



EDITORIAL

Moscow's Mortal Peril

Lane Kirkland said it best six months ago when the trouble began: Poland is on strike. Since then rebel union workers of that captive state have inspired free people all across the globe.

The mortal peril to Moscow is that freedom in Poland could mean freedom in Czechoslovakia, freedom in Hungary, freedom in the other satellites of imperial Russia and, indeed, freedom within the Soviet Union.

The paralyzing fear of any dictatorship is that subject workers might do exactly what they are doing in Poland. That possibility terrifies Moscow as well as the other despotisms of Left and Right around the world.

Well intended friends of Polish workers are urging union caution and union restraint. Beware, they say, of Soviet troops and Soviet occupation. Well and good advice, but there is no such thing as a little bit of freedom. The workers of Poland will take all the liberty they are strong enough to take. That's the way it is in every land.

Dictatorships long established can disintegrate within months, or even weeks, once freedom is on the loose. After all, if Soviet puppets in Poland can be forced to grant workers a five-day week, anything can happen.

Teachers Union Hails School Board Vote for No Layoffs

The San Francisco Federation of Teachers won a major victory this week when the San Francisco School Board voted 4 to 3 not to lay off any teachers this year.

In commenting on the Board's decision, James E. Ballard, president of the union, said:

"The school board's vote not to have layoffs greatly improves the atmosphere for upcoming negotiations."

School board members voting for the amendment sponsored by Rosario Anaya were: Julie Anderson, Myra Kopf, Libby Denebeim and Anaya.

Voting against it were school board members Dr. Eugene Hopp, Bill Maher and Ben Tom.

In 1979 the district sent out

more than a thousand layoff notices and in 1980 more than 400 teachers were laid off.

Barely half an hour after the Board voted on the issue, the union officially opened negotiations for a new contract by presenting its initial proposals to the Board.

The union's proposals call for 35 modifications of the existing contract, including a call for a three-year contract with a 13.7 percent salary increase the first year and the cost of living, plus a three percent catch-up, for each succeeding year.

Other contract provisions sought include:

✓ An early retirement program;

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853,000 Jobless in Calif.; State's Rate Jumps to 7.5%

Unemployment in California totalled 853,000 last month about 181,000 higher than a year earlier, and the state's jobless rate jumped back up to 7.5 percent, according to the U.S. Bureau of Labor Statistics.

California's jobless rate had been pegged at 6.5 percent in December 1980 but state officials regarded that rate skeptically.

"Now it's clear that the December rate was a fluke," William

Lawson, a spokesman for the state Employment Development Department said.

"The rate has been running over seven percent since last April and the 7.5 percent rate for January is in line with that picture," he noted.

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Send Fed Per Caps to Hibernia; Union Asks Bids on Trust Funds

All affiliates were reminded again this week that per capita payments to the California Labor Federation, AFL-CIO, should be sent to The Hibernia Bank at No. 1 Jones Street, San Francisco, CA 94102—not to the Bank of America.

John F. Henning, the California AFL-CIO's executive officer, notified all affiliates last month that the Federation moved its per capita payments accounts from the Bank of America to the Hibernia Bank after the Bank of America failed to repudiate a recent policy change encouraging the use of non-union service trade personnel in its branches.

The State AFL-CIO's action was mandated by a resolution adopted at the Federation's last biennial

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BERKELEY

Calif. AFL-CIO Expands Move To Aid Blue Shield Strikers

Charging that Blue Shield of California is using "a strategy of plant shutdown threats" to erode the working conditions of its employees, the California AFL-CIO this week expanded its appeal to unions to inform Blue Shield that they will seek health insurance from other insurers if the firm fails to negotiate a fair contract with its workers.

The workers, members of Local 3 of the AFL-CIO Office & Professional Employees International Union, were forced to strike Blue Shield December 9 after the firm refused a union offer to extend the existing contract with guaranteed retroactivity until a settlement could be reached, John F. Henning, executive officer of the California Labor Federation AFL-CIO, said.

In letters sent to an expanded list of unions with Blue Shield coverage late last week, Henning said:

"Throughout negotiations, Blue Shield has used a strategy of plant shutdown threats in an attempt not only to erode working conditions and eliminate an existing cost-of-living clause but to destroy the union."

"We are asking that all local unions who presently subscribe to Blue Shield health insurance to inform Blue Shield by wire or letter that if Blue Shield's management continues to threaten office closure and fails to negotiate a fair contract with its employ-

ees you will make arrangements to seek health insurance from alternative carriers."

A similar appeal directed primarily to San Francisco Bay Area affiliates was issued by the California AFL-CIO just before Christmas.

Just this week, Local 22 of the AFL-CIO International Federation

of Professional and Technical Engineers informed George Davis, secretary-treasurer of OPEIU Local 3, that the February edition of "UNITY," which is mailed to 11,000 state employees in the fields of engineering, science and technology, would contain an appeal to them to drop

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Kirkland to Speak in S.F. at AFL-CIO Regional Parley

AFL-CIO President Lane Kirkland will address the opening session of a three-day national AFL-CIO regional conference to be held at the Hyatt Hotel in Union Square in San Francisco March 26-28.

Last month, in announcing that a series of such conferences would be held throughout the nation, Kirkland described them as "a time to reexamine labor's aspirations and challenges, a time to strengthen and nourish the local roots of our movement."

Such conferences are particularly appropriate for the AFL-CIO during its centennial year, Kirkland said.

The San Francisco conference will open with a dinner Thursday, March 26. The first full day scheduled on March 27 will involve one workshop to be presented by Kirkland and Tom Donahue, the AFL-CIO's secretary-treasurer,



LANE KIRKLAND

two workshops to be conducted by the Committee on Political Education (COPE) and the three other workshops to be conducted by the AFL-CIO Legal, Legisla-

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HEARING MARCH 11

Fight for Comparable Pay For Women Workers Set

The first legislative effort to tackle the chronic problem of low female wages by requiring equal pay for work of comparable value is embodied in California AFL-CIO-backed legislation introduced by Assemblyman Bill Lockyer (D-Oakland) that is now scheduled for a hearing by the Assembly Public Employee and Retirement Committee on Wednesday, March 11.

The Lockyer bill, AB 129, would

require the State Personnel Board to take into account the doctrine of comparable worth in the determination of salary schedules for all state job classifications which are composed of at least 70 percent female workers.

Strong support for the legislation was voiced at a press conference in Sacramento Wednesday that included representatives of the Service Employees International Union, the American Federation of State, County and Municipal Employees, other public sector unions as well as a broad coalition of women's rights groups, Charles Jeszeck, the California AFL-CIO's Research Director, said.

Jeszeck, who represented the Federation at the press conference, pointed out that numerous studies have shown that discriminatory wage structures have held down the wages of women workers, although their jobs' skill content is equal to or higher than levels in higher paying male occupations.

In 1980, he noted, women workers earned only 57 percent of the wages of male workers.

Asserting that the lower wages of women workers has been caused by the historic job segregation of women workers, Jeszeck pointed out that the Lockyer bill would also benefit the

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Housing Starts Dropped 34% In Calif. in 1980

Total new housing starts in California during 1980 were 34.1 percent below the total for 1979, according to a report issued by the Bank of America.

In December 1980, housing starts were at a seasonally adjusted annual rate of 132,000 units, 7 percent less than the rate in November 1980 and 22.4 percent less than December 1979.

The 1980 total of 129,899 housing starts was lower than any year since 1975.

Farm Workers Missing Out On Disability Benefits Due Them

Thousands of California farm workers, particularly those who speak only Spanish, are failing to claim unemployment disability insurance benefits that they are entitled to get.

In an effort to correct this situation, the state Employment Development Department (EDD) has just launched an informational campaign to inform farm workers of their rights.

EDD is presently calling for the aid of newspapers, TV, radio

and union publications to get the word to all farm workers that they may be eligible for benefits if they are sick or hurt as a result of non-job-connected disabilities and cannot work.

Farm workers are entitled to the benefits because unemployment disability insurance deductions are made from their wages while they are working so that they can receive benefits when they are unable to work due to in-

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Reagan's Rule Freeze Perils Workers' Safety and Rights

President Reagan's 60-day freeze of pending government regulations has put in limbo a group of labor-supported measures affecting the safety, health and wages of America's workers.

Along with scores of other pending government actions, many clearly non-controversial, they have been labeled by the Reagan White House as "midnight regulations" of the outgoing Carter Administration and pulled back for review.

They will be scrutinized for cost-effectiveness and, the White House stressed, in terms of the Administration goal of "lessening rather than increasing the regulatory burden."

In fact, regulations are the means by which the Executive Branch of government administers the laws passed by Congress, which only rarely are self-enforcing. In at least some cases, suspending regulations amounts to suspension of the law on which they are based.

Thus, the regulatory freeze will hold up — at least until March 30 — the implementation of "walkaround pay" rights for worker representatives during workplace inspections by the Occupational Safety & Health Administration.

It will allow Indiana to continue to operate a state job safety and health program that the AFL-CIO has repeatedly criticized as grossly inferior to the federal program it replaced. OSHA had begun administrative action to suspend certification of the Indiana program because of its "consistent pattern of poor performance."

Also held up by the government-wide regulatory freeze are changes in Davis-Bacon Act procedures for setting prevailing wage rates on federally-funded construction. It includes some changes sought by employers. But an open-shop contractors' association complained it didn't go far enough to meet their objections and has urged the Reagan Administration to rescind it.

The freeze means at least a further delay in an already years-delayed action by the Labor Dept. to raise the wage test for exemption from overtime pay requirements of the Fair Labor Standards Act.

A White House list of regulations termed "candidates for postponement" — pending checks to determine if some are mandated by law and therefore cannot be postponed — range from food stamp changes to housing loans

to asbestos detection and control programs.

The Dept. of Housing & Urban Development has pulled back rules for the Solar Energy & Conservation Bank that Congress authorized last year and rules to improve enforcement of the 1968 Fair Housing Act. And federal contractors can continue to pay the membership dues of their employees in private clubs that discriminate.

Regulations with scheduled effective dates beyond March 30 also must pass the screening process even though they are not formally under the freeze. These include a long-range hearing conservation program to protect more than 5 million workers who are regularly exposed to high levels of noise. It was scheduled to take effect in mid-April.

Reagan also prohibited issuance of any new final regulations — with limited exceptions — by any agency. This holdup would presumably cover OSHA's proposed toxic labeling standard which would provide precise chemical identification and warning on hazardous substances.

The White House charged that many of the regulations issued during the last month of the Carter Administration would impose "substantial new burdens on the economy."

The freeze period, it said, would permit a review of the pending regulations "to assure that they are cost-effective and necessary." It would also allow time for a task force headed by Vice President Bush "to reassess the need for regulations that have been under development."

The Chamber of Commerce said it was "obviously pleased" with the regulatory freeze, and especially with the action blocking the requirement that an employee representative is entitled to take part in an OSHA inspection without loss of pay.

Reagan's freeze of regulations was part of a series of announcements including lifting of remaining price controls on oil and an immediate end to the largely dormant Council on Wage & Price Stability.

TORCH OF FREEDOM

Bill Howard To Get Israel Award March 11

William K. Howard, president of the California State Theatrical Federation, will be presented with the State of Israel's "Torch of Freedom Award" at a dinner at the Beverly Hilton Hotel in Los Angeles, Wednesday, March 11.

Howard, who is also business representative of Costumer's Union Local 706 of the International Alliance of Theatrical and Stage Employees, was selected for the award in recognition of "his concerned involvement on behalf of his fellow man of all faiths," according to Gene Allen, Chairman of the dinner.

Howard, who is also President of the Hollywood Film Council and a member of the Board of Trustees of the Motion Picture Industry Pension Plan, has long been a supporter of Israel's Histadrut campaign.

"It is entirely in keeping with America's own best interest to support the economic development of Israel, our country's democratic ally in the Middle East. Israel Bond proceeds remain in the United States to pay for American goods and services produced by American labor and shipped to Israel by American transport," Howard said.

Further information on the dinner may be obtained by phoning the Israel Bond Office at (213) 653-8400.

853,000 Jobless in Calif.; State's Rate Jumps to 7.5%

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Bad as the unemployment situation is in California, five of the 10 other largest states are in worse shape. Michigan, home of much of the nation's automobile industry, struggled with an unemployment rate of 13 percent; in Ohio it was 9.7 percent; Illinois 9 percent; Pennsylvania 8.7 percent; New York 7.6 percent; New Jersey 7.5 percent; Florida 6.1 percent; Texas and Massachusetts 5.2 percent each.

The BLS report said that employment in California in January 1981 totalled 10,493,000, 50,000 more than in January 1980 when the jobless rate was 6.0 percent.

But the BLS bases its monthly reports on interviews with a relatively small sample of 5600

households in California. Critics maintain that this method results in a low level of reliability and may be suspect in any given month.

Lawson pointed out that state statistics that are based on more detailed records suggest that there were 73,600 more job holders in January 1981 than a year earlier and said that a 124,700 gain in white collar and service jobs was partially offset by a drop of 51,100 in manufacturing and construction jobs.

Nationally, the BLS reported that the unemployment rate was 7.4 percent last month and that 7.8 million were unemployed in January, 62,000 more than a month earlier.

Total employment nationally was pegged at 97.7 million, an increase of 400,000 over the month.

Key unemployment rates reported by BLS for January 1981 included:

Adult men at 6.2 percent compared with 6 percent in December, 1980;

Adult women at 6.7 percent compared with 6.8 percent;

Teenagers at 19 percent versus 17.8 percent a month earlier; and,

Blacks and other minorities at 12.9 percent versus 14 percent.

RWDSU-SEIU Merger Talks To Continue

An agreement to continue merger discussions between the Retail, Wholesale and Department Store Union (RWDSU) and the Service Employees International Union (SEIU) has been jointly announced by SEIU's President John Sweeney and RWDSU's President Alvin Heaps.

Both unions have similar jurisdictions, particularly in the health care industry. The SEIU includes more than 650,000 members and the RWDSU has more than 225,000 members.

Kiefer Reappointed To Coastal Board

Joseph C. Kiefer, executive secretary-treasurer of the North Coast Counties District Council of Carpenters, has been reappointed to the North Central Coast Regional Commission for Sonoma, Marin and San Francisco Counties by Governor Edmund G. Brown, Jr.

Kiefer, who has also served on the Sonoma County Housing Commission, has served on the Regional Coastal Commission since 1977.

WORK & HEALTH

Agenda for Action to Curb Pollution of Work Places

BY PHILLIP L. POLAKOFF, M.D.

Director

Western Institute for Occupational/Environmental Sciences

During this century the human race has just about won the war against the major diseases we inherited through the natural environment—smallpox, diphtheria, polio, whooping cough, malaria, tuberculosis, and other fatal and crippling diseases.

Today, ironically, the big battles we haven't won yet are against the killers of our own making — the diseases caused by the man-made materials and substance we spew into our living space on the planet, including, especially, the places we work.

So, what's to be done about it?

Above all, we need to begin thinking about the bad things that are likely to happen and put a stop to them beforehand, rather than waiting for people to get sick or hurt and then trying to make up for our costly, needless dawdling. There are six major areas in which preventive action is needed:

1. **Assessment.** We need to assess the toxicity of those substances which have not been tested, and set up controls on those that are found to be toxic. Pre-screening should be required for all new chemicals for which there may be unreasonable risks to health; those posing significant threats should be withheld from introduction into commerce until their safety and practical use can be demonstrated. Consumer products containing known cancer-causing agents should be removed from the market as quickly as possible. The number of persons running a risk from a particular agent needs to be determined, and full disclosure of health data should be made to all those who are potentially affected.

2. **Education.** The public needs to be shown the seriousness of the problem and, at the same time, to be persuaded that it can be corrected without unbearable costs — despite claims to the contrary. This educational process should include consumers, workers, health professionals, physicians and nurses, as well as management — from the largest industries to the small plants and businesses. Workers, especially, who have been or are now being exposed should be told about their exposure and its possible effect, and about measures they can take to protect themselves.

3. **Health care services.** Occupational health data should be added to existing health care questionnaires and data compilations. Work history should become an integral part of the physical examination. The role of physicians and other health care professionals needs to be stressed. The need for them to keep up with the latest information about occupationally related exposure is particularly important.

4. **Technological advances.** There is a need to develop a whole range of new and better instruments for detecting and monitoring hazardous substances in the workplace as well as the environment. Likewise, we need to move ahead rapidly on the problem of how to dispose of hazardous and radioactive wastes. It may be necessary for government to help in developing control technology and redesigning processes where industrial incentives are lacking.

5. **Legislation and enforcement.** The greatest contribution government, at all levels, can make is simply stricter enforcement of existing laws. We already have the legal tools to safeguard workers on the job, the consumers who buy the products of the marketplace, the water we drink, the food we eat, and the whole environment we live in. Let's use the tools.

6. **Economic measures.** To get this big job done we should come up with favorable tax incentives for the major capital investments it will take, and it will be costly; there is little argument on that score. But let's look at the hidden costs of NOT doing anything. When workers are disabled by occupational diseases, somebody must pay the bill — the Social Security system, the welfare system, the insurance system, the workers' compensation system. In addition, there are billions in lost production, lost wages, and, above all, loss of a quality of life everybody pays for.

Teachers Union Hails School Board Vote for No Layoffs

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✓ Improvements in fringe benefits;

✓ Increased building maintenance and provision of instructional supplies; and

✓ Specific improvements in children's center, elementary, middle school, high school and special education programs plus increased counselling and library services.

On the innovative side, the union's proposal calls for a major increase in teacher involvement at the school site level in curriculum and other professional matters as well as districtwide discussions on professional activities and a districtwide curriculum conference.

It asks for release time for these activities to be provided by having school administrators substitute for absent teachers, thereby freeing up money from the substitute account.

Ballard emphasized that it is "extremely important to conclude negotiations even before the contract expires so that teachers, parents and students know what is happening before school opens in September."

By law, the next stage of the negotiations will be a public hearing on the teachers' proposals. Following that the administration will make an offer, which will be followed by another public hearing. After that the union and school officials will begin direct negotiations.

Publisher's Notice

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HEARING MARCH 11

Fight for Comparable Pay For Women Workers Set

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growing number of male workers in low-paying clerical and service positions.

"Once this principle is applied successfully in the public sector," he said, "it can be easily extended to help workers in banking, retail and other low wage industries," he added.

Late last month, John F. Henning, the California AFL-CIO's executive secretary - treasurer, emphasized the importance of the issue at a hearing in San Francisco held by the California Commission on the Status of Women.

"The principle of equal pay for work of comparable value is one of the most important issues facing the working men and women of America during the 1980's.

The goals of organized labor are inseparably tied to the continuing struggle for women's rights," Henning declared.

He pointed out that Labor Department studies show that female workers who are union members earn more than 35 percent more than their unorganized sisters but said that this provides "little solace because most women's jobs are non-union jobs."

The legislation, which is already stirring strong opposition in the business community, would require the State Personnel Board, which is charged with setting and adjusting salary ranges for each class of position in the state Civil Service, to base the salary range "on the principle that like salaries shall be paid for com-

parable duties and responsibilities."

AB 129 would specify, however, that "... in establishing and adjusting salary ranges for those classes of employees which are composed of at least 70 percent female employees, (the Board) shall take into consideration the comparability of levels of skill, education, experience, knowledge, responsibility, accountability, and physical effort with other classes of employees."

In his testimony before the hearing in San Francisco last month, Henning pointed out that the vast majority of women workers "are still crowded into just 20 of the 420 Bureau of Labor Statistics job classifications."

Henning charged that "the corporate drives of competition and profit which at times encourage the exploitation and intimidation of supposedly less assertive women workers has strongly contributed to this problem."

Canada, he noted, already has enacted the Canadian Human Rights Act which declares:

"It shall be a discriminatory practice for an employer to establish or maintain differences in wages between male and female employees in the same establishment who are performing work of equivalent value."

A number of progressive governments throughout the world, including Sweden, West Germany, Italy, Canada and New Zealand have already enacted such measures, Henning said.

\$300,000 at Stake in State Affordable Housing Contest

Up to \$300,000 in cash prizes will be awarded for workable designs and ideas that provide practical solutions to California's growing housing shortage in a contest sponsored by the state of California.

"We are looking for innovation in the design and construction of affordable housing for low to moderate income people throughout the state as well as techniques and processes that speed permitting procedures, save energy, educate consumers and aid in home financing," I. Donald Ferner, di-

rector of the State Housing and Community Development Department, said.

The contest is open to all California residents, companies or corporations licensed by the state as well as local jurisdictions and organizations.

For further information and application forms write to: California Affordable Housing Competition, Office of Appropriate Technology, 1530 10th Street, Sacramento, Ca., 95814 or phone (800) 952-8345.

Farm Workers Missing Out On Disability Benefits Due Them

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jury or illnesses suffered off the job.

The disability insurance benefits range from \$30 to \$154 per week for a maximum of 39 weeks, EDD said.

To claim benefits, workers must call or drop in at the nearest EDD office. Claim forms may also be available at doctor's offices and at hospitals.

Farm workers or other workers who believe they may be

entitled to disability benefits they have not yet claimed may contact any of the following offices of the EDD to inquire:

Bakersfield	805-395-2850
Fresno	209-445-5393
Los Angeles	213-744-2230
Oakland	415-464-0984
Sacramento	916-445-0540
San Bernardino ..	714-383-4171
San Diego	714-237-7591
San Jose	408-277-1445
Santa Ana	714-558-4341
Santa Barbara ..	805-963-0721

Kirkland to Speak in S.F. at AFL-CIO Regional Parley

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and Organizing Departments.

All other AFL-CIO departments will be represented in the closing morning session on March 28. All of the sessions will be 50 minutes, with maximum time allowed for discussion.

"We are determined to conduct the regional conferences with a maximum of two-way communication and a minimum of speech-making," Kirkland said.

Only the two plenary sessions of the conference — the dinner Thursday evening and the final session Saturday morning, which will be addressed by both Kirkland and Donahue — will be open to the press, Kirkland said.

In the initial announcement of the conference series last month, Kirkland said that they will concern "all aspects of the AFL-CIO" and are designed "to produce a free flow of ideas, opinions and evaluations of labor programs at all levels."

Others taking part in the con-

ferences will include representatives of the A. Philip Randolph Institute, the Labor Council for Latin American Advancement, Frontlash, the National Council of Senior Citizens, and the Coalition of Labor Union Women.

The San Francisco conference will include AFL-CIO representatives from California, Washington, Oregon, Nevada, Hawaii and Alaska.

The series of conferences is scheduled to start in Philadelphia March 5-7. Other conferences will be held in Boston March 9-11; Chicago March 19-21; Denver March 30-April 1; Atlanta April 2-4; and New Orleans June 4-6.

**PLEASE
DON'T BUY
COORS BEER**

Calif. AFL-CIO Expands Move To Aid Blue Shield Strikers

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Blue Shield.

Dale M. Butler, field representative for the California League of Engineering and Allied Technical Employees, said that the article in "UNITY" would point out that Blue Shield is refusing to negotiate in any meaningful manner, is insisting on increasing the number of "takeaway" items in the negotiations, and is refusing its San Francisco employees the same wage package that Blue Shield signed for its employees in Wisconsin.

Strong support for the nearly 1100 workers who have manned the picket lines at Blue Shield for 74 days has also been voiced by the AFL-CIO Sailors Union of the Pacific.

Paul Dempster, SUP's President and Secretary-Treasurer, said that his union was "deeply concerned" with the strike situation and the fact that Blue Shield of California has been engaged "in unfair, anti-American labor scabbing techniques," in a letter sent to Blue Shield President Thomas Paton last month.

"It has been proven in the past that, in the long haul, experienced and capable workers were and are less expensive to management costs than those inexperienced and incapable workers replacing them," Dempster said.

He urged Blue Shield to bring the dispute "to a fair and equitable conclusion."

Earlier last month, both Local 2 of the Hotel and Restaurant Employees and Bartenders Union of San Francisco and Local 560 of

the United Auto Workers protested Blue Shield's bargaining tactics and informed Blue Shield that they would seek alternative coverage unless a fair settlement was worked out.

Meanwhile, the striking workers are circulating petitions demanding a fair resolution of the dispute that will be presented to the Community Affairs subcommittee of the San Francisco Board of Supervisors which is scheduled to hold a hearing on the Blue Shield strike on February 27.

Davis said that Blue Shield's computer usage costs, which are processed by Electronic Data Systems (EDS), a Texas based firm headed by H. Ross Perot, are now 20 to 30 cents per claim higher than its peers and that this has only been so since EDS put in a new systems change last year.

Before that, Davis said, unit costs for Blue Shield from 1975 through 1979 had been substantially cheaper.

This is documented, he said, in a report made by Phillip Nathanson, regional administrator of the Health Care Financing Administration.

The HCFA report indicated that Blue Shield's per unit costs in 1979 were \$2.63 per unit while its peer groups costs were \$2.72 and the national average was \$2.79.

After EDS put in its new systems change in 1980, the unit costs of Blue Shield jumped to \$2.94 while the peer group costs fell to \$2.65 and the national average fell to \$2.68.

"The Local 3 negotiating team

has made several significant moves in an effort to resolve this dispute," Davis said, "but Blue Shield continues to demand that its San Francisco employees be subjected to six major 'takeaway' items which, we believe, boil down to extracting increased profits for EDS out of the hides of Blue Shield employees."

Davis said the company is insisting on:

- No retroactivity;
- The imposition of written tests for promotions, without regard to seniority;
- Deletion of an existing contract clause stipulating that an employee cannot be disciplined for using accrued sick leave except in cases of proven abuse;
- Denial of pay increases to a majority of people who are already above the pay scale in the second and third years of the contract;
- Elimination of the maximum pay grade, which would result in a slash in pay for workers forced to shift from one job classification to another; and,
- Elimination of an extra 15 minute break period which presently permits employees to leave 15 minutes early if they don't take the break.

Davis said that the union, in addition to opposing the takeaway provisions, is also seeking improved lighting and furniture to protect the health of Blue Shield employees who are required to spend hours at a time working on cathode ray tubes or video display terminals.

The National Institute of Occupational Safety and Health has

Union Wins Reinstatement and Back Pay for TV Reporter

Dorothy Reed, a TV reporter for the American Broadcasting Company's Channel 7 in San Francisco (KGO-TV) who was suspended for wearing a "cornrow" hairstyle, returned to the air this week with her cornrow hairstyle intact after her union took the issue up with the station's management.

Reed had been suspended without pay January 26 after KGO news director Joe Barnes maintained that her hairstyle was "inappropriate."

Subsequently, the executive

board of her union, the AFL-CIO American Federation of Television and Radio Artists, authorized the union to take the case to arbitration if necessary to protect Reed.

Last Friday Donald S. Tayer, AFTRA's executive secretary in San Francisco, and Sanford Wolff, national executive secretary of the 50,000-member union, announced that KGO-TV had agreed to cancel its suspension of Reed, return her to her duties in the news department immediately and to pay her for the period of the suspension.

already conducted a study at the request of Local 3 and the San Francisco-Oakland Newspaper Guild and its preliminary report indicated that there is no question but that there has been a mammoth number of complaints of eyestrain, stress and fatigue from workers using the electronic equipment.

Davis said that the union is also protesting the production standards set by Blue Shield. He noted that the weighted average wage of Blue Shield workers is just \$6.26 an hour.

In contrast, Davis charged that Blue Shield was paying scabs that it has employed at Colton and Woodland offices, where it has farmed out some of its work, only \$3.75 to \$4.50 an hour.

Davis estimated that Blue Shield has hired about 400 scabs in its attempt to replace the 1,100 workers on strike.

Late last month Henning wired John O'Hara, Acting Regional Medicare Director of the U.S. Health Care Financing Administration in San Francisco, to urge

him "to initiate a performance audit immediately at Blue Shield to prevent any service deterioration to any medicare claimants."

Henning said that the California AFL-CIO has "strong reason to believe that Blue Shield has seriously reduced its quality of performance in processing medicare claims," adding that "the poor and elderly clients at Blue Shield must be protected."

Henning has also called on U.S. Senator Alan Cranston and Congressman Philip Burton to join in the call for a federal performance audit at Blue Shield.

Henning emphasized that Blue Shield should recognize that the process of shifting from Blue Shield to other alternate insurers would be a slow process due to the contractual procedures involved which limit the periods during which union members may change plans but warned that Blue Shield will be making a "serious error" if they underestimate the gravity with which organized labor regards their present bargaining tactics.

THE CALIFORNIA AFL-CIO's DIGEST OF BILLS

The measures below introduced in the 1981-82 regular session of the California Legislature are classified by the California Labor Federation as "Good," "Bad," or "Watch†". An asterisk (*) indicates a bill sponsored by the California Labor Federation. A "Watch†" designation indicates that the Federation will defer to the wishes of affected affiliates on the ultimate classification of the bill. Such bills are printed in the digest to inform affiliates involved. No bill may be taken up until 30 days after the date of introduction indicated in the digest, except by a three-quarters vote. When the abbreviation (H.A.D.) appears in the digest following the author's name, it means that the measure has been held at the Speaker's desk in the House of origin and has not yet been assigned to a committee.

SENATE BILLS

SB 4, as introduced, Rains (Rls.) This bill would, with specified exception, establish, and require payment of, a refund value of not less than 5¢ for beverage containers used for beer and other malt beverages, mineral waters, soda water, and similar carbonated soft drinks sold or offered for sale in this state on and after April 1, 1983.

The bill would prohibit dealers, as defined, from refusing to accept and pay the refund value on specified empty beverage containers, as defined, from consumers, as defined, and the bill would prohibit distributors . . . from refusing to accept and pay the refund value on specified empty beverage containers, from dealers and persons, including recyclers. . . . December 1, 1980.

Labor Unions—Bad

SB 10 — Carpenter (Rls.) — (1) Current law prescribes a method of computing apportionments to school districts, including the determination of district revenue limits for the 1980-81 fiscal year and each fiscal year thereafter. This method provides for adjustment of the district revenue limit pursuant to a specified inflation adjustment. The inflation adjustment for each district is modified to reflect the relationship between district expenditures and specified amounts for each type of district. . . .

This bill would increase the revenue limit of a school district commencing with the 1981-82 fiscal year by, among other things, adding

school improvement program and educationally disadvantaged youth program adjustments, as specified. . . .

(2) Existing law provides for school improvement programs, for educationally disadvantaged youth programs, for economic impact aid, and for general aid and makes provision in each for specific annual categorical allowances to school districts.

This bill would repeal all statutes relating to the educationally disadvantaged youth programs, economic impact aid, and general aid. This bill would add general intent language recognizing the varied cost of educating disadvantaged youth among school districts. . . .

(3) This bill would take effect immediately as an urgency statute, and would become operative on July 1, 1981. December 1, 1980.

Education—Watch†

SB 21 — Marks (Rls.) — Chapter 798 of the 1980 statutes, effective July 28, 1980, revised the Child Care and Development Services Act and repealed alternative child care provisions. That chapter does not specifically include provisions for the continuation of certain programs for the severely handicapped for which there is an appropriation in the Budget Act of 1980.

This bill would include provisions for the continuation of programs for severely handicapped children for the entire 1980-81 fiscal year to apply retroactively from July 1, 1980, and validate

KEY TO SENATE ABBREVIATIONS

Committee Abbreviations	Committee
(Agr. & Wat. Res.)	Agriculture and Water Resources
(B. & C.)	Banking and Commerce
(B. & P.)	Business and Professions
(C.A.)	Constitutional Amendments
(Ed.)	Education
(E. & R.)	Elections and Reapportionment
(E. & P.U.)	Energy and Public Utilities
(Fin.)	Finance
(G.O.)	Governmental Organization
(H. & W.)	Health and Welfare
(I.R.)	Industrial Relations
(I. & I.)	Insurance and Indemnity
(Jud.)	Judiciary
(L-Gov.)	Local Government
(N.R. & W.)	Natural Resources and Wildlife
(P.E. & R.)	Public Employment and Retirement
(Rev. & Tax.)	Revenue and Taxation
(Rls.)	Rules
(Trans.)	Transportation

KEY TO ASSEMBLY ABBREVIATIONS

Committee Abbreviations	Committee
(Aging)	Aging
(Agri.)	Agriculture
(B. & P.)	Business and Professions
(C.A.)	Constitutional Amendments
(C. P. & T. M.)	Consumer Protection and Toxic Materials
(Crim. J.)	Criminal Justice
(Econ. D. & P.)	Economic Development and Planning
(Ed.)	Education
(Elec. & Reap.)	Elections and Reapportionment
(E. & N. R.)	Energy and Natural Resources
(F., I., & C.)	Finance, Insurance, and Commerce
(G.O.)	Governmental Organization
(Health)	Health
(H. & C.D.)	Housing and Community Development
(Human S.)	Human Services
(Jud.)	Judiciary
(L. & E.)	Labor and Employment
(L. Gov.)	Local Government
(P.E. & Ret.)	Public Employees and Retirement
(Rev. & Tax.)	Revenue and Taxation
(Rls.)	Rules
(Trans.)	Transportation
(U. & E.)	Utilities and Energy
(W.P., & W.)	Water, Parks, and Wildlife
(W. & M.)	Ways and Means

SENATE BILLS (Cont'd)

any action taken which would have been authorized by this bill.

The bill would take effect immediately as an urgency statute.
December 1, 1980.

Handicapped—Good

SB 22 — Marks (Rls.) . . . This bill would require the governing board of every school district to conduct programs to control or eliminate health problems posed by the presence of asbestos in schools and would authorize governing boards to use district deferred maintenance funds for the encapsulation or replacement of asbestos materials in public schools, as specified. It would require that a district's plan of maintenance needs provide, with on specified exception, that first priority be given to the encapsulation or replacement of asbestos materials.

This bill also would provide that school districts with asbestos control programs approved by the Department of Education, shall be reimbursed as part of their apportionment from the State School Deferred Maintenance Fund, except to the extent that federal funds become available for the removal of asbestos from schools. . . .
December 1, 1980.

Education—Good

SB 26 — Campbell — (Rls.) — The Legislature has, by statute, established various regulatory agencies. Currently, no statute contains provisions that would abolish state regulatory agencies on various specified dates unless the Legislature, not less than 90 days prior to such a date, in each instance, enacts legislation which extends such date for a period not to exceed 5 years.

This bill would adopt such a statute for state regulatory agencies created by statutes, as defined (excluding those created by the Constitution and the initiative process), in existence on January 1, 1981, in accordance with the following schedule: all regulatory agencies within the Business and Transportation Agency, June 30, 1983; all regulatory agencies within the Resources Agency, June 30, 1984; all regulatory agencies within the Health and Welfare Agency, June 30, 1985; all regulatory agencies within the State and Consumer Services Agency, June 30, 1986; and all other regulatory agencies, June 30, 1987.

In addition, this bill would provide that any state regulatory agency established by legislation which becomes effective on or after January 1, 1981, shall be abolished 5 years after it is first empowered to exercise its regulatory authority if not sooner as provided for in the legislation unless a contrary intent is specifically provided for in the legislation or unless, not less than 90 days prior to the date it is to be abolished as provided for in this bill, a statute is enacted which extends such date for a period not to exceed 5 years. . . .

Prior to termination, continuation, or reestablishment of a state regulatory agency, the bill would require appropriate policy committees in each house of the Legislature to conduct public hearings on the proposal. The bill would require that in order for a state regulatory agency to demonstrate a public need for its continued existence at the hearings, specified factors at least must be shown. . . .
December 1, 1980.

State and Local Government—Bad

SB 29 — Campbell (Rls.) — (1) Existing law makes provision for annual adjustments in retirement allowances provided members of the State Teachers' Retirement System, the Legislators' Retirement System, and the Public Employees' Retirement System.

This bill would provide that no person who first becomes a member of any of the above systems on or after July 1, 1981, shall receive a cost-of-living adjustment in the retirement allowance except to the extent a cost-of-living adjustment is provided in the Budget Act for each fiscal year.

(2) Existing law provides for a salary increase on July 1 each year, as specified, in the salaries of the Chief Justice and Associate Justices of the Supreme Court, the presiding and associate justices of the court of appeal, and judges of the superior and municipal courts.

This bill would, under present decisional law, eliminate these salary increases for justices and judges whose terms of office commence after July 1, 1981.

(3) Existing law provides for annual cost-of-living adjustments to grants provided pursuant to the Aid to Families with Dependent Children Program (AFDC), to the basic State Supplementary Program (SSP) for the aged, blind, and disabled, as well as to special auxiliary programs for in-home supportive services (IHSS), and aid to the potentially self-supporting blind (APSB).

This bill would delete these provisions and would provide for

grants of specified amounts pursuant to these programs. The bill would also provide for increases for any fiscal year as may be provided by the Budget Act for that year or any subsequent act. . . .
December 1, 1980.

Public Employees—Bad

SB 33 — Presley (Rls.) . . . This bill would create the Office of Motor Vehicle Inspection in the Business, Transportation and Housing Agency.

The bill would authorize an air pollution control district or air quality management district to implement a motor vehicle inspection and maintenance program for nonattainment areas within the district or to require the Office of Motor Vehicle Inspection to implement a motor vehicle inspection and maintenance program within the district nonattainment areas. It would require the State Air Resources Board to hold a hearing to determine whether the office should implement a program in a district if the district determines not to implement a program and not to require the office to implement a program. The program would apply to 1969 and later model-year vehicles, except for specified classes of vehicles, and would require annual emissions tests and certificates of compliance. The annual emissions tests would be performed by central test stations or clean air test stations licensed by the Department of Consumer Affairs. Emissions repairs and adjustments would be performed at clean air repair stations by clean air repair mechanics. Both the clean air repair stations and mechanics would be licensed by the Department of Consumer Affairs. . . .
December 2, 1980.

Labor Unions—Watch

SB 35 — Beverly (Rls.) — Under existing law, a trial jury consists of 12 persons, or, with respect to civil actions or misdemeanor cases, any lesser number agreed upon by the parties in open court.

This bill would provide that in civil actions in municipal and justice courts, a trial jury would consist of 8 persons or any lesser number agreed upon by the parties in open court.
December 2, 1980.

Civil Rights—Bad

ASSEMBLY CONCURRENT RESOLUTIONS

ACR 1 — Statham (Rls.) — There is no provision in the existing Joint Rules to limit the number of bills which a member may introduce.

This measure would provide that a Member of the Assembly may introduce not more than 25 bills in the first year of the regular session of the Legislature and not more than 15 bills in the second year of the regular session, and that a Member of the Senate may introduce not more than 40 bills in the first year and not more than 25 bills in the second year, except upon permission of the Committee on Rules of the house in which the bill is introduced for each additional bill. This provision would not apply to constitutional amendments, any type of resolution, or committee bills. . . .
December 1, 1980.

State and Local Government—Bad

ACR 2 — Johnson (Rls.) — There is no provision in the existing Joint Rules to limit the number of bills which a member may introduce.

This measure would provide that a Member of the Assembly may introduce not more than 25 bills in the first year of the regular session of the Legislature and not more than 15 bills in the second year of the regular session, and that a Member of the Senate may introduce not more than 40 bills in the first year and not more than 25 bills in the second year, except upon permission of the Committee on Rules of the house in which the bill is introduced for each additional bill. This provision would not apply to constitutional amendments, any type of resolution, or committee bills. . . .
December 1, 1980.

State and Local Government—Bad

ACR 4 — Farr (Rls.) — There is no provision in the existing Joint Rules to limit the number of bills which a member may introduce.

This measure would provide that a member may introduce not more than 20 bills in the first year of the regular session of the Legislature and not more than 15 bills in the second year of the regular session, except upon permission of the Committee on Rules of the house in which the bill is introduced for each additional bill. This provision would not apply to any bill which goes into immediate effect, as specified, nor to joint or concurrent resolutions.
December 2, 1980.

State and Local Government—Bad