



California AFL-CIO News

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May 29, 1981

EDITORIAL

More Bad News

Proposition 13 is like an odor that won't go away. Down at the local level of government central labor councils throughout the state are engaged in desperate defensive action against City Councils and Boards of Supervisors. Only Labor stands between local public employees and their political enemies.

The AFL-CIO was in the broad coalition that fought Prop. 13 in 1978. We were in the leadership of that fight with our predictions of the disaster that awaited passage of the fraudulent measure.

We said it would bankrupt local governments and it did just that.

As to state government, it has been reeling since the Prop. 13 ballots were counted. The 1979 and 1980 sessions of the legislature were the bleakest since 1970 when conservative legislators ran both the Assembly and Senate. Now in 1981 labor finds itself dueling with old friends as state financing of local government has turned priorities upside down in the legislative market place.

State employees this year are told they must accept a pay raise that is less than half the cost of living increase of the past year. Wage boosts in the private sector are running almost twice the five percent proposed for state workers.

And then there are the destructive conservative bills that would permit private employers to hire convict labor, that would destroy the state minimum wage structure that has protected workers since 1913, that would see the killing of workers on the job through faulty manufactured products without the right of survivors to sue said manufacturers, that would finance public education at the expense of government printers made jobless in a state with one of the nation's highest unemployment rates. That's not all but it's enough to tell where we're going.

The state AFL-CIO has remained with liberal legislators through the hardest of campaign fights. We have asked only that the liberals remember the needs of the millions of people we represent. Some five million in California, counting union members and their families.

Cynics might spit that we have nowhere else to go. They shouldn't count on it. The presidential and congressional elections of last year showed that labor defections, however limited, can finish the liberals. None of us want that, but given the unstructured nature of party discipline that may be inevitable in 1982.

FLOOR VOTE DUE

Fed's Item Pricing Bill Wins Senate Panel OK by 5-1 Vote

The drive by labor and consumer groups to restore the California consumers' right to have readable prices marked on items offered for sale in supermarkets using computer price scanners cleared another key hurdle this week when the Senate Judiciary Committee approved AB 65 by a five to one vote despite strong opposition from the California Retailers Assn. and the State Chamber of Commerce.

The bill won Assembly approval last month by a vote of 47 to 25.

Carrying the California AFL-CIO-sponsored bill authored by Assemblyman Herschel Rosenthal (D-L.A.) on the Senate floor will be Senate President pro tem David A. Roberti (D-Hollywood).

John F. Henning, executive officer of the California Labor Federation, who spoke for the bill prior to the committee's vote, said that the strong turnout by labor and consumer representatives at the committee's hearing played an important role in moving the bill to the floor.

Others testifying in support of

AB 65 Tuesday included: Jerry Lench, a representative of the AFL-CIO Southwestern States Council of the United Food and Commercial Workers Union; Carl Jones, legislative advocate of the National Council of Senior Citi-

zens; Mary Solow, president of the Consumer Federation of California; Luanna Martella, an attorney for Consumers Union; Tom Green of the State Department of Consumer Affairs; Tom Moore of

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KQED Cancels Plan to Plug Coors Beer During Auction

After three days of mounting protests by labor, minority and civil rights organizations, the management of KQED, the San Francisco Bay Area's public TV station, announced late yesterday that it was cancelling plans to feature a "Coors Day" during its annual fund raising auction this

weekend and "reluctantly" returning \$13,000 to the anti-union Coors Beer Company and its local distributors.

Jack Crowley, executive officer of the San Francisco Labor Council, said that the management of KQED displayed "a gross insensi-

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38 Seniors Win Awards in Fed Scholarship Contest

Thirty-eight graduating high school seniors have won Certificates of Merit in the California Labor Federation's 31st annual scholarship awards competition for the outstanding quality of their exam papers.

The Certificates of Merit winners are those students in public, private and parochial high schools throughout the state whose test scores ranked among the top 75 in a contest that drew more than 2,500 entries and more than 1300 competitors who actually took the examination last March.

The winners of the 37 \$500 scholarships awarded in the 1981 contest were announced last week.

Listed by counties, the Certificate of Merit winners are:

ALAMEDA COUNTY — Lori Boughn, 18, of 7832 Kentwood Way, Pleasanton, of Foothill High; Marie C. Duggan, 18, of 2229 Marin Ave., Berkeley, of Berkeley High; Lotus Goldstein, 17, of 1044 Cragmont, Berkeley, of Berkeley High; Benedicta R. Jacoby, 17, of 22839 Fuller Ave., Hayward, of Sunset High; and Nancy Ng, 17, of 2756 Oliver Drive, Hayward, of Mount Eden High.

CONTRA COSTA COUNTY — Kristin Bonarius, 17, of 3254 Driftwood Drive, Lafayette, of Campolindo High in Moraga; and Andrew R. Knight, 17, of 1731 Pine Street, Martinez, of Alhambra High.

KERN COUNTY — Tim Jones, 17, of 1820 Alta Vista Drive, Bakersfield, of Bakersfield High.

LOS ANGELES COUNTY—Ruth A. Heltzer, 18, of 29027 Old Carriage Court, Agoura, of Granada Hills High in Granada Hills; Lars Jakobsen, 17, of 10531 Etiwanda Ave., Northridge, of Granada Hills High in Granada Hills; Lynn Y. Kumagai, 16, of 18421 Marimba, Rowland Heights, of Rowland High; David J. Lambert, 17, of 3417 Cloudcroft Drive, Malibu, of Santa Monica High in San-

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Ruling Due on Number of Units in CSUC Election

California's Public Employment Relations Board (PERB) is expected to issue a decision within the next few months on the number of bargaining units that will be involved in the largest collective bargaining election ever to be held in higher education in the nation.

The election, which will involve some 20,000 faculty members in the California State University and College System (CSUC), is expected to be scheduled sometime next fall.

The United Professors of California, an AFL-CIO affiliate, is supporting a single unit for academic professionals but the California Faculty Association, an affiliate of the National Education Association and the California

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IT'S FAIRER, MORE EFFECTIVE

New Look Urged at Labor's Alternative Tax Cut Plan

AFL-CIO President Lane Kirkland urged Senate tax-writers to take a fresh look at labor's proposal to link business assistance to the nation's reindustrialization goals and to use a payroll tax credit to ease the burden of inflation on U. S. workers.

Kirkland went before the Republican-led, conservative-dominated Senate Finance Committee to challenge the Reagan Administration's tax proposals as infla-

tionary and wasteful.

He scoffed at the "supply-side" notion that giving substantially bigger tax savings to the wealthy will send them rushing to invest in new plants and equipment.

And he protested business tax cuts that would heap unneeded windfalls on corporations with the highest earnings, reward companies for purchasing equipment abroad and further shift the tax burden from corporations to indi-

viduals.

(Recent data published by the California Tax Reform Association shows that the share of federal revenues accounted for by corporate taxes has dropped from 30 percent of federal receipts in 1955 to 13.9 percent in 1980.)

Kirkland outlined the labor-supported alternative, which has been introduced in the House by two members of the Ways & Means Committee—Frank J. Guarini (D-N.J.) and William M. Brodhead (D-Mich.).

It would give every wage and salary earner a tax refund equal to 20 percent of social security payroll deductions.

For this year, the maximum tax reduction would be \$395 for one-earner household and \$790 for a two-worker family. Employers would be given a 5 percent tax credit on their share of the payroll tax.

Business assistance would be channeled through a tripartite board to the goal of "revitalization and rehabilitation of the nation's basic industries and eco-

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Riverside Labor Council Hits Anti-Union Bias in UCR Seminar

Action to help "dispel the growing suspicion" that the University of California at Riverside "is a training ground for union busters" is being sought by the Central Labor Council of San Bernardino and Riverside Counties.

Mary H. Curtin, the Council's executive secretary-treasurer, who earned a bachelor's and master's degree at UCR, wrote to the University's chancellor Tomas Rivera and A. de la Hoya of the Univer-

sity's Career Planning and Placement Center last week to protest a seminar in Personnel and Labor Relations which she said was exclusively anti-union.

Panelists at the seminar involved one non-union employer, one UCR personnel manager with a stated management bias, one Department of Labor Commissioner who deals only with employees not represented by a union

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Ken Young to Keynote Fed Political Action Parley in S.F.

Kenneth Young, administrative assistant to AFL-CIO President Lane Kirkland, will be the featured speaker at a Political Action conference sponsored by the California Labor Federation to be held at the Sir Francis Drake Hotel in San Francisco on Thursday, July 16, John F. Henning, the Federation's executive officer, announced this week.

Young, who served earlier as

the AFL-CIO's legislative director, will discuss the AFL-CIO's new approach to political action at the national level.

The new approach is already evidenced by the election of labor representatives to the Democratic National Committee and by the decision announced by AFL-CIO President Lane Kirkland earlier this year for the AFL-CIO to be-

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Labor Dept. Eyes Plans to Gut U. S. Prevailing Wage Laws

The Labor Dept. is considering regulatory changes that would shrink the prevailing wage protections of the Davis-Bacon Act, cut back coverage of the Service Contract Act and lessen affirmative action obligations of federal contractors.

All three programs are being scrutinized under the Reagan Administration's cost-benefit test for government regulations, Labor Dept. Solicitor T. Timothy Ryan, Jr., told reporters at a news briefing.

BIG CHANGES EYED

Modifications in existing regulations had been proposed by the Carter Administration before it left office, but Ryan made it clear that the revisions being drafted by the Labor Dept. go much deeper than consideration of the earlier proposals.

That's especially true of the Davis-Bacon Act, which requires construction contractors to pay workers on federally-funded projects no less than local prevailing rates of pay and fringe benefits.

Ryan's list of "major issues under review" by the Labor Dept. covers virtually all the complaints that open-shop contractors have made.

A special target is the so-called 30 percent rule, which would have been unchanged in the Carter pro-

posals.

Under present regulations, the prevailing wage is the rate received by the largest number of workers in the job classification being surveyed, provided they constitute at least 30 percent of all the workers in that classification.

Open-shop contractors have complained that this sometimes forces them to pay higher union wages and fringe benefits to non-union workers.

Ryan said the regulation and its administration will be scrutinized "to assess whether the rules' benefits exceed their costs and whether the wage determinations issued under current practice accurately reflect locally prevailing wages."

He said the department is also considering contracting out the gathering of prevailing wage data to a private organization instead of using Labor Dept. employees.

Other issues being considered include whether to permit increased use of helpers and trainees at lower wage rates on federal construction contracts, and possible elimination of the requirement that contractors submit weekly payroll records for checking of wage rates.

Ryan indicated that the Labor Dept. is in the final stages of

making its decisions on regulatory changes. They will then be submitted for review to the Office of Management & Budget and officially proposed before the end of June. Interested parties will then have an opportunity to comment before the regulations are made final.

He said that earlier this month Labor Sec. Raymond J. Donovan had met "with affected interest groups to inform them of the department's general notions about possible ways to improve the rules and to permit them to ask questions concerning the department's approach."

The Labor Dept. fact sheet on changes it is considering in the Service Contract Act regulations deals largely with jurisdiction of the law, which sets wage standards for contractors providing services to government agencies.

COVERAGE AT ISSUE

The new Administration is questioning whether to cover, as the Carter Administration intended, contracts for automated data processings and other "high technology" equipment, timber sales and removals, research and development, equipment overhaul and modification.

It also will look into the issue of coverage of a part of a contract that involves services, even if that is not the principal purpose of the contract. And it will consider changes in the wage-determination procedures.

The Carter Administration had proposed tightening some of the regulations involving affirmative action programs coming under the Office of Federal Contract Compliance.

The Reagan Administration is considering changes to loosen the regulations, including exemption of more small contractors.

Ruling Due on Number of Units In CSUC Election

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Teachers Association, is seeking separate units for tenure track faculty, lecturers, and non-classroom professionals.

A PERB hearing officer, Stuart Wilson, whose hearing dealt with professional employees, however, has recommended four units:

- (1) tenure track faculty, including librarians, counselors, and academic chairs;
- (2) non-tenured faculty and coaches, including lecturers and directors of athletics;
- (3) support professionals, including student affairs assistance and evaluation technicians; and
- (4) physicians.

Taking issue with the hearing officer's recommendations, UPC President Warren Kessler said:

"The hearing officer's recommendations to fragment CSUC professionals into four groups only weakens the political strength of us all during these very hard times."

A second hearing officer, Jean Thomas who conducted hearings on non-professional operations, has recommended two units for non-professional employees, namely: (1) a systemwide unit of craft employees, who total about 790 workers; and, (2) a systemwide unit of non-craft maintenance, custodial and grounds employees.

Since the hearing officers' decisions were submitted to the PERB, all organizations involved have filed briefs for or against the recommendations with the PERB.

KQED Cancels Plan to Plug Coors Beer During Auction

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tivity to the thousands of union members in the Bay area who support the station in accepting the Coors scheme in the first place" and added, "I'm glad they finally recognized that the station is better served by not permitting itself to be used by a firm that has repeatedly demonstrated its contempt for workers rights."

Crowley explained that "the Coors Beer firm subjected its union employees to lie detectors tests, locker searches, prying personal questions and other indignities" and charged that the firm "is now using management personnel and scabs to attempt to wash off its tarnish image."

He pointed out that Coors had had 45 percent of the California beer market prior to 1977 when the boycott started but had dropped to 18.1 percent as of February 1981.

"This fact apparently helped KQED's board of directors to realize that a lot of people in labor, civil rights, religion and other fields who are also long time supporters of KQED are with us in this fight," he said.

Howard Wallace, northern California coordinator for the Coors Beer boycott, scoffed at claims made by KQED management that they were cancelling the "Coors Day" to protect the safety of auction volunteers.

"What they call terrorism is public opinion. Purely public opinion. They know, we know, the world knows that any threat of violence would be counter-productive to our cause."

The "Coors Day" program was to be underwritten by donations of \$6500 from the Adolph Coors Co. and a matching sum from local Coors distributors, for a total of \$13,000. It called for Coors distributors to staff half a dozen tables to answer phone calls and act as auctioneers.

The AFL-CIO endorsed a nationwide boycott of Coors products to protest the firms' anti-union policies.

Other organizations, including environmentalists, women, Latinos, and gay groups, have also endorsed the boycott.

The annual KQED auction, which began yesterday, is seeking to raise \$1.2 million.

38 Seniors Win Awards in Fed Scholarship Contest

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ta Monica; **Rena M. Lee**, 16, of 1132 Chantilly Road, Los Angeles, of University High; **Margaret Mittelbach**, 17, of 1933 Holmby Ave., Los Angeles, of University High; **Elizabeth A. Olech**, 17, of 11677 Sitka Street, El Monte, of El Monte High; **Ronald E. Pekar**, 18, of 310 Laurinda Ave., Long Beach, of Woodrow Wilson High; **Jane Sun**, 17, of 9039 Forbes Ave., Sepulveda, of James Monroe High; **Christine Woods**, 18, of 3850 Clark, Long Beach, of Lakewood High in Lakewood; and **Karl Yee**, 17, of 943 Sierra Blanca, Monrovia, of Monrovia High.

MERCED COUNTY — **Laura Hawkins**, 17, of 7169 Crawford, Winton, of Atwater High in Atwater.

ORANGE COUNTY — **John Schwind**, 17, of 25762 Calle Ricardo, San Juan Capistrano, of Dana Hills High in Dana Point; **Roy W. Steers**, 18, of 18912 Green Willow Court, Santa Ana, of Foot-hill High; and **Thomas D. Wang**, 17, of 2962 Inverness, Los Ala-

Fed Item Pricing Bill Wins Senate Panel's Approval

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the California Senior Gray Panthers; Assemblyman Richard Katz (D-L.A.); and Sal Alvarez of the United Farm Workers Union.

A legislative aide said that the bill could be taken up on the Senate floor as early as next Thursday, June 2.

Members of the nine-member committee voting to support consumer rights by voting for AB 65 were:

Senators Omer Rains, the Committee's chairman (D-Ventura); **Robert B. Presley** (D-Riverside); **Nicholas C. Petris** (D-Oakland); **David A. Roberti** (D-Hollywood); and **Alan Sieroty** (D-L.A.).

The sole vote against the bill was cast by Senator Ed Davis (R-Canoga Park).



Comment Time on Lifting Homework Ban Extended

Faced with mounting opposition from both union and management sources on his proposal to eliminate a 40-year-old federal prohibition on industrial homework, U.S. Secretary of Labor Raymond J. Donovan announced yesterday that he was extending the comment period on the proposal for 30 days beyond the initial June 4 deadline and stressed that the Department "has only made proposals and has not taken any final action in this area."

Initially, Donovan had said that he would lift the ban unless he was persuaded to change his mind.

Both the California AFL-CIO and the national AFL-CIO filed strong objections to the elimination of the ban with the Labor Department and garment industry leaders charged that Donovan's proposal would "eliminate all chances of preventing exploitation of workers by unscrupulous employers" because it would be practically impossible to investigate hundreds of thousands of private homes to check for violations.

Congressman Phillip Burton (D-S.F.) charged that the proposal was evidence that the Reagan Administration was "turning its back on the American worker."

Cornelius Wall, a vice president of the California AFL-CIO and head of the International Ladies Garment Workers Union

in Los Angeles, said that Donovan's proposal would let employers extend their use of homeworkers as a means of evading the payment of minimum wages and other working conditions standards.

According to state estimates, about 80 percent of some 300,000 garment industry workers in the state are illegal aliens and, as a result, rarely report violations of wage or working conditions standards because they fear deportation.

Following a meeting with industry, union and state officials in Los Angeles yesterday, Donovan also announced plans for a nationwide campaign of public service announcements to educate workers about their minimum wage and overtime rights.

He also pledged cooperation with a pilot program aimed at exploring self-enforcement of labor standards within the apparel industry.

But California's Deputy Labor Commissioner Joe Razo criticized the "self-policing" proposal, saying:

"Certainly the garment industry can play a role in helping to stamp out the exploitation but that means, in effect, that we would be asking those with an economic interest in such exploitation, and those who have allowed it to continue for so many years, to check up on themselves."

Ken Young to Keynote Fed Political Action Parley in S.F.

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come involved in endorsement action early in the presidential primaries in 1984.

Kirkland told participants at an AFL-CIO regional conference in San Francisco last March that the AFL-CIO is also interested in obtaining labor representation on the Republican National Committee.

"In light of the massive assaults being made on people-serving programs in general and worker protective laws in particular, I urge all Federation affiliates to circle the date of July 16 on their calendars and to plan now to be represented at this important conference," Henning said.

Further information on the conference will be sent to all Federation affiliates next week, he said.

Publisher's Notice

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Cranston Attacks Moves To Slash Health Services

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health programs that should instead be "carefully worked through and pursued step-by-step," Cranston said.

While voicing support for moves to restrain federal spending and promote competition in the health care system, Cranston said:

"In striking out in new directions, we must be certain not to risk lowering the quality of medical care, denying help to people

who can't afford private medical care or exposing unwary consumers to misleading marketing practices," California's senior senator said.

Cranston particularly attacked Reagan Administration proposals to lump federal health programs into block grants, put a ceiling on medicaid (MediCal in California) and eliminate two health cost-containment programs.

The Reagan Administration's

plan to cut \$436 million out of 37 health programs will "mean a severe drop in the current level of service," he warned.

Not only would such a proposed change-over not do much to cut administrative costs, but it could "well result in increased administrative costs for the states, which, for the first time, would be assuming direct responsibility for certain operations," he said.

The Reagan Administration's proposal to put a ceiling on medicaid, he pointed out, would mean that states would receive \$1 billion less than they expected in federal matching funds in fiscal 1982.

"How can we conceivably expect the states to adjust to these proposals, some as yet unseen, in such a way as to maintain, with less federal assistance, anywhere close to this year's level of health care services?" he asked.

Implementing regulations and guidelines would have to be prepared and state legislatures would need to enact conforming legislation and provide additional resources to take up the slack, he pointed out.

"We all know that these miracles of legislation, regulation and funding at the federal and state levels aren't going to occur in the next five months before October 1, the start of the next fiscal year," he said.

Cranston also criticized the Reagan Administration's plan to eliminate "the one existing program designed to stimulate competition" in the health industry—the Health Maintenance Organization Development Program.

Right-to-Work-for-Less Bills Rejected by 8 States in 1981

Eight states have rejected attempts by anti-union employer interests to hobble their workers' rights with compulsory open shop laws so far this year.

The latest action came when the Illinois House of Representatives voted 138 to 25 to kill a so-called right-to-work bill.

State AFL-CIO President Robert G. Gibson applauded the house action, declaring that "these 138 members weren't fooled by the rhetoric. Right-to-work-for-less proposals have never guaranteed any worker a right to a job. Rather they are intended to destroy the effectiveness of the labor union movement in Illinois."

Gibson added that the 25 votes in favor of "right-to-work," all cast by Republicans, were fewer than the number of sponsors listed on the bill.

When the measure was reported out of the Republican-dominated House Labor Committee, it

marked the first time such a bill had reached the floor of the house in Illinois legislative history, Gibson said.

The vote against the compulsory open shop, Gibson said, "puts this phony issue behind us." He said Illinois labor will now concentrate its legislative efforts to seek defeat of a series of anti-worker proposals sent to the house floor by the same labor committee.

Those measures include bills that would slash unemployment compensation by 40 percent, drastically cut workers' compensation, repeal certain safety laws covering work on hazardous construction sites, and cut wages paid on public construction projects.

Bills to outlaw union shop contracts have been defeated since the first of the year by state legislatures in New Hampshire, Vermont, Maine, Idaho, West Virginia and Maryland, as well as Illinois. A New Mexico measure was killed by the governor's veto.



HIRE THE HANDICAPPED — Keith Dveirin, a senior at Redlands High School who won the statewide essay contest on employment of the handicapped, receives a copy of Alistair Cooke's new book, "America," from Harold Russell, chairman of the President's Committee on Employment of the Handicapped, and Everett Lehmann, director of the Special Services Department of the International Brotherhood of Electrical Workers, at a luncheon in Washington, D.C., honoring the 50 state winners. Dveirin's roundtrip airfare and \$100 in expense money was provided by the California Labor Federation, AFL-CIO, which supports the program each year to help raise public awareness of the capabilities of handicapped individuals.

A Moral Test

"The moral test of government is how it treats those who are in the dawn of life—the children; those who are in the twilight of life—the aged; and those who are in the shadows of life—the sick, the needy and handicapped."

—Hubert H. Humphrey, U. S. Senate 1977.

IT'S FAIRER, MORE EFFECTIVE

New Look Urged at Labor's Alternative Tax Cut Plan

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nomically distressed areas," Kirkland said.

"The alternative we support provides a greater share of tax relief to those low and middle-income families who need help now," Kirkland told the committee.

"It provides tax relief for smaller, more labor intensive companies ignored by the Reagan proposal. And it targets other business tax incentives to those areas and industries, new and old, that most need help."

AFL-CIO Backs Memorial for Vietnam Vets

AFL-CIO President Lane Kirkland has urged federation affiliates and their members to support fund-raising efforts in behalf of the Vietnam Veterans Memorial in the nation's capital.

The memorial, planned for a two-acre site near the Lincoln Memorial already authorized by Congress, "will constitute a long overdue expression of appreciation" for the sacrifices of those Americans who served in Vietnam, Kirkland said in a letter to presidents of AFL-CIO unions.

Contributions should be mailed to Vietnam Memorial Fund, P. O. Box 37240, Washington, D.C. 20013. Dedication of the memorial is planned for November 1982.

Even members of Congress who have gone along with the Administration's spending cut demands have questioned the President's call for a three-year series of tax cuts, amounting to 30 percent.

The AFL-CIO shares that concern "about the consequences of locking the economy into a three-year tax cut," Kirkland said. Any further reductions, he urged, "should be based on experience, not guesswork."

AFL-CIO Backs UAW Boycott Of Sun Electric Corp. Products

All union members are being urged by the AFL-CIO Union Label and Service Trades Department to respect a boycott launched by the United Auto Workers against the Sun Electric Corporation, a firm that manufactures tune-up equipment for do-it-yourselfers under such labels as "Sun Tune, Sun Pro, and Nortron."

Earl D. McDavid, secretary-treasurer of the UL&STD, said that some 340 UAW members have been on strike against the Sun Electric Plant in Crystal Lake, Ill., since November 7, 1980 "as a result of the callous, calculated attempt of the company to break their union."

"Even a dispassionate examination of the facts demonstrates a clear pattern by Sun Electric to renege on a decade-long collective bargaining relationship with the UAW and its members, McDavid said.

Service Employees President John J. Sweeney also testified before the Senate panel in opposition to the Reagan tax bill.

"The President's program will not provide real tax relief for the overwhelming majority of service workers," Sweeney said.

"In fact, most of our members will be paying a larger share of their income in taxes under the plan because of inflation and increased payroll taxes."

"Following a complete change in the company's Employees' Relations Department, Sun Electric's labor relations policy was transformed from responsible and productive to hostile irresponsibility," he said.

The firm forced the strike by refusing to extend the existing contracts for six months and later proposing to drastically revise seniority provisions and modify the union security clause, he charged.

Major retailing chains, warehouse distributors, mail order houses and automotive chain stores carry the firm's line.

"Union members resent their consumer dollars being used to finance union-busting," McDavid said, "and the Union Label and Service Trades Department will actively seek to inform every AFL-CIO union member about the union-busting practices of Sun Electric."

Riverside Labor Council Hits Anti-Union Bias in UCR Seminar

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and one staffer from the U.S. Office of Personnel Management, she said.

"No representative of employees was invited," she noted.

Moreover, she said, when students raised questions about the responsibilities of a person in labor relations, the answers were given from management's point of view without exception.

"When asked for specific detail on what one might do as labor relations personnel to prepare for a collective bargaining election," she said, "UCR's personnel management panelist outlined anti-union arguments exclusively."

Asserting that she was writing "in a spirit of loyalty and concern for an institution about which I care a great deal," Curtin said:

"My concern is that the Uni-

versity, a public institution, present a diversity of opinion. The very nature of collective bargaining requires that both sides of the adversarial relationship be present.

"There are union employers present in the community who have job openings . . . there are union representatives who could present another point of view," she pointed out.

The labor council, she added, "would be happy to assist the planners of any future conference in presenting a more balanced, more complete program dealing with labor relations."

"Please help us dispel the growing suspicion that this University, like some others, is a training ground for union busters," she asked.

She's still waiting a response.

Bosses' Pay Climbs 13.7% in 1980, New Survey Shows

Good times. Bad times. Bigwig businessmen seem to take home big pay regardless of the state of the economy.

A Business Week magazine survey of 508 executives at 252 companies showed that total executive compensation last year rose 13.7 percent, with salary increases alone averaging 13.8 percent.

Compensation tended to increase whether or not company performance was good, the study showed. Firms whose profits were down boosted executive compensation an average of 6.5 percent while in companies with profit gains the average increase in total compensation for executives

was 17.3 percent.

Of the 25 highest paid executives, none earned less than \$1,455,000 in 1980, and six netted more than \$3 million each. Eleven of the top 25 executives on the 1980 list were with oil or oil-related companies. The majority of the earnings were, as last year, derived from stock options.

Due to the flat market of recent years, however, companies are coming up with different plans to entice top executives and concentrate on long-range benefits such as bonuses and restricted stock plans based on internal objectives and employment time, the magazine pointed out.

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.

ASSEMBLY BILLS

AB 995 — Floyd (W. & M.) — Existing law permits a public school employer and an exclusive representative of employees to include in a written agreement covering matters within the scope of representation procedures for final and binding arbitration of disputes which arise involving the interpretation, application, or violation of the agreement.

This bill would require the public school employer and the exclusive representative to include within the written agreement procedures for final and binding arbitration of such disputes. . . . March 16, 1981.

Education—Good

AB 997 — Alatorre (W. & M.) — Existing law makes it a misdemeanor for an employer to demand or require any applicant for employment or any employee to submit to or take a polygraph, lie detector, or similar test or examination as a condition of employment or continued employment.

This bill would repeal this provision, and would instead enact provisions which would prohibit an employer from demanding or requiring any applicant or employee to submit to or take an examination in which a truth and deception verification device, as defined, is used either as a condition of employment or continued employment. An employer would be prohibited from requesting any applicant or employee to submit to or take an examination in which such a device is used unless the device has specified capabilities, the examiner possesses specified certification and training, and specified written statements are provided to the applicant or employee. Specified types of questions relating to private and personal details of the applicant's or employee's life would also be prohibited. Any person, employer, or examiner violating these provisions would be guilty of a misdemeanor.

This bill would also require the Labor Commissioner and the Superintendent of Public Instruction to report to the Legislature as to their activities required by this bill, with any recommendations, by January 1, 1984. . . . March 16, 1981.

Labor Unions—Good

AB 999 — Wray (W. & M.) — . . . This bill would require occupational safety and health standards to be published in the State Building Standards Code in the time required by federal law or, without that compliance, to become effective without that publication. The bill would authorize those standards to be published by the Occupational Safety and Health Standards Board in other provisions of the California Administrative Code if identified as a building standard therein. The bill would delete the prohibition on the board from adopting building standards except pursuant to the provisions of the State Building Standards Law and would delete the required publication of all building standards adopted by the Occupational Safety and Health Standards Board in the State Building Standards Code.

This bill would delete statutory building standards from the provisions of the State Building Standards Code, and would delete repeals of building standards from the procedural requirements applying to publication of building standards. . . .

This bill would exempt from the approval of the State Building Standards Commission all building standards required by federal law. The bill would delete the authority of the commission to require the deletion of building standards in other titles of the California

Administrative Code. The bill would require, for standards not acted on by the commission within 120 days, that those standards be published within 60 days in the State Building Standards Code.

This bill would take effect immediately as an urgency statute. . . . March 16, 1981.

Housing—Watch†

AB 1006 — Sebastiani (Crim. J.) — Existing law authorizes or requires the dissemination of state summary criminal history information by the Attorney General to specified persons and entities. Unauthorized dissemination is a crime.

This bill would require the furnishing of the information to any person. March 16, 1981.

Civil Rights—Bad

AB 1008 — Johnston (F. I. & C.) — Existing law provides that a credit union is prohibited from charging more than the higher of 15% per annum simple interest or 6% per annum simple interest plus the rate established by the Federal Reserve Bank of San Francisco on advances to member banks, as specified, on the unpaid balance for any loan, including all charges incident to the making of the loan.

This bill would eliminate these interest rate limitations and would provide instead, that the interest rate on loans shall be determined by the board of directors of the credit union from time to time. . . . March 16, 1981.

Consumers—Bad

AB 1019 — Kapiloff (W. & M.) — Existing law permits the State Personnel Board to provide for cash compensation at a rate not to exceed 1½ times the regular rate of pay for state employees.

This bill would provide for specified protective services, public safety, and firefighter employees, cash compensation for overtime shall be at the rate of 1½ times the regular rate of pay. March 16, 1981.

Public Employees—Watch†

AB 1045 — Floyd (F. I. & C.) — Existing law provides that certain state law enforcement and safety personnel who are disabled on the job are entitled to a leave of absence while so disabled without loss of salary, in lieu of workers' compensation disability payments, for a period not exceeding 1 year.

This bill would extend the benefit to law enforcement personnel of the California State University and College Police Department. March 17, 1981.

Public Employees—Watch†

***AB 1047 — Floyd (L. & E.)** — Existing law permits the Division of Occupational Safety and Health to make an investigation or inspection of any place of employment to assure that all places of employment are safe and healthful for employees.

This bill would provide that if the division finds that an employer willfully and unlawfully failed to provide a safe place of employment, that failure constitutes a felony punishable by a fine of \$50,000 and 5 years imprisonment. . . .

Labor Code—Good

AB 1062 — Floyd (Rls.) — Existing law provides the State Employer-Employee Relations Act to govern the employer-employee relations of state civil service employees, with specified exceptions, and the teaching staff of the Department of Education and the Superintendent of Public Instruction.

This bill would include any employee of the Legislature, except managerial employees, confidential employees, and administrative as-

ASSEMBLY BILLS (Cont'd)

sistants, as state employees for such purposes. March 17, 1981.
Public Employees—Watch†

AB 1086 — Greene (W. & M.) — Existing law specifies the qualification for a person who is applying for a certificate as a registered apprentice in barbering and requires, among other things, that an applicant be under the supervision of a registered barber instructor for the first 3 months of apprenticeship training or complete a minimum of 3 months of preapprentice training, as specified.

This bill would change the preapprentice training requirement to 39 hours, rather than 3 months, and would authorize the Board of Barber Examiners to allow credit for training in a barber college toward the apprenticeship training requirement and to allow credit in an apprenticeship program towards the barber training in an approved barber college required for a barbers license. March 17, 1981.
Labor Unions—Good

***AB 1114 — Floyd (L. & E.)** — Existing law contains provisions which would make it a misdemeanor for an employer willingly and knowingly to utilize any professional strikebreaker, as defined, to replace an employee or employees involved in a strike or lockout at a place of business within this state, and for any professional strikebreaker willingly and knowingly to offer himself for employment or to replace an employee or employees involved in a strike or lockout at a place of business within this state.

This bill would repeal such provisions, and would instead enact provisions which, among other things, would:

(1) Make it a misdemeanor for an employer to willfully and knowingly employ any strikebreaker to replace employees on strike against, or locked out by, such employer, or for any person or entity to recruit persons for employment to take the place of employees in a business owned by a person, firm, or corporation involved in a labor dispute.

(2) Make it a misdemeanor for any person who customarily and repeatedly offers himself or herself for employment in place of employees involved in a labor dispute to take or offer to take the place of employment of any employee involved in a labor dispute.

(3) Make it a felony for any person to bring any body of persons into this state for the suppression or pretended suppression of a labor dispute, except by the permission of the Legislature or Governor, and would make such person liable in a civil action to any person for all injuries and property damage as a result of bringing such body of persons into the state.

(4) Make it a misdemeanor for private detectives and watch guard agencies to commit specified acts relating to labor disputes, including, among other things, the furnishing of armed guards for service upon property operated during a labor dispute and the furnishing of armed guards upon the highways for persons involved in a labor dispute. . . . March 17, 1981.
Labor Code—Good

AB 1117 — Coste (E. & N. R.) — The California Coastal Act of 1976, generally, provides for the planning and regulation of development, under a coastal development permit process, within the coastal zone, as defined, which shall be based on various coastal resources planning and management policies set forth in the act. These policies, among other things, provide that housing opportunities for persons and families of low or moderate income shall be protected, encouraged, and, where feasible, provided. It is further provided that new housing in the coastal zone shall be developed in conformity with the standards, policies, and goals of local housing elements adopted in accordance with designated provisions.

This bill would revise these provisions by requiring that new housing in the coastal zone be developed, in conformity with the goals, policies, and objectives of local housing elements adopted by local governments in accordance with designated provisions requiring local governments to provide for housing in their plans and programs. The bill would provide that any proposed housing development which complies with the appropriate local housing element adopted in accordance with these designated provisions shall be in compliance with this provision and no local coastal program shall be required to include housing policies or programs. . . . March 17, 1981.

Housing—Watch†

AB 1129 — Bates (W. & M.) — Existing law authorizes the State Department of Health Services to maintain a program for seasonal
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agricultural and migratory workers and their families consisting of prescribed elements and authorizes the department to contract and cooperate with local governmental agencies and voluntary nonprofit organizations in connection with the development of local health programs for such workers and their families.

This bill would, instead, require the department to maintain such a program and to contract and cooperate with local governmental agencies and nonprofit organizations in connection with the development of local health programs for such workers and their families. March 18, 1981.
Labor Unions—Watch†

AB 1131 — Bates (W. & M.) — Existing law does not prohibit public entities from permitting their police officers to be employed by private employers as security guards during, and at the site of, a strike, lockout, or other labor dispute which occurs in the jurisdiction in which the peace officer is regularly employed.

This bill would so prohibit, would specify that the prohibition also applies when a peace officer is on loan from one jurisdiction to another, and would declare the intent of the Legislature in this regard. . . . March 18, 1981.
Labor Code—Good

AB 1135 — M. Waters (W. & M.) — Under existing law, individuals performing domestic service, including in-home supportive services, are covered under the unemployment and disability compensation insurance laws if the individuals are paid wages of \$1,000 or more during any calendar quarter in the calendar year or preceding calendar year.

This bill would lower this wages threshold for coverage under the disability compensation insurance law to \$750 or more during any calendar year. March 18, 1981.

Unemployment Insurance-Disability Insurance—Good

AB 1141 — Bates (E. & N. R.) — The California Environmental Quality Act generally requires the preparation of an environmental impact report or a negative declaration for a project which may have a significant effect on the environment.

This bill would provide a presumption that a project involving construction of a major employment center which will result in the permanent employment for more than 500 persons will have a significant effect on the environment, including effects on air quality and transportation. The bill would also require the environmental impact report to identify and analyze the significant environmental impacts which may be mitigated by the construction of affordable housing in the vicinity of the project and would deem those environmental efforts to be mitigated if that housing is constructed. . . . March 18, 1981.
Labor Unions—Watch†

AB 1150 — Bates (L. & E.) — Under existing law, the Director of Food and Agriculture is generally charged with regulating the safety of any persons whose employment causes such person to be working with or near pesticides.

This bill would remove such duties from the Director of Food and Agriculture and charge the Department of Industrial Relations with the protection of worker health and safety. . . .

Existing law requires certain manufacturers, inspectors, and dealers in economic poisons to pay an assessment fee to be used in regulation of agricultural pest control and economic poisons.

This bill would require that the first \$300,000 received from such assessment fees in each fiscal year be deposited in a special account in the General Fund. The money in such fund would be available, when appropriated by the Legislature, to the Department of Industrial Relations for expenditures pursuant to the bill. . . . March 18, 1981.

State and Local Government—Good

SENATE JOINT RESOLUTION

SJR 9 — Keene (W. P. & W.) — This measure would memorialize the President and Congress of the United States to enact legislation which would encourage the construction of new and modern seafood processing facilities so that California and other coastal states will be able to fully utilize their offshore fishery resources and which would enable existing seafood processing facilities to be eligible for tax deferral and Farm Credit Act programs. March 10, 1981.

Labor Unions—Watch†