110,000	110,000
Other receipts	32,191	1,029	33,220
Total cash receipts	<u>3,033,932</u>	<u>876,834</u>	<u>3,910,766</u>
Cash disbursements:			
Executive salaries	268,558	—	268,558
Expenses and allowances:			
Executives	76,834	1,212	78,046
Geographical and at-large vice presidents	62,209	10,087	72,296
General office salaries	942,184	60,460	1,002,644
General office staff—expenses and allowances	41,383	18,774	60,157
Assistant director's salary	—	32,095	32,095
Assistant director's expenses and allowances	—	7,807	7,807
Payroll taxes	81,401	9,848	91,249
Retirement plan contributions	39,581	—	39,581
Auditing and accounting	67,080	—	67,080
Conference expenses:			
Legislative	49,358	—	49,358
General	29,473	—	29,473
Convention expenses	72,619	16,579	89,198
Contributions:			
Political candidates	—	387,533	387,533
Charitable and other	313,890	—	313,890
Automobile expense	19,498	—	19,498
Furniture and office equipment	1,282	—	1,282
Insurance	165,322	22,153	187,475
Legal	76,714	6,438	83,152
Library	7,692	—	7,692
Maintenance	22,181	—	22,181
Newsletters	170,196	—	170,196
Office rent	157,064	—	157,064

Postage and mailing	102,406	65,828	168,234
Printing	70,546	45,438	115,984
Reimbursed lobbyists' expenses	37,665	—	37,665
Scholarships	33,542	—	33,542
Services	12,629	—	12,629
Stationery and supplies	86,916	471	87,387
State and federal taxes	2,256	19,913	22,169
Telephone and telegraph	55,070	—	55,070
General expenses	44,441	44,713	89,154
Voter registration fund	—	87,131	87,131
Total cash disbursements	<u>3,109,990</u>	<u>836,480</u>	<u>3,946,470</u>
Excess (deficiency) of cash receipts over cash disbursements	(76,058)	40,354	(35,704)
Cash balances, July 1, 1986	<u>495,817</u>	<u>353,931</u>	<u>849,748</u>
Cash balances, June 30, 1988	<u>\$ 419,759</u>	<u>\$ 394,285</u>	<u>\$ 814,044</u>

The accompanying notes are an integral part of these financial 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. Significant Accounting Policies:

The Policy of the Federation and S.C.O.P.E. is to prepare their financial statements on the basis of cash receipts and disbursements; consequently, certain revenue and the related assets are recognized when received rather than when earned, and certain expenses are recognized when paid rather than when the obligation is incurred. 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. Administrative Support:

The Federation provides certain administrative support for S.C.O.P.E., for which it incurs salaries and other overhead expenditures. These costs are not allocated to S.C.O.P.E., but are recorded as Federation disbursements.

4. Surety Bond:

A blanket position surety bond in the amount of \$100,000 was in effect during the two-year period ended June 30, 1988.

ROLL OF DELEGATES

This comprises the preliminary roll of delegates to the
1988 Convention of the California Labor Federation, AFL-CIO

- Actors and Artistes of America, Associated**
Actors Equity Assn. (325)
Edward Weston, 163
Howard Caine, 162
- Screen Actors Guild (3,375)
Barry Gordon, 675
Joseph Ruskin, 675
Ken Orsatti, 675
Leonard Chassman, 675
Mark Locher, 675
- Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Int'l. Brotherhood of**
Boilermakers No. 92 (788)
Marvin L. Haines, 263
Henry Brooks, 263
Manuel Lujan, 262
- Carpenters and Joiners of America, United Brotherhood of**
Pile Drivers, Carpenters, Bridge & Dock Builders No. 34 (700)
Jerry Foster, 350
Ed Kelly, 350
- Lathers No. 88 (350)
William Ward, 175
Jerry Witt, 175
- Carpenters No. 586 (1,034)
L.D. Lansdon, 517
M.B. Bryant, 517
- Carpenters No. 981 (9)
William P. O'Donnell, 9
- Carpenters No. 1147 (574)
Rodney L. Osborn, 574
- Carpenters & Joiners
No. 1280 (1,687)
Thomas L. Pearl, 422
Dennis McConnell, 422
Bill Herring, 422
John Lafever, 421
- Carpenters No. 1506 (958)
Bob Milewsky, 320
Marty Dahlquist, 319
Michael Magallanes, 319
- Chemical Workers Union, Int'l.**
Chemical Workers No. 452 (306)
Ivan V. Mikulich, 153
Bobby R. DeVaughn, 153
- Communications Workers of America**
Bay Area Typographical
No. 21 (883)
Donald H. Abrams, 883
- Communications Workers
No. 9400 (3,542)
Michael J. Hartigan, 1,771
Robert Shamas, 1,771
- Communications Workers
No. 9410 (2,789)
Joan Moore, 1,395
Angi Burgess, 1,394
- Communications Workers
No. 9412 (1,448)
James B. Gordon, Jr., 1,448
- Communications Workers
No. 9421 (1,957)
Michael B. Ryan, 490
Michael Kingsbury, 489
Jim Wilson, 489
Michael C. Flanagan, 489
- Communications Workers
No. 9505 (1,733)
Dolores Spears, 867
Victor Cadena, 866
- Communications Workers
No. 9574 (433)
T Santora, 217
Gwend Johnson, 216
- Communications Workers
No. 9588 (804)
John Strickland, 804
- Electrical Workers, Int'l. Brotherhood of**
Electrical Workers No. 6 (800)
Warren DeMerritt, 400
Gerald McDermott, 400
- Electrical Workers No. 11 (4,313)
Floyd Henke, 1,079
Homer Lee, 1,078
Jack Meyers, 1,078
Kevin Johnson, 1,078
- I.B.E.W. No. 18 (1,813)
Chuck Reed, 363
Royetta Sanford, 363
Steve Cook, 363
Ed Baker, 362
Reuben Espinosa, 362
- I.B.E.W. No. 45 (300)
James Earl Jackson, 150
Paul E. Wagner, 150
- Electrical Workers No. 465 (1,000)
David A. Moore, 500
Richard C. Robbins, 500
- Electrical Workers No. 569 (1,005)
Jim Archer, 1,005
- Electrical Workers No. 595 (1,227)
Thomas J. Sweeney, 614
Robert Owyang, 613
- I.B.E.W. No. 1245 (17,500)
Jack McNally, 2,917
Howard Stiefer, 2,917
Barbara Symons, 2,917
Ron Blakemore, 2,917
Jim McCauley, 2,916
Mickey Harrington, 2,916
- Electrical Workers No. 2295 (482)
Albert J. Musingo, 241
Carl Augino, 241
- Elevator Constructors, Int'l. Union of**
Elevator Constructors No. 8 (156)
Ellis Smith, 78
Roy E. Francesconi, Jr., 78
- Engineers, Int'l. Union of Operating**
Operating Engineers No. 3 (12,000)
Thomas J. Stapleton, 4,000
Donald R. Doser, 4,000
Robert Skidgel, 4,000
- Operating Engineers No. 12 (10,833)
William C. Waggoner, 1,084
Billy R. Boone, 1,084
William A. Floyd, 1,084
Bob Waggoner, 1,083
Don Kidd, 1,083
Fred Young, 1,083
John Spaulding, 1,083
Robert W. Dye, 1,083
Roy Center, 1,083
Patrick W. Henning, 1,083
- Operating Engineers No. 501 (1,688)
Joseph Wetzler, 422
Donald Mear, 422
Dennis Lundy, 422
James Tatum, 422
- Farm Workers of America, AFL-CIO, United**
United Farm Workers, AFL-CIO (4,869)
Fariba Khaledan, 487
Benjamin Maddock, 487
Oscar Mondragon, 487
Lupe Bautista, 487
Victor Palafax, 487
Karl Lawson, 487
Leopoldo Trevino, 487
Mellissa Munoz, 487
David Serena, 487
Victor Barrajas, 486

- Fire Fighters, Int'l. Assn. of**
 L.A. City Fire Fighters
 No. 112 (2,459)
 Ralph Travis, 615
 Jerry Hall, 615
 Michael Riley, 615
 Martin Garza, 614
- Sacramento Area Fire Fighters
 No. 522 (733)
 Wayne Harbolt, 733
- L.A. County Fire Fighters
 No. 1014 (2,422)
 Dallas Jones, 2,422
- Ashland Fire Fighters No. 1428 (129)
 John Bigelow, 129
- Food and Commercial Workers, Int'l. Union, United**
 Food and Commercial Workers
 No. 213 (500)
 Max Roth, 500
- Food and Commercial Workers,
 Retail Store Employees
 No. 428 (8,903)
 David M. Reiser, 2,968
 E. Dennis Hughes, 2,968
 Ronald J. Lind, 2,968
- Food and Commercial Workers,
 Butchers No. 532 (828)
 Preston T. Epperson, 828
- U.F.C.W. Retail Clerks
 No. 648 (2,909)
 Joe Sharp, 1,455
 James A. O'Meara, Jr., 1,454
- Food and Commercial Workers,
 Retail Clerks No. 870 (4,000)
 Kenneth D. Beasley, 2,000
 Stephen H. Rodriguez, 2,000
- U.F.C.W. Retail Clerks
 No. 1288 (2,133)
 Don Hunsucker, 1,067
 Dave Wilson, 1,066
- Food and Commercial Workers,
 Retail Clerks
 No. 1442 (5,165)
 Michael A. Straeter, 5,165
- Garment Workers Union, Int'l. Ladies**
 Cloakmakers No. 8 (207)
 Frank Monti, 207
- Ladies Garment Workers
 No. 44 (1,290)
 Rose Griffin, 1,290
- Dressmakers No. 101 (1,685)
 Wendy Tjon, 1,685
- Ladies Garment Cutters No. 213 (70)
 Frank Monti, 70
- Office & Distrib. Wkrs. No.
 214 (125)
 Delores Tutson, 125
- Ladies Garment
 Workers No. 215 (125)
 Delores Tutson, 125
- Ladies Garment Workers
 No. 482 (1,202)
 Soledad Duran, 601
 Eva Addison, 601
- Ladies Garment Workers
 No. 512 (562)
 Bertha Piggue, 281
 Jeff Stansbury, 281
- Glass, Molders, Pottery, Plastics and Allied Workers Int'l. Union**
 Glass, Pottery, Plastics No. 34 (389)
 Ruth Mae Turner, 195
 Clifford Valenciana, 194
- Glass, Pottery and Plastics
 No. 82 (113)
 John J. Moreno, 57
 Clifford Valenciana, 56
- Glass, Pottery and Plastics
 No. 137 (894)
 James Ellis, 894
- Glass, Pottery, Plastics & Allied
 Workers No. 155 (157)
 Ray L. Barnes, 79
 Michael A. Anger, 778
- Glass, Pottery and Plastics
 No. 192 (216)
 Charles R. Lewis, 108
 James Gilbert, 108
- Government Employees, American Federation of**
 Labor Department Lodge
 No. 2391 (85)
 Jack Cunningham, 43
 Ted Baca, 42
- Graphic Communications Int'l. Union**
 Graphic Communications
 No. 404 (942)
 Gladys H. Cannon, 471
 Clarence Jackson, 471
- Graphic Communications No.
 583 (992)
 Roy Ferrari, 992
- Hotel Employees & Restaurant Employees, Int'l. Union**
 Hotel & Restaurant Employees &
 Bartenders No. 2 (9,625)
 Sherri Chiesa, 2,407
 Rafael Espinoza, 2,406
 James McCormick, 2,406
 Jackie Walsh, 2,406
- Hotel Employees & Restaurant
 Employees No. 18 (575)
 Loretta Mahoney, 575
- Hotel & Restaurant Employees &
 Bartenders No. 49 (951)
 Phillip D. Dulaney, 951
- Hotel & Restaurant Employees &
 Bartenders No. 50 (1,546)
 Peggy Turner, 1,546
- Hotel & Restaurant Employees
 No. 340 (4,853)
 Val Connolly, 2,427
 Harry Young, 2,426
- Culinary & Bartenders
 No. 498 (455)
 Patricia Sundberg, 455
- Hotel & Restaurant Employees
 No. 681 (4,511)
 David L. Shultz, 452
 Maurine Y. Tribble, 451
 M.R. Callahan, 451
 Valerie Ahumada, 451
 Donald J. Wilson, 451
 Steven A. Beyer, 451
 Dwight S. Jacobs, 451
 John Kascak, 451
 Jeff Le Tourneau, 451
 Lucille M. Chalfa, 451
- Culinary & Bartenders
 No. 814 (2,600)
 Victor Valenzuela, 520
 Patti Meritt, 520
 Jose Ayala, 520
 Douglas Vance, 520
 Paul Meister, 520
- Laborers' Int'l. Union of North America**
 Hod Carriers No. 36 (118)
 Joe Mitchell, 118
- Laborers No. 73 (750)
 W.J. Billingsly, 750
- Laborers No. 89 (4,416)
 Paul Aleman, 1,472
 Harry Jordan, 1,472
 Richard D. Scannell, 1,472
- Hod Carriers & Laborers
 No. 139 (946)
 Bill Smith, 473
 Albin J. Gruhn, 473
- Laborers No. 185 (1,903)
 J.D. Mack, 1,903
- Const. & General Laborers
 No. 261 (1,354)
 Daniel Flores, 452
 Robert McDonnell, 451
 Mario De La Torre, 451
- Laborers No. 270 (3,500)
 Robert A. Jaime, 1,750
 Joe Gutierrez, 1,750
- Laborers No. 291 (400)
 James F. Barrett, 400
- Laborers No. 300 (4,792)
 Mike Quevedo, Jr., 685
 Carlos Cerna, 685
 Joe Martinez, 685
 Spencer Stacy, 685
 Willie Robinson, 684
 Allen Rush, 684
 Roger Fisher, 684

Laborers No. 324 (1,700)
Carter F. Allen, 850
Jesse R. Duran, 850

Hod Carriers & Laborers
No. 326 (467)
Jesse C. Mitchell, 234
Robert D. Reynolds, 233

Laborers No. 371 (344)
Jerry E. Payne, 344

Laborers No. 439 (132)
James E. Keyes, 66
Frank W. Rodgers, 66

Laborers No. 585 (1,250)
Leo Valenzuela, 417
Orestes C. Ruiz, 417
John Valenzuela, 417

Laborers No. 652 (4,000)
Armando Lopez, 1,000
Ruben Gomez, 1,000
Rudy R. Rios, 1,000
Armando Esparza, 1,000

Laborers No. 783 (630)
Jose F. Rivera, 630

Laborers No. 806 (528)
Joe M. Leon, 528

Laborers No. 1082 (855)
Isidro H. Rocha, 855

Laborers No. 1184 (2,000)
John L. Smith, 2,000

Laborers No. 1464 (231)
Owen F. Betts, 116
Gerald Ezell, 115

**Laundry and Dry Cleaning Int'l.
Union, AFL-CIO**

Laundry & Dry Cleaning
No. 52 (500)
Thomas M. Luna, 250
Ivan Blackman, 250

**Machinists and Aerospace
Workers, Int'l. Association of**

Machinists & Aerospace Wkrs.
No. 311 (2,156)
Joe Rubio, 2,156

Machinists & Aerospace Wkrs.
No. 727-A (305)
Justin Ostro, 153
Jim Quillin, 152

Trans-World Lodge No. 1111 (846)
Willie McReynolds, 846

Machinists No. 1484 (708)
Manuel Luquin, 708

Air Transport Employees
No. 1781 (6,063)
Jerry Nelson, 3,032
Bob Anderson, 3,031

**Marine Engineers' Beneficial
Assn., Nat'l.**

Deputy Sheriffs, Los Angeles
Assoc. (2,138)
Mel Jones, 1,069
Bud Treece, 1,069

M.E.B.A.-Pacific Coast
District (1,125)
C.E. Dodson, 282
Ted Kedzierski, 281
Ike Williams, 281
Peter Martinez, 281

**Metal Polishers, Buffers, Platers
and Allied Workers Int'l. Union**

Metal Polishers No. 67 (100)
Richard D. Bacher, 100

**Musicians of the United States and
Canada, American Federation of**

Musicians No. 6 (1,563)
William J. Catalano, Sr., 521
Jimmy Schlicht, 521
Vernon Alley, 521

Newspaper Guild, The

No. Calif. Newspaper Guild
No. 52 (2,213)
Floyd Tucker, 2,213

**Office and Professional Employees
Int'l. Union**

Office & Professional Employees
No. 3 (1,657)
John F. Henning, 415
Lorna G. Johnson, 414
Phyllis Kern, 414
Kathleen Kinnick, 414

Office Employees No. 29 (3,543)
Ann Coughlin, 3,543

Office Employees No. 30 (3,150)

Gwen Newton, 394
Clayton J. Beaver, 394
Charles A. Florey, 394
William Roberts, 394
Edwin J. Hill, 394
Richard Holober, 394
Carole Sickler, 393
Ross Scimeca, 393

**Oil, Chemical and Atomic
Workers Int'l. Union**

Oil, Chemical & Atomic Wkrs.
No. 1-547 (902)
Thom J. Moss, 451
Steven P. Sullivan, 451

Oil, Chemical & Atomic Workers
No. 1-1239 (2,830)
Jack Berry, 2,830

**Painters and Allied Trades of the
U.S. and Canada, Int'l.**

Brotherhood of

Painters No. 3 (383)
Lafe Ness, 383

Painters No. 4 (254)
Charles Hall, 127
Michael Fess, 127

Painters No. 83 (120)
Gable Miggins, 120

Painters No. 507 (450)
William J. O'Banion, 225
Jerry Downey, 225

Sign, Display & Allied Crafts
No. 510 (635)
Michael E. Hardeman, 635

Painters No. 741 (208)
Anton Motquin, 208

Painters & Drywall Finishers
No. 1348 (342)
Henry C. Martinez, 171
Virgilio Diaz, 171

**Plasterers' & Cement Masons'
Int'l. Assn. of the U.S. and
Canada, Operative**

Plasterers No. 66 (335)
John S. Moylan, 335

Plasterers & Cement Masons
No. 814 (92)
Billy Joe Douglas, 92

**Plumbing and Pipe Fitting
Industry of the United States
and Canada, United Assn.
of Journeymen and
Apprentices of the**

Plumbers & Fitters No. 38 (2,309)
Larry J. Mazzola, 2,309

Plumbers & Gas Fitters
No. 444 (900)
Charles E. Fugel, 300
Harry M. Sheridan, 300
Bob Bowser, 300

**Professional and Technical
Engineers, Int'l. Federation of**

Prof. & Tech. Engineers No. 21 (521)
David Novogrodsky, 261
Dee R. Lemon, 260

Telecommunications/IFPTE
No. 103 (313)
Fran Salerno, 157
Alicia Orosco, 156

**Seafarers Int'l. Union of North
America**

Fishermen's Union of America (494)
Theresa Hoinsky, 247
Joseph Francisco, 247

Marine Firemen's Union (1,250)
Henry Disley, 313
B.C. Shoup, 313
Robert Iwata, 312
Solomon Ayooob, 312

Sailors Union of the Pacific (2,250)

Paul Dempster, 375
Jack Ryan, 375
Clarence Hin, 375
William Berger, 375
Dean Gille, 375
Lou Webb, 375

- Seafarers—Atlantic & Gulf (1,250)
George McCartney, 313
Don Anderson, 313
Jesse Solis, 312
Roy "Buck" Mercer, 312
- Seafarers—Inland Division (375)
John Ravnik, 375
- Seafarers—Stewards Div. (625)
Ed Turner, 625
- Seafarers—Transportation Div. (875)
Roy A Mercer, 438
Raleigh G. Minix, 437
- United Ind. Workers—Cannery
Division (5,063)
Steve Edney, 1,013
Delbert Zwolle, 1,013
Robert Vodden, 1,013
Wadenia Arendain, 1,012
Jorge Olmos, 1,012
- Service Employees Int'l. Union,
AFL-CIO**
- Hospital Service Employees
No. 399 (5,358)
David Stilwell, 5,358
- Service Employees No. 415 (1,973)
Penny Schantz, 1,973
- Los Angeles County Employees
No. 434 (3,722)
Ophelia McFadden, 931
Audrey Edwards, 931
Bill Arballo, 930
David Estrada, 930
- Social Services No. 535 (1,655)
David Aroner, 1,655
- Service Employees No. 660 (2,708)
Louie Duran, 387
Sharon Grimpe, 387
Annelle Grajeda, 387
Judith McMahon, 387
Carol Jensen, 387
Solomon Fingold, 387
Stephen Sampley, 386
- United Public Employees
No. 790 (14,074)
Paul Varacalli, 7,037
Margaret Butz, 7,037
- Stage Employees and Moving
Picture Machine Operators of the
United States and Canada, Int'l.
Alliance of Theatrical**
- Theatrical Stage Employees
No. 16 (375)
Edward C. Powell, 375
- Property Craftspersons
No. 44 (2,000)
Josef Bernay, 2,000
- M.P. Studio Grips No. 80 (1,042)
Donald T. Rohrbach, 1,042
- M.P. & Video Projectionists
No. 150 (247)
Teri L. Lewis, 124
Martin Crespo, Jr., 123
- Amusement Area Employees
No. B-192 (834)
Bruce Avery, 278
Linda Paquette, 278
John Steiner, 278
- M.P. Machine Operators
No. 252 (40)
Leslie McMillin, 40
- Theatrical, Stage & Motion Picture
Operators No. 409 (60)
John A. Woodworth, 60
- M.P. Photographers No. 659 (400)
George J. Toscas, 400
- Lab Film/Video Technicians
No. 683 (1,142)
Donald P. Haggerty, 286
Carl A. Schmieder, 286
Albert L. Jones, 285
Sally Jo Flint, 285
- Cine Technicians, TV Engineers,
Studio Projectionists &
Video Projection Techs
No. 695 (2,073)
Elizabeth S. Alvarez, 1,037
Stephen Flint, 1,036
- Motion Picture Costumers
No. 705 (583)
William K. Howard, 292
Robert Ellsworth, 291
- Production Office Coords.
No. 717 (76)
Deirdre Foley, 76
- Studio Elect. Lighting Tech.
No. 728 (767)
Dean Bray, 256
Mark Crosthwaite, 256
Art Parmley, 255
- M.P. Set Painters No. 729 (288)
Carmine A. Palazzo, 288
- Theatrical Wardrobe No. 768 (95)
Dorothy T. Priest, 95
- M.P. Film Editors No. 776 (805)
Mark Tarnawsky, 403
Stanley Frazen, 402
- Theatrical Wardrobe No. 784 (33)
Ada S. Philpot, 33
- Set Designers No. 847 (119)
Marjo Bernay, 119
- I.A.T.S.E. Ticket Sellers
No. 857 (132)
Justin Parsons, 132
- Society of Motion Picture & T.V. Art
Directors No. 876 (180)
Gene Allen, 180
- State, County and Municipal
Employees, American
Federation of**
- A.F.S.C.M.E. No. 800 (351)
Max Mont, 351
- A.F.S.C.M.E. East Bay Parks
No. 2428 (326)
Tom Rankin, 326
- Assn. of Psychiatric Social Wkrs.
No. 2712 (132)
Edith Pollach, 132
- Steelworkers of America, United**
- United Steelworkers No. 1304 (332)
Cass D. Alvin, 332
- United Steelworkers No. 5672 (479)
Victor M. Espinosa, 479
- United Steelworkers No. 7600 (1,114)
Michael Sgambati, 372
Madeline Curtis, 371
Cruz Lopez, 371
- Steelworkers No. 8957 (157)
Jimmie Dixson, 157
- Teachers, American Federation of**
- Berkeley Federation of Teachers
No. 1078 (454)
Laurel Burley, 454
- Early Childhood Federation of
Teachers No. 1475 (146)
Dot DeLeon, 146
- AFT College Guild No. 1521 (1,700)
Gwen Hill, 340
Barbara Kleinschmitt, 340
JoRae Zuckerman, 340
Martin Hittelman, 340
Hy Weintraub, 340
- Peralta Federation of Teachers
No. 1603 (392)
Mary Bergan, 392
- Univ. Council-Librarians
No. 1795 (44)
Laurel Burley, 44
- Transit Union, Amalgamated**
- Amalgamated Transit
No. 192 (1,850)
Ely Hill, 370
William McCombe, 370
Donald Bonds, 370
Edgar Jackson, 370
Nicholas Norton, 370
- Amalgamated Transit No. 256 (470)
Art Carter, 470
- Amalgamated Transit
No. 1277 (1,792)
Carlos Curiel, 896
Michael Bujosa, 896

- Transport Workers Union of America**
 Transport Workers No. 250-A (1,475)
 Bobbie L. Brown, 369
 Claire Caldwell, 369
 William K. Y. Jung, 369
 Wilson Mills, 368
- Air Transport Workers No. 502 (771)
 Charles S. Springer, 386
 Dennis A. German, 385
- Transport Workers No. 505 (383)
 Tom Smoot, 192
 Julius Lucas, 191
- Transportation•Communications Int'l. Union**
 Transportation•Communications No. 30 (575)
 Willard LeBeouf, 575
 Transportation•Communications No. 226 (75)
 George W. Falltrick, 75
 Transportation•Communications No. 854 (250)
 George W. Falltrick, 250
 Transportation•Communications No. 1227 (250)
 Norma B. Christion, 250
 Allied Services Division—TCU (63)
 Dennis J. O'Malley, 63
- Building and Construction Trades Councils**
 Napa-Solano Counties Bldg. and Construction Trades Council (2)
 James F. Smith, Jr., 1
 Orange Co. Bldg. and Const. Trades Council (2)
 Robert L. Balgenorth, 1
 San Francisco Bldg. and Const. Trades Council (2)
 Stanley M. Smith, 1
 San Joaquin Bldg. and Const. Trades Council (2)
 Ray Helmick, 1
 Ventura County Bldg. & Const. Trades Council (2)
 Robert Guillen, 1
- California State Councils**
 Bldg. & Const. Trades State Council (2)
 Jerry P. Cremins, 1
 Timothy Cremins, 1
 Carpenters, California State Council of (2)
 Robert L. Hanna, 1
 Daniel M. Curtin, 1
- Hotel Employees & Restaurant Employees California State Council (2)
 Loretta Mahoney, 1
 Letter Carriers, California State Assn. of (2)
 Graham Vane, 1
 Joan Hurst, 1
 Machinists, Calif. Conf. of (2)
 James L. Quillin, 1
 Don Crosatto, 1
 Operating Engineers, State Conf. of (2)
 Ron Wood, 1
 Pipe Trades Council, California-Nevada (2)
 Tom Hunter, 1
 Teachers, California Federation of (2)
 Miles Myers, 1
 Theatrical Federation, Calif. State (2)
 Edward C. Powell, 1
 Transit Union, California Conference Board of Amalgamated (2)
 Art Carter, 1
 Joseph Freitas, 1
 Transport Workers, California State Conference of (2)
 Lawrence P. Martin, 1
- Central Labor Councils**
 Alameda County Central Labor Council (2)
 Steven K. Martin, 1
 Contra Costa County Central Labor Council (2)
 Steven A. Roberti, 1
 Fresno and Madera Counties Central Labor Council (2)
 Faytie R. Shilling, 1
 Margaret Bettencourt, 1
 Los Angeles County Federation of Labor (2)
 William R. Robertson, 1
 James Wood, 1
 Monterey County Central Labor Council (2)
 Richard P. Humm, 1
 Napa and Solano Counties Central Labor Council (2)
 Preston T. Epperson, 1
 Orange County Central Labor Council (2)
 Mary L. Yunt, 1
 Sacramento Central Labor Council (2)
 Wayne Harbolt, 1
- San Bernardino and Riverside Counties Central Labor Council (2)
 Jack Stowers, 1
 Enrique Guillen, 1
 San Diego-Imperial Counties Central Labor Council (2)
 Joseph S. Francis, 1
 San Francisco Labor Council (2)
 Walter L. Johnson, 1
 San Joaquin and Calaveras Counties Central Labor Council (2)
 Mickey Harrington, 1
 San Mateo Central Labor Council (2)
 Art Pulaski, 1
 Shelley Kessler, 1
 Santa Clara County Central Labor Council (2)
 Richard F. Sawyer, 1
 William A. Nack, 1
 Santa Cruz County Central Labor Council (2)
 Penny Schantz, 1
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 Jim Gordon, 1
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 Janice D. Borunda, 1
 Al Hernandez, 1
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 Jeff Greendorfer, 1
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 Richard J. Bacher, 1
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 Maura Kealey, 1
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<p>Carpenters, Santa Clara District Council (2) Eric Taylor, 1</p>	<p>Painters, District Council No. 33 (2) Fermin N. Ruybalid, 1 Dick Geyer, 1</p>	<p>Joint Boards Amalgamated Transit Union, California Conference Board (2) Art Carter, 1 Joseph Freitas, 1</p>
<p>Communications Workers District Council No. 9 (2) Harry Ibsen, 1 James B. Gordon, Jr., 1</p>	<p>Painters, District Council No. 52 (2) Thomas R. Blackburn, Jr., 1</p>	<p>Retiree Organizations I.B.E.W. No. 11 Retirees Club (1) Eugene Drogin, 1</p>
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