# IF CHIEF TO THE SEGISLATIVE YEAR

by the California AFL-CIO



### **EXECUTIVE COUNCIL**

### California Labor Federation, AFL-CIO

The California Labor Federation, AFL-CIO, represents California's 1.6 million AFL-CIO union members. The Federation's headquarters are at 995 Market St., San Francisco 94103. Phone (415) 986-3585. The Federation also maintains offices in Sacramento.

JOHN F. HENNING Executive Secretary-Treasurer

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General Vice President

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VICE PRESIDENTS, AT LARGE James P. McLoughlin James B. Booe Edward T. Shedlock Sigmund Arywitz Harold Shean

Joseph P. Mazzola Steve Edney Fred D. Fletcher Frank S. McKee A report to the 1,600,000 members of the AFL-CIO in California who sponsor the California Labor Federation's legislative proposals:

The 1973 session of the State Legislature was a great legislative year for working men and women in California.

Increased social insurance benefits enacted this year, coupled with those of two years ago, add up to the largest advance in the sixty-year history of the state's programs. Other measures, too, sharply improved the interests of working men and women.

In all, the year's achievements are fresh evidence that labor's legislative program speaks, not only for' the interests of union members, but for the general welfare of all Californians.

Fraternally yours,

John F. Henning
Executive Secretary-Treasurer
California Labor Federation, AFL-CIO

Labor-sponsored legislation enacted in 1973 by the State Legislature and signed into law by Governor Ronald Reagan is expected to add at least \$117,000,000 a year to the benefits already being paid nearly a million jobless, injured, or ill workers.

More millions of California workers, in unions and out, will benefit, too, from the measurably broadened protection afforded them by the labor-initiated improvements in the state's social insurance programs.

In all, the social insurance improvements enacted in the past two years are expected to put an additional quarter of a billion dollars a year into the hands of California workers who are unemployed, injured, or ill.

No past Legislature has passed, nor has any previous

governor signed, legislation of such scope.

This year's record is further brightened by the enactment of several labor-supported measures representing fresh advances in social and economic responsibility. Not the least of these was an act (AB 478)—Brown) extending the authority of the State Industrial Welfare Commission to establish standards of hours and working conditions for men. The California Labor Federation succeeded in winning extension of the state minimum wage to men during the 1972 legislative session.

In all, fourteen major measures proposed by the California Labor Federation were written into law. Six others were vetoed; six were defeated in legislative committees. When the Legislature returned in January, 1974 for the second half of its two-year session, it faced thirteen Federation-proposed bills still enmeshed in the legislative process.

Credit for this year's achievements, as for those of the past, go first of all to the 1,600,000 sponsors of the Federation's legislative program—the 1,600,000 members of the AFL-CIO in California. They supported the political education activities that played a major role in electing Democratic

majorities in both houses of the Legislature. Their support opened the way for liberal leadership in both houses who recognized the merit of labor's program and the value of our backing. Their support, too, makes possible the Federation's part in spearheading and coordinating labor's legislative activities.

Labor's successes this year, as always, owe much to the cooperation and support of the officers and members of local unions, of the state's city and county central bodies, and to international union regional organizations and their representatives. They responded effectively to the Federation's legislative "alerts" and provided sturdy "hometown" support for its on-the-spot efforts.

A majority of the members of the Legislature have demonstrated their understanding and support of labor's program. And, though organized labor has many grave differences with Governor Ronald Reagan, we acknowledge his recognition of the merits of labor's proposals for improving the state's social insurance programs. Particular thanks for the success of the program are also due Assembly Speaker Bob Moretti and Senate President pro tem James R. Mills.

# **Enacted**

In 1973, labor's legislative efforts produced these results:

I. Workmen's Compensation—Weekly Benefit Maximum— Temporary Disability

Weekly maximum increased from \$105 to \$119. Effective date of new benefit April 1, 1974.

The new maximum represents an increase of 36 percent from the 1971 maximum of \$87.50.

### 2. Workmen's Compensation—Weekly Benefit Maximum— Permanent Disability

Weekly maximum increased from \$70 to \$119.

Effective date of new benefit April 1, 1974.

The new maximum represents an increase of 126.6 percent from the 1971 maximum of \$52.50.

### 3. Workmen's Compensation—Death Benefit—Widow Only

Total payment increased from \$25,000 to \$40,000.

Effective date of new benefit January 1, 1974.

The new benefit represents an increase of 100 percent from the 1971 amount of \$20,000.

## 4. Workmen's Compensation — Death Benefit — Widow with Dependents

Total payment increased from \$28,000 to \$45,000.

Effective date of new benefit January 1, 1974.

The new benefit represents an increase of 95.6 percent above the 1971 level of \$23,000.

### 5. Workmen's Compensation Benefit-Waiting Period

The waiting period for workmen's compensation disability benefit payments is cut from seven (7) to three (3) days.

Effective April 1, 1974, payment starts on fourth day.

## 6. Workmen's Compensation Benefit—Retroactive Waiting Period

The retroactive waiting period is reduced from twenty-eight (28) days to twenty-one (21) days.

Effective date of new benefit April 1, 1974.

Payments will be made retroactive to the first day if the employee was unemployed due to disability for 21 days.

### 7. Unemployment Insurance—Maximum Weekly Benefits

Weekly maximium increased from \$75 to \$90 a week.

Effective date of new benefit January 6, 1974.

The new maximum benefit represents an increase of 38.4 percent from the 1971 maximum of \$65.

## 8. Unemployment Insurance—Eligibility—Substandard Employment Referral

An unemployed worker shall not lose eligibility for unemployment insurance because of his refusal to accept employment with an employer who does not meet minimum standards of licensing, provide UI and W/C coverage, or if it would interrupt the worker's rehabilitation program.

Effective date January 1, 1974.

### 9. Unemployment Disability Insurance — Weekly Benefit Maximum

Weekly maximium increased from \$105 to \$119 for disabilities occurring after effective date.

Effective date of new benefit April 1, 1974.

The new maximium represents an increase of 36 percent from the 1971 maximum of \$87.00.

### 10. Unemployment Disability Insurance—Pregnancy Benefits

Disability benefits will be paid if a doctor certifies that the pregnancy involved abnormal complications or disabling conditions.

Effective January 1, 1974, benefits are payable for up to 26 weeks.

### 11. Unemployment Disability Insurance—Wage Credits

A freeze on wage credits for disability benefits to protect injured or disabled workers.

Effective date January 1, 1974.

### 12. Unemployment Disability Insurance—Eligibility— Seamen

Unemployment disability benefits shall not be reduced by payments received under maritime doctrine of maintenance and cure.

Effective date of new benefit was June 12, 1973.

### 13. Extension of IWC's Hours and Conditions Authority to Men

Industrial Welfare Commission authorized to establish hours and working conditions for men as well as for women and minors.

Effective date of IWC orders, March 1, 1974.

### 14. Revision of Law on Tip Credits

Prohibits employer from taking or receiving tips or from requiring employee to credit such tips against wages unless, per IWC rules, the employee regularly receives more than \$20 per month in tips in which case the employer may credit a maximum of 25 cents per hour against the minimum wage if such action is specified by public notice.

Employer no longer allowed to take all tip money.

# **Vetoed**

These measures were vetoed by Governor Ronald Reagan:

- Extension of unemployment insurance to farm workers.
- Extension of workmen's compensation to newsvendors and liberalization of coverage for domestic workers and gardeners.

• Free choice of physician for workers injured on the job.

• Collective bargaining rights for teachers.

- Repeal of Stull Act provisions regarding teacher evaluation.
- Requirement that firms advertising as doing business in Spanish must provide customers contracts in Spanish as well as in English.

# **Pending**

The following labor-backed proposals are in process. Further action is expected after the Legislature returns in January:

- Prohibiting professional strikebreakers (SB 273—Roberti. In Senate.)
- Prohibition of injunctions solely on evidence supplied by one party. (AB 401—Boatwright. In Assembly Labor Relations Committee.)
- Collective bargaining and agent selection for public employees. (AB 485—McCarthy. In Assembly Labor Relations Committee. AB 1243—Moretti, guaranteeing public employees the right to organize and bargain collectively, passed the Assembly 42-30 and has been referred to Senate Public Employment and Retirement Committee.)
- Including tips as wages for computing unemployment and disability insurance. (AB 736—Ralph. Passed by Assembly 52-16. Recommended do pass by Senate Industrial Relations Committee and referred to Senate Finance Committee.)
- Increasing exemption for casual earnings for unemployment insurance purposes from \$12 to \$25 a week. (AB 738—Ralph. Passed Assembly 67-1. Senate Industrial Relations Committee recommended do pass and bill referred to

Senate Finance Committee.)

- Providing dependency benefits under unemployment insurance. (AB 739—Ralph. In Assembly Finance and Insurance Committee; subject matter referred to Assembly Rules Committee.)
- Restricting contracting-out industrial homework. (AB 755—Montoya. In Assembly Labor Relations Committee.)
- Requiring rehabilitation in workmen's compensation cases. (AB 760—Brown. Passed Assembly 69-0. Recommended do pass by Senate Industrial Relations Committee and referred to Senate Finance Committee.)
- Requiring preparation of economic impact report when environmental impact report required. (AB 938—Warren. Passed Assembly 56-14. Recommended do pass by Senate Local Government Committee and referred to Senate Finance Committee.)
- Creating a State Planning Council comprised of labor, business, public members. (AB 2214—McCarthy. Held for interim study in Assembly Planning and Land Use Committee.)
- Providing state collective bargaining statute for certain workers not covered by National Labor Relations Act. (AB 2107 Berman. In Assembly Labor Relations Committee.)
- Repealing requirement for advance voter approval for public housing (ACA 40—Brown).

## Defeated

The following measures were defeated by committee action; committee votes are recorded starting on pages 12 and 19.

• Requiring representation on the Unemployment In-

surance Appeals Board. (AB 737—Ralph. Defeated in Senate Industrial Relations Committee.)

- Preventing disqualification for unemployment insurance benefit if employment fee is charged. (AB 741—Ralph. Defeated in Assembly Ways and Means Committee.)
- Requiring labor representation on Workmen's Compensation Appeals Board. (AB 761—Brown. Passed Assembly 56-14. Defeated in Senate Judiciary Committee.)
- Banning employer use of lie detector tests. (AB 830—Warren. Passed Assembly 43-15. Defeated in Senate Judiciary Committee.)
- Creating a state Ombudsman. (SB 130—Mills. Recommended do pass by Senate Governmental Organization Committee; defeated in Senate Finance Committee.)
- Requiring prevailing rates to be paid for public printing by state government. (AB 849—McAlister. Passed Assembly 52-10. Defeated in Senate Governmental Organization Committee.)

# Shelved

The following measures are being held in committee without recommendation, in effect shelving or sidetracking the bill for the current session. While it may be technically possible to revive these measures, it seems unlikely.

- Establishing a state Fair Labor Standards Act (AB 571—Alatorre).
- Prohibits tuition at the University of California and the state university and colleges (ACA 47—Meade).
  - Provides class-action law suits (SB 571—Beilenson).
- Providing for mandatory employer wage and fringe benefit deposits (SB 740—Marks).

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as tabulated by California AFL-CIO

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# And this is what it voted on:

- 1. SB 6!—Dymally. Repeals portion of the Stull Act regarding teacher evaluation. Passed 21-10, June
- 2. SB 400-Moscone. Provides collective bargaining for teachers. Passed 21-17, June 26.
  - 3. SB 586—Marks. Protects unemployed worker from referral to substandard job. Passed 24-5, June 21.
- 4. AB 10—Greene, Leroy. Restricts employer from keeping tips and gratuities meant for worker. Passed 27.3, Sept. 13.
- AB 212—Alatorre. Requires firms advertising as doing business in Spanish provide contracts in Spanish as well as English. Passed 23-12, Sept. 12.

- **6. AB** 478—Brown. Extends Industrial Welfare Commission hours and working conditions jurisdiction to men. Passed 28-6, Sept. 14.
  - 7. AB 580—Deddeh. Increase maximum weekly unemployment insurance benefit from \$75 to \$90. Passed 28-7, Sept. 14.
- AB 255—Fenton. Extends unemployment insurance coverage to farm workers. Passed 21-14, Sept. 12.
- 9. AB 750—Fenton. Reduces waiting period for disability benefits under the workmen's compensation program from 28 to 21 days. Passed 29-9, Sept. 13.
- 10. AB 752—Fenton. Increases maximum temporary and permanent weekly benefit under workmen's compensation program. Passed 29-9, Sept. 13.

12. AB 751-Fenton. Increases death benefits to widow under workmen's compensation program. boys. Passed 25-6, Sept. 13. Passed 29-9, Sept. 13.

weekly disability insurance benefit from \$105 to \$119. maximum 13. AB 806-Deddeh. Increases Passed 28-3, Sept. 14.

physician in workmen's compensation cases. Passed 22-7, Sept. 14. 14. AB 1516-Foran. Insures workers free choice of

# **Education Committee**

<ol> <li>SB 64—Dymally. Repeals portion of the Stull Act regarding teacher evaluation. Passed as amended 8-0, May 2.</li> </ol>	2. SB 400-Moscone. Provides collective bargaining for teachers. Passed as amended, re-referred to	Finance 8-1, May 16.					
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3. AB 478-Brown. Extends Industrial Welfare Com-	mission hours and working conditions jurisdiction	to men. Passed 11-0, Sept. 14.	4. AB 580-Deddeh. Increases maximum weekly un-	ce benefit fron	Passed 8-1, Sept. 10.
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5. AB 255—Fenton. Extends unemployment insurance coverage to farm workers. Passed 7-5, August 27.  8. R. 130. Wills. Creates a state Ombudsman. Pas-	
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# Governmental Organization Committee

8. AB 849—McAlister. Requires prevailing rates be paid for public printing. Passage refused 5-4, Sent 6	9. SB 130-Mills. Creates a state Ombudsman. Passed as amended, re-referred to Finance 7-4, May 17.			
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- 10. AB 10—Greene, Leroy. Restricts employer from keeping tips and gratuities meant for worker. Passed as amended 4-0, Aug. 30.
  - 11. AB 478—Brown. Extends Industrial Welfare Commission hours and working conditions jurisdiction to men. Passage refused 3-2, Sept. 6.
- 12. AB 580—Deddeh. Increases maximum weekly unemployment insurance benefit from \$75 to \$90. Passed, re-referred to Finance 4-0, Sept. 6.
  - 13. AB 255—Fenton. Extends unemployment insurance coverage to farm workers. Passed, re-referred to Finance 4-3, August 16.
- 14. AB 750—Fenton. Reduces waiting period for disability benefits under the workmen's compensation program from 28 to 21 days. Passed as amended, re-referred to Finance 5-1, August 30.
- 15. AB 752—Fenton. Increases maximum temporary and permanent weekly benefit under workmen's compensation program. Passed as amended, rereferred to Finance 5-1, August 30.

- 16. AB 758—Brown. Improves workmen's compensation coverage for domestic household workers and gardeners and extends coverage to newsboys. Passed as amended 5-0, Sept. 6.
  - 17. AB 751—Fenton. Increases death benefits to widow under workmen's compensation program. Passed as amended, re-referred to Finance 5-1, August 30.
    - 18. AB 806—Deddeh. Increases maximum weekly disability insurance benefit from \$105 to \$119. Passed as amended, re-referred to Finance 4-0, Aug. 30.
- AB 809—Deddeh. Provides disability benefits for abnormal pregnancy. Passed, re-referred to Finance 4-1, Sept. 6.
- 20. Algorithms of the State of States of Grands of disabled worker. Passed, re-referred to Finance 4-0, August 30.

- 21. AB 1516-Foran. Insures workers free choice of physician in workmen's compensation cases. Passed as amended 5-2, Sept. 6.
- SB 478—Marks. Provides disability insurance benefits in spite of receipt of maintenance and cure for seamen. Passed 5-0, April 12. 22
- SB 586—Marks. Protects unemployed worker from referral to substandard job. Passed 5-1, June 7. ឌ

# **Judiciary Committee**

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# And this is what it voted on:

2. AB 212—Alatorre. Requires firms advertising as doing business in Spanish provide contracts in Spanish as well as English. Passed 54-8, May 31. 1. AB 10—Greene, Leroy. Restricts employer from keeping tips and gratuities meant for worker. Passed 55-16, April 26.

- 3. AB 478—Brown. Extends Industrial Weifare Commission hours and working conditions jurisdiction to men. Passed 50-17, May 10.
- ance coverage to farm workers. Passed 54-10, AB 255-Fenton. Extends unemployment 4
- tion coverage for domestic household workers AB 758-Brown. Improves workmen's compensaand gardeners and extends coverage to newsboys. Passed 57-13, August 16. June 25. ທ່
- AB 830-Warren. Bans employer use of lie detector tests. Passed 43-15, June 7. ø
- 8. AB 1516-Foran. Insures workers free choice of 7. AB 849-McAlister. Requires prevailing rates be physician in workmen's compensation cases. paid for public printing. Passed 52-10, June 14.
  - SB 64—Dymally. Repeals portion of the Stull Act regarding teacher evaluation. Passed 50-18, Sept. Passed 50-11, June 21. စ်
- SB 400-Moscone. Provides collective bargaining teachers. Antonovich amendments tabled 45-27, Sept. 10. 10.
- SB 400-Moscone. Provides collective bargaining for teachers. Passed 57-21, Sept. 10. 11.

# **Education Committee**

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Vasconcellos (D)

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Greene, Leroy (D)

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2. SB 400-Moscone, Provides collective bargaining 1. SB 64—Dymally. Repeals portion of the Stull Act regarding teacher evaluation. Passed 9-3, Sept. 4. for teachers. Committee amendment passed 10-

4, August 21.

3. SB 400-Moscone. Provides collective bargaining for teachers. Passed as amended, re-referred to Revenue & Taxation 115, August 21.

Committee
<b>Employees</b>
Public
and
<b>Employment</b>

	4. AB 849-McAlister. Requires prevailing rates be	paid for public printing. Passed, re-referred to	Ways & Means 5-1, May 15.					
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# Finance and Insurance Committee

Chacon (D)
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Fenton (D)
Foran (D)
Greene, Leroy (D)

AB 212-Alatorre. Requires firms advertising as doing business in Spanish provide contracts in Spanish as well as English. Passed as amended 11-4, May 9. ທ່

7. AB 761-Brown. Requires labor representation 6. AB 255-Fenton. Extends unemployment insurance coverage to farm workers. Passed, re-referred to Ways & Means 14-3, June 13.

on Workmen's Compensation Appeals Board.

Passed 10-7, June 6.

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Hayden (R) Mobley (R) Powers (D) Priolo (R) Ralph (D)

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Ways and Means	S	Committee							
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	<ul> <li>13. AB 809—Deddeh. Provides disability benefits for abnormal pregnancy. Passed 13-0, June 27.</li> <li>14. AB 810—Deddeh. Freezes wage credits for disability benefits in order to protect injured or disabled worker. Passed 13-0, June 27.</li> <li>15. AB 849—McAlister. Requires prevailing rates be paid for public printing. Passed 11-2, May 30.</li> <li>16. SB 400—Moscone. Provides collective bargaining for teachers. Passed as amended 14-3, Sept. 5.</li> </ul>
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<b>5 € € €</b> €	<ul> <li>10. AB 758—Brown. Improves workmen's compensation coverage for domestic household workers and gardeners and extends coverage to newsboys. Passed 12-1, August 13.</li> <li>11. AB 255—Fenton. Extends unemployment insurance coverage to farm workers. Passed 12-2, June 20.</li> <li>12. AB 806—Deddeh. Increases maximum weekly disability insurance benefit from \$105 to \$119. Passed 13-0, June 27.</li> </ul>
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<b>π</b> ωυωω	AB 758—Brown. Imjuon coverage for and gardeners and boys. Passed 12-1, A AB 255—Fenton. Ejune 20. AB 806—Deddeh. I disability insurance Passed 13-0, June 27.
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