



California AFL-CIO News

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Now's the Time to Sponsor a Calif. AFL-CIO Scholarship

All affiliates of the California Labor Federation have been invited to help expand the federation's annual scholarship program by sponsoring one or more \$500 awards in the 1983 contest.

"This program is important to the California labor movement and to the young people of the state," John F. Henning, the Federation's executive officer, said.

"Expansion of the program will reflect great credit on the labor movement and on our economic and social purposes. Please ask your organization to co-sponsor one or more" of these scholarships, Henning said.

He pointed out that the California AFL-CIO is currently preparing announcements for the 1983 awards program and that all affiliates co-sponsoring a scholarship will be named in the brochures sent to all public and pri-

vate high schools in the state as well as in the publicity releases issued by the Federation announcing the winners and in the coverage of award presentation ceremonies.

In 1982, he noted, a total of 39 outstanding graduates from public and private high schools won \$500 awards in a contest that attracted 2,359 applicants.

Thirty-eight scholarships, including 34 co-sponsored by Federation affiliates, are already assured for the 1983 contest.

The rules and procedures involved in co-sponsoring a scholarship were sent to all Federation affiliates on Sept. 28.

The California AFL-CIO carries the full costs of personnel and other administrative details of the program, including direct

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Labor Reps on Wage Board Urge 30% Hike in Pay Floor

A nearly 30 percent boost in California's minimum hourly wage — from \$3.35 to \$4.35 — has been recommended by all 18 labor representatives apointed to serve on the State Industrial Welfare Commission's 1982 Minimum Wage Board.

Asserting that the California minimum wage, which yields a gross before tax income of just \$6,700 for 40 hours of labor, 50 weeks a year with no paid vacation or other fringe benefits, "is not a living wage," the labor representatives pointed out that the state's pay floor has declined both in terms of manufacturing wages and price level increases during the past 12 years.

In 1968, the \$1.60 minimum wage equalled 55.6 percent of the average national hourly manufacturing wage but by 1982 the hourly minimum of \$3.35 equalled only 39 percent of the August 1982 U.S. average hourly factory wage of \$8.57 and only 36.2 percent of

California's June 1982 average hourly manufacturing wage of \$9.25, they said.

In terms of price increases, they pointed out that the present \$3.35 minimum was worth only \$1.13 per hour if adjusted for the state's current inflation rate. This amounts to only 80.3 percent of the February 1, 1967 minimum wage of \$1.40 an hour, they said.

"Such a decline in real income levels adversely affects the health and welfare of California workers," they said.

Declaring that an increase in the minimum to \$4.35 "would go far in reducing this unacceptably large disparity between the current state wage floor and economic survival," they pointed out that "it would also increase the minimum to 47 percent of the state's average hourly manufacturing wage," a level at least close to the historical 50 percent benchmark followed by Congress.

In anticipation of employer

claims that any increase in the minimum will cause unemployment, the labor representatives observed:

"This has been argued since 1938 when the Fair Labor Standards Act was enacted during a period of 19 percent national unemployment. Yet the 1940, 1950, 1961, 1966 and 1970 Department of Labor Studies found no significant increases in unemployment because of the minimum wage changes in level or coverage."

They also observed that "there is no hard evidence that the minimum wage causes significant unemployment and that 44 years of historical experience suggests that it does not."

And in rebuttal of anticipated employer claims that any increase in the minimum would reduce California's competitive advantage, the labor representatives said that the recent wave of bankruptcies and plant closures can

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Speakers for Fed Parley on International Affairs Named

The AFL-CIO's role in international affairs will be discussed in detail at a conference sponsored by the California Labor Federation to be held at the Hilton Hotel at Mason and O'Farrell Streets in San Francisco on Thursday, December 2.

All Federation affiliates are urged to be represented at the conference which will encompass the AFL-CIO's view of the overall global situation as it stands today as well as its concerns in such explosive regions of the world as El Salvador, Poland and South Africa.

Irving Brown, director of the AFL-CIO's International Affairs Department, will be the principal speaker.

Brown, who was active in the auto industry organizing battles of the 1930's and was physically attacked by agents of the Ford Motor Company in July 1937, was named to the War Production Board on the recommendation of AFL President William Green in 1942 and has been an international representative of the Labor Federation in Europe since 1945.

He served as director of the International Confederation of Free Trade Unions' Office to the United Nations in New York City from 1962 to 1965 when he became executive director of the African-American Labor Center, an organization set up by the AFL-CIO to provide technical aid to free trade unions in Africa.



IRVING BROWN

In 1973 he returned to the AFL-CIO office in Paris as the AFL-CIO's international representative in Europe. He is also U.S. worker delegate to the International Labor Organization (ILO).

On appointing Brown director of the Federation's International Affairs Department last June, AFL-CIO President Lane Kirkland said that a major aim of Brown's assignment would be to develop appropriate coordination of the AFL-CIO's international programs, including the work of its Insti-

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Unionists Named To Volunteers' Review Board

Three California trade unionists have been appointed to the Public Employee Review Committee of the Office for Citizen Initiative and Voluntary Action by Governor Brown.

Creation of the 12-member committee was authorized by legislation enacted in 1977 in connection with the use of volunteers in state government and the local community. Its function is to prevent the state from replacing regular employees with volunteers.

A spokesperson in the Governor's office explained that the Committee could not be appointed earlier because bargaining agents for state employees who won limited

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Union Hits Homestead Tie To Anti-Union Movie Firm

Citing corporate ties with United Artists Communications, members of two international unions have charged the directors of Homestead Savings with anti-union policies.

Unions involved are the International Alliance of Theatrical Stage Employees, whose dispute with UA has resulted in a lock-out of Projectionists in Southern California, and Service Employees International Union which has launched a national boycott of United Artists to note the one-year mark of its theater janitors strike in San Francisco.

"Homestead Savings lends its prestige, power and reputation to United Artists through its overlapping power structure. Robert Nafy, president and chief executive officer of United Artists Communications, sits on Homestead's

Board of Directors and Lawrence Weissberg, President of Homestead Financial Corporation, is a director of UA," Sal Rosselli, Business Manager of SEIU Local 9, said.

"Without realizing it, depositors at Homestead Savings support United Artists' anti-union policies with their hard-earned money," he declared.

IATSE Vice President Steve D'Inville concurs.

These are not isolated disputes. UA has consistently followed a policy of rejecting organized labor in its outlets throughout the country. For instance, office workers in UA's corporate headquarters voted two years ago to be represented by a union, yet management still refuses to talk to union representatives," D'Inville noted.

IATSE and SEIU have joined forces to seek public support for their disputes with United Artists.

A kick-off rally is scheduled to be held from 4 to 6 p.m. today at Homestead Savings at 5757 Geary Boulevard in San Francisco.

"We are asking people to write Homestead's president, Lawrence Weissberg, to protest his involvement in UA's union-busting tactics and ask him to work toward a speedy resolution to UA's labor disputes," Rosselli said.

"While we are not specifically asking depositors to withdraw their money from Homestead, many of them have indicated that they are unwilling to support anti-union activities with their savings and have volunteered to withdraw them," he said.

The unions took their inspiration (Continued from Page 3)

Calif. Meatcutters OK New 3-Year Supermarket Pacts

A selective six-hour strike in the Los Angeles area helped win watershed three-year labor agreements for 20,000 meatcutter members of the AFL-CIO United Food and Commercial Workers at California's rich supermarket chain stores.

Members of 11 UFCW local unions from the Oregon line to the Mexican border overwhelmingly ratified their contracts, one covering southern California and a separate agreement covering northern California jurisdictions, except Stockton and Fresno. The latter contract terminates next January.

The new contract provided wage increases ranging from \$1.25 to \$1.40 per hour over the term of the contract.

Despite management's determination to strip the contract of

such time-honored provisions as a guaranteed eight-hour workday, cost of living language and job security, meatcutter negotiators were able to retain them.

Also saved was the maintenance of health care benefits, one at the central issues in the dispute.

Behind the outcome was a string of tense, marathon bargaining sessions in the Oakland and Los Angeles areas and a solid labor front that apparently convinced management in the early hours of November 8 as pickets appeared

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REAGANOMICS

Output by the nation's factories dropped 0.8 percent last month, marking the 13th decline in production in 15 months, the government reported this week. Although Reagan economists had predicted that output would be recovering by this fall, the monthly declines are getting larger instead of declining. October's drop comes on the heels of a 0.7 percent drop in September and a 0.3 percent decline in August. Overall, factory production has dropped 11.4 percent since the depression began in July 1981.

Due to Holiday Schedules the
California AFL-CIO News
Will Not Publish on November 26.

Have a
**HAPPY
THANKSGIVING!**

Union's Right to Challenge OSHA Panel's Rule Upheld

The Oil Chemical & Atomic Workers won a legal skirmish when the Supreme Court declined to block appellate court proceedings in a case involving the sterilization of women workers as a condition for retaining their jobs.

At issue was the union's right as an affected party, to challenge in court a ruling by the Occupational Safety & Health Review Commission that dismissed an OSHA citation against the American Cyanamid Co.

At the bottom of the stack of legal pleadings and rulings is the still unanswered question of whether an employer can fulfill his obligation under the Occupational Safety & Health Act by barring women of childbearing age from jobs where they are exposed to lead or other substances that would be hazardous to a fetus — unless they have undergone sterilization to remove the possibility of pregnancy.

The union's contention — and the possibility taken by OSHA when it issued a citation and levied a \$10,000 penalty against American Cyanamid — was that such a policy violates the requirement for a safe and healthful workplace.

The U.S. Court of Appeals for the District of Columbia agreed and ruled last February that the union could seek a reversal of the review commission's action

dismissing the citation, but held up further hearings on the case to allow American Cyanamid to request the Supreme Court to pass on that issue.

If the appellate court upholds the union position on the applicability of the law, the case would presumably be referred back to the review commission for further proceedings on the facts.

Among other actions, the Supreme Court:

- Agreed to decide whether pension systems can pay lower monthly benefits to women based on actuarial tables showing that women as a group live longer than men. The Supreme Court had earlier invalidated a pension plan that required higher contributions by women employees.

H. A. Duffy Elected As A.L.P.A. President

Captain Henry A. "Hank" Duffy, a Delta Airlines pilot from Atlanta, has been elected to a four-year term as president of the Air Line Pilots Association (ALPA).

Duffy will succeed Captain J. J. O'Donnell on January 1, 1983.

Elected as first vice president was Captain Thomas M. Ashwood, a Trans World Airline pilot of Bayport, New York who has served as the ALPA's secretary since 1977.

The present case involves a deferred compensation plan for Arizona state employees.

- Declined to review an appellate court decision holding that an employer's agreement to use only union labor on its construction contracts was not in itself a violation of federal antitrust laws.

- Agreed to review a case involving a union's handbilling of a shopping mall asking consumers not to patronize establishments there. The union's dispute was with one department store, but there were financial links among the various stores and the corporation operating the mall. The NLRB upheld the union position, as did the 4th Circuit Court of Appeals, but there have been conflicting decisions among circuit courts in similar cases.

- Declined to review an appellate decision that an employer's adamant refusal to consider union proposals for dues check-off, union security and a no-discrimination clause was proof of failure to bargain in good faith — as the National Labor Relations Board had found.

- Refused to review the appeal of a Pennsylvania cheese processing plant that sought exemption from NLRB jurisdiction on freedom of religion grounds because of its relationship with an Amish dairy cooperative.

Booklet Cites Nation's Shrinking Share of U. S. and World Markets

Alternative policies that the United States should pursue to halt the continuing deterioration of basic industries are explored in a report prepared by the AFL-CIO Industrial Union Dept.

Presented in a 20-page booklet titled "Crossroads for American Industry," the report was written by IUD President Howard D. Samuel and three union presidents, Douglas A. Fraser of the Auto Workers, Lloyd McBride of the Steelworkers and Glenn E. Watts of the Communications

Workers.

The report documents the decline in U.S. manufacturing jobs, as well as the shrinking share of both the world and domestic markets for American-made goods. It is the outgrowth of discussions the IUD conducted at the Democratic Party's conference in Philadelphia earlier this year.

For copies of the report, write to the Industrial Union Dept., AFL-CIO, 815 16th St., N.W., Washington, D.C. 20006 or phone (202) 637-5000.

Confidential Employees' NLRA Coverage Is Upheld

The U. S. Supreme Court has agreed with labor's position in two important cases involving the rights of "confidential" employees under the National Labor Relations Act.

By a 5-4 margin, the high court ruled that a personal secretary whose work does not involve matters dealing with labor-management relations has the same protection of federal labor law as other workers.

In a related case, all nine justices joined in rejecting an appellate court's ruling that employees do not have the right of union representation if their work gives them access to business information their employer considers confidential.

Both cases had been decided by the 7th Circuit U.S. Court of

Appeals in a way that would have led to the exclusion of thousands of workers the National Labor Relations Board has long held to be protected by federal labor law.

Because of their importance, the AFL-CIO filed a brief with the Supreme Court last June, and the points it made were largely adopted in the majority opinion, written by Justice William J. Brennan, Jr.

Jobs for Women

Women in the U.S. work force made up 80% of all clerical workers in 1979, only 6% of all craft workers; 62% of all service workers, only 43% of professional and technical workers; 63% of retail sales personnel but only 25% of managers and administrators.

Unionists Named To Volunteers' Review Board

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collective bargaining rights as a result of California AFL-CIO-backed legislation enacted in 1977 had not been selected until recently.

Named to the committee, which will analyze actions of the Office for Citizen Initiative and Voluntary Action and make recommendations and determinations to be included in the office's annual report to the legislature, include:

Kerry K. Compton, 36, of Oakland, a senior vocational rehabilitation counselor with the American Federation of State, County and Municipal Employees;

Franklin H. Hughes, 46, of Sacramento, a business representative for Operating Engineers Union Local 39; and

William C. Demers, 64, of Redondo Beach, an international vice president of the Communications Workers of America and a vice president of the Los Angeles County Federation of Labor.

Publisher's Notice

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STICK TOGETHER—PASS THEM BY Here's the California AFL-CIO's 'We Don't Patronize' List

The following firms are currently on the "We Don't Patronize" list of the California Labor Federation, AFL-CIO. Firms are placed on the list in response to written requests from affiliates and only after approval by the Executive Council.

All trade unionists and friends of organized labor are urged not to patronize firms listed here.

Affiliates involved are urged to inform the Federation of any future contract settlements or other developments that would warrant the removal of any of these anti-union firms from the list.

Unfair firms are:

HOTELS & RESTAURANTS

Fresno Area

Fresno Townhouse, 2220 Tulare St., Fresno.

Los Angeles Area

The Grand Hotel at One Hotel Way in Anaheim.

Newporter Inn, Newport Beach.

The Pacifica Hotel at 6161 West Centinela Street in Culver City.

The Sheraton Plaza La Reina Hotel, 6101 West Century Blvd., near the Los Angeles Airport.

The following San Diego area motels:

Bahia Motel and Motor Lodge, Catamaran Motor Hotel and Restaurant.

Sacramento Area

Days Inn, 200 Jibboom St., Sacramento.

Sacramento Inn, Arden Way at Interstate 80, Sacramento.

Red Lion Motor Inn, 2001 West Point Way, Sacramento.

The Nut Tree and the Coffee Tree Restaurants on Interstate 80 between San Francisco and Sacramento.

San Francisco Bay Area

The following restaurants on Union Street in San Francisco:

Thomas Lords
Mother Lode
Cooperage

Coffee Cantata
Vintners
Hudson Bay West
Perry's
Victoria Station
The Deli
The Godfather
Mingai-Ya
Jim's Grill

Restaurants in Ghirardelli Square, San Francisco:

Magic Pan
The Mandarin
Ghirardelli Wine & Cellar Cafe

Other eating places in San Francisco:

McDonald's Hamburger (all);
Colonel Sanders Kentucky Fried Chicken (all);
H. Salt Esquire Fish & Chips (all);
Jack In The Box (all);
Benihana of Tokyo;
Kau Kau Gardens;
Carol Doda's;
Mabuhay Restaurant; and
The Casbah.

San Jose Area

The following hotels, motels and restaurants in Santa Clara County:

Vagabond Motor Hotel, 1488 North First, San Jose.

Giorgio's Pizza House, 1445 Foxworthy, San Jose.

Holiday Inn - Palo Alto, 625 El Camino Real, Palo Alto.

Cindy's Restaurant, 17025 Condit Road, Morgan Hill.

Sirloin & Brew Unlimited, Restaurant, 12333 Saratoga-Sunnyvale Road, Saratoga.

Shirttail Restaurant, 2515 El Camino Real, Palo Alto.

Hungry Tiger Restaurant, 1010 Sunnyvale-Saratoga Road, Sunnyvale.

Magic Pan Restaurant, 335 S. Winchester Blvd., San Jose.

House of Genji/Cathay Restaurant, 1335 N. First St., San Jose.

William Flaggs Restaurant, Homestead Road & Lawrence Expressway, Santa Clara.

Travelodge, 940 Weddel Drive, Sunnyvale.

Red Baron Restaurant, 2500 Cunningham Ave., San Jose.

International House of Pancakes, 3395 Stevens Creek Blvd., San Jose.

Marriott's Great American Theme Park and Hotel, Santa Clara.

Stockton Area

Stockton Inn Motel and Restaurants, 4219 Waterloo Road at Hwy. 99.

Otto's Place, 7824 Thornton Rd. Stockton Joe's Restaurant, 1503 St. Mark's Place Plaza.

Vagabond Motor Hotel, 33 N. Center.

Denny's Restaurants, 3950 E. Waterloo Rd. & 642 W. Charter Way.

Sambo's Restaurant, 11 N. Center.

Jolly Tiger Restaurant, 4747 Pacific Ave.

MANUFACTURING

Charles Manufacturing Co. of Dothan, Ala., which also sells furniture under the name of The Fox Manufacturing Co.

Consolidated Fiber Glass Products Co. in Bakersfield.

Coors Beer

Gaffers & Sattler products

Goehring Meat Co., Inc., of Lodi, Calif.

Masonite Corp. plant, Cloverdale, Sonoma County.

Pemko Mfg. Co., Emeryville, Calif.

Rylock Company, Ltd., 1285 Atlantic Ave., Union City.

Sonoma Vineyards products, including Windsor Winery, Tiburon Vintners and Piper-Sonoma Sparkling Wine.

Tennessee Plastics of Johnson City, Tennessee.

PRINTING

San Francisco Bay Guardian.

San Rafael Independent Journal.

Vallejo Times-Herald.

In addition the Federation is supporting such national AFL-CIO sponsored boycotts as those in progress against the Kingsport Press of Kingsport, Tenn., publishers of the "World Book" and "Childcraft" series.

THEATERS

Broadway Theatre, 4th and Broadway, Santa Ana.

Kindair Theater Corporation, operators of the following anti-union theaters in Santa Cruz and Monterey Counties:

Cinema 70 in Monterey;
Steinbeck Theater in Monterey;
Valley Cinema in Carmel Valley;
Globe Theater in Salinas;
Cinema Theater in Sequel; and,
Twin I & II in Aptos.
Sea World, San Diego.

OTHERS

Blue Shield of San Francisco.
Doctor's Hospital of San Leandro.

Hertzka and Knowles, San Francisco, architects.

John Ascuaga's Sparks Nugget in Sparks, Nevada.

Montgomery Ward in Redding.

Mervyn's Store in Ventura.

Norbert Cronin & Co., insurance agents, San Francisco.

Non-Union Iceberg Lettuce.

State Farm Insurance Complex, Santa Rosa.

A Note to Homestead Savings

Dear Mr. Weissberg:

I am deeply concerned about United Artists Communications' attempt to destroy jobs and worker rights in its theaters. It shocked me to learn that Robert Naify, President of UAC, sits on your Board, and that you are a Director of UAC as well. These close links, as they become more widely known, certainly will not enhance the reputation and prestige of Homestead Savings in the eyes of the public, especially with labor unions, and concerned community, political and religious groups.

Mr. Naify's refusal to bargain in good faith is totally at odds with the American tradition of collective bargaining conducted in an atmosphere of mutual respect. Even more heartless is the disregard for employees who have given years of loyal service to UAC; now they must lose their jobs in UAC's quest for greater profit.

You and your bank have a moral responsibility to your depositors and the community. Use your considerable influence to get Mr. Naify to bargain in good faith. If he refuses, he should be removed from your Board promptly, and you should resign from the Board of United Artists Communications. Please let me know what action you plan to take on this matter.

Sincerely,

Name _____
Address _____
Affiliations _____

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Union Hits Homestead Tie To Anti-Union Movie Firm

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for this tactic from a similar move against the J.P. Stevens Company by striking employees. The textile workers successfully ended their strike by putting pressure on financial and other institutions linked with the Stevens conglomerate.

Besides the Savings and Loan, United Artists has holdings in film production and distribution companies, cable TV systems, bowling alleys, realty companies, food markets, and a convalescent hospital, among other interests.

Asked if the unions' campaign would extend to these other areas, Rosselli said:

"We are just taking one thing at a time at this point. We don't want to destroy United Artists' business or interfere with their right to make a profit. We just want a fair deal for employees; that's the bottom line."

In a handbill being distributed at United Artists theaters where movie projectionists have been locked out, the union points out that before automation, one projectionist was used to project one picture for one auditorium but that under the last union contract one projectionist prepares, operates and supervises equipment and film for as many as four, six and even eight auditoriums at once.

"We believe that there should be a limit to how many jobs that workers and the community should lose to automation. We think that workers and the community, as well as the employers,

have a right to gain through the benefits of automation," it said.

From the corporate side, everything appears to be rosy. Naify receives a salary of \$374,419 for his UAC job and owns 30 percent of UAC stock, making him a multi-millionaire, Blanchard noted.

And UAC's operating profits have nearly tripled between 1977 and 1981, rising from \$9.3 million to \$26.7 million, union aides said.

Union officials also said that the pervasiveness of the anti-worker, anti-union policies being pursued by United Artists Corp. is reflected in the fact that UAC locked out its projectionists in northern California more than a year ago and forced members of theater Janitors Local 9 into a strike that is now in its 14th month.

The janitors were seeking a 9 percent increase in wages and benefits. But management's final offer was just 4.3 percent despite a 44 percent increase in the cost of living since the last contract was negotiated and a 14.7 percent increase in living costs in the year preceding the strike, which began September 29, 1981.

UAC is also charged with delaying bargaining by appealing the National Labor Relations Board's decision that Local 3 of the Office and Professional Employees Union won the right to represent UAC's office workers in an election held in 1980.

The boycott of all United Artists theaters in northern California initiated by Local 9 has been endorsed by central labor councils throughout northern California, including those in San Francisco, Alameda, Contra Costa, Marin, San Mateo and Santa Clara counties as well as by the Joint Council of Teamsters and ILWU Local 6.

Little more than a month ago, the boycott won additional support when it was sanctioned by the Catholic Archdiocese of San Francisco.

The Reverend William Somplat-sky-Jarman, and Betsy Murray,

who are serving as field directors for the IATSE corporate campaign, charged that the goal of the UAC anti-labor policy "is clear and simple -- weaken or break all the UAC unions to guarantee ever-increasing profits for Naify and Weissberg."

Pointing out that institutions tied closely to UAC, like Homestead Savings, lend their prestige, reputation and power to UAC's policies, they noted that such institutions are also in a position to exert considerable pressure on United Artists Communications to bargain in good faith and respect its employees.

But, they said, "these institutions will not exert such pressure until they conclude that it is in their self-interest to do so."

"We want Mr. Weissberg to know that unions and conscientious citizens will not tolerate Homestead Savings -- which prospers on the goodwill and trust of thousands of hard-working people -- supporting UAC in its unscrupulous and immoral treatment of its loyal employees," they said.

To further this aim, the IATSE corporate campaign is appealing to labor unions, community groups and others concerned with social justice to write letters to Homestead Savings protesting its ties to UAC and demanding that it sever its relationship unless UAC "promptly alters its labor policies."

Letters protesting the close ties between Homestead Savings and United Artists Communications should be sent to: Lawrence Weissberg, Chairman of the Board and President, Homestead Financial Corp., 1777 Murchison Drive, Burlingame, Ca., 94010.

They also request that copies of such letters be sent to IATSE Corporate Campaign, 230 Jones St., Room 302, San Francisco, Ca. 94102. Further information on the campaign may be obtained by phoning (415) 441-0205.

The union is urging that such letters express the writer's moral indignation regarding Homestead Savings ties with UAC and its support of UAC's anti-union policies and call for the resignation of Naify from Homestead Savings board and for Weissberg's resignation from the UAC Board.

The IATSE Corporate campaign has also prepared and is distributing postcards containing a message to Weissberg (see reproduction above).

New Study Tags Joblessness As Serious Health Threat

Unemployment is a serious threat to health and the quality of life, and these factors should be taken into account by people who set economic and social policies, a team of social scientists concluded in a recent study.

An individual worker's physical and emotional health can be strained to the breaking point as a result of long-term joblessness, Boston College psychologist Ramsay Liem and Brandeis University sociologist Paula Rayman said in a study, "Health and Social Costs of Unemployment" in the October 1982 issue of American Psychologist.

The researchers also cited evidence showing that the problems caused by unemployment "ripple over" to workers' families and their communities.

In their review of several studies of joblessness, Liem and Rayman found that while physical and mental responses to unemployment are complex, health problems and emotional strain are "direct consequences" of job loss.

They pointed to studies which linked periods of economic decline to "indicators of strain" including higher rates of death from cardiovascular and alcoholic-related diseases, increased infant mortality, more first admissions to psychiatric hospitals, increased demand for other mental health services and a higher suicide rate.

"Unemployment does not simply happen to individuals," the researcher said. They cited a study showing wives in families suffering long-term unemployment were significantly more depressed, anxious and sensitive about family relationships than wives in families where husbands were working.

The "changed family environment" brought on by unemployment creates stress and "increased disorganization" in family life, the researchers said.

Marital separation was three times more common in "unemployed" compared to "employed" families, the study found.

Rail Unions' Members OK Move to Purchase Conrail

Railroad unions got the go-ahead signal from their members to try to arrange for employee purchase of Conrail—the government-owned freight systems formed in 1976 from the consolidation of seven then-bankrupt Northeast railroads.

A committee of the Railway Labor Executives' Association has been exploring employee ownership as a way to preserve the system and avert reductions in service and destruction of jobs. The Dept. of Transportation is under a congressional mandate to sell off the system.

Unions polled their members as to whether the cooperative effort to achieve employee ownership of Conrail should be continued. The response was overwhelmingly in favor, RLEA Chairman Fred A. Hardin said.

In a letter to Transportation Secretary, Drew Lewis, the RLEA task force stressed that the union role is confined to helping arrange for employee ownership and that the unions would neither own stock nor share in the management of Conrail.

As the unions see it, employees have already made a big down-payment toward the purchase of the Conrail system by deferred pay increases and other pay concessions, and in the 15 percent of Conrail assets committed to future employee benefits. Wage concessions made in a three-year contract negotiated in 1981 are estimated at \$200 million a year.

Hardin noted also that sale to employees rather than a private firm seeking a tax shelter would save the government large sums in tax revenue.

Hardin is president of the United Transportation Union, and the other task force members are President Richard I. Kilroy of the

Railway & Airline Clerks; President O.M. Berge of the Maintenance of Way Employees, Vice President Andrew M. Ripp of the International Brotherhood of Electrical Workers, and Vice President Albert A. Terriego of the Transport Workers. The task force's consultant in the negotiations is Brian M. Freeman, a former Treasury Dept. official.

The task force was set up last April and has had meetings with Conrail management, Dept. of Transportation officials and private investment firms.

The ownership path is being followed, Hardin said, because "employees know better than anyone else that if they do not act the railroad is likely to be acquired by speculators, entrepreneurs, other railroads, or others who are apt to reduce service, 'cherry-pick' the assets, and terminate a significant number of employees."

Skin Disease Most Common Job Illness

California workers report more cases of skin disease than any other job-related illness, according to a new report by the California Division of Labor Statistics and Research.

"Of the 8.5 million persons working in industries covered by the California Workers' Compensation Act, about two out of every 1,000 see a doctor for a job-related skin disease," said Dr. Sara Behman, chief of the Division and a deputy director of its parent body, the Department of Industrial Relations. "This is an annual incidence rate which has remained nearly constant for the last ten years," she added.

The findings were contained in "Occupational Skin Disease in California," the first report ever published by the Division to take a close look at a specific work-related illness. Copies may be obtained by writing to the Division, P.O. Box 603, San Francisco 94101.

It found that the highest incidence rate of dermatoses occurs in agriculture (8.6 cases per 1,000 workers), followed by manufacturing (4.1/1,000). Skin disease cases are most numerous in summer and early fall, the report states.

Bieber Named For Presidency Of UAW in 1983

Owen Bieber has been selected to succeed Douglas A. Fraser as president of the 1.2 million-member United Auto Workers Union.

Bieber, 52, was nominated by the union's 26-member Executive Board and endorsed unanimously by a 326-member steering committee of local union leaders.

Fraser, 65, is prohibited by the retirement provisions in the union's constitution from running again.

Bieber, who heads the union's General Motors Department, is expected to be formally elected at the union's national convention in Dallas next May.

**PLEASE
DON'T BUY
COORS BEER**

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much more plausibly be attributed to high interest rates, recession and national industrial shifts than to "the menacing ogre" of \$3.35 per hour.

"Despite the recession, many minimum wage firms have in fact been making considerable money," they pointed out.

"For the last 12 months ending October 1982 McDonalds has a rate of return on common equity of 21.1 percent; Marriott's, 19.7 percent; Church's Fried Chicken, 10.5 percent; Wendy's International, 19.3 percent; and Hilton, 16.9 percent," they noted, citing figures from the November 9, 1982 issue of Business Week.

"Increasing the minimum wage could be an important anti-recessionary device," the Wage Board's labor representatives said.

Contrary to charges often made by employer interests that increases in the minimum wage cause inflation, they pointed out that the National Minimum Wage Study Commission created by Congress in 1977 to examine the economic ramifications of the minimum wage found that a sustained 10 percent annual increase in the minimum wage from 1974 to 1979 would have raised the annual inflation rate only 0.2 percent above what it would have been otherwise.

Such an increase is "a small price to pay to improve the living standards of America's low wage earners," they said.

The importance of improvements in the minimum wage for women workers was emphasized by the labor representatives when they pointed out that women are 4.5 times as likely as men to earn the minimum wage or less and that women who head households are three times as likely to earn the minimum or less.

Moreover, they said, one out of every five black Americans works at or below the minimum wage level.

"Given the distressing and potentially explosive trends toward an increasing 'feminization of poverty' in female single parent households, the growth of a minority 'underclass' located largely outside the mainstream of economic life, and the economic shift from manufacturing to lower paying service employment, it is certain that a growing number of U.S. workers will depend on minimum wage standards for economic survival in the future," they warned.

They also called for:

✓ Indexing the minimum wage to appropriate wage and price indices to maintain the relative standing of minimum wage workers to other groups;

✓ Elimination of the learner and minor subminimum sections from the minimum wage orders;

✓ Increasing the income exemption levels for administrative, executive and professional employees from \$900 per month to \$1,150 per month;

✓ Opposition to any increase in the meal and lodging minimum wage credits; and.

✓ Expansion of the IWC's wage orders to include public employees.

On the last point, the labor representatives said:

"All workers should have basic labor market protections. We think that the distinction between public and private employment is nonexistent and the state should recognize this fact in providing wage order coverage for all workers."

In conclusion, they observed:

"It took the Great Depression of the 1930's to convince America that the equity of the market place was often non-existent and

that it was the duty of an industrial democracy to intervene to correct various malfunctions and injustices of the market mechanism.

"Yet today as we face another grave economic crisis, as other democracies continue to implement more effective labor market protections, there is a movement in America to roll back necessary state labor market interventions, to try to somehow go back to some sort of 19th century competitive capitalism when workers had no rights and the employer's power was absolute.

"Those days are gone forever. We in California must not turn away from our duties, we must stay the course of trying to ensure justice in the market place for all of California's employees."

Copies of the labor representatives' report, titled "Positions of the 1982 IWC Wage Board Labor Representatives and Alternates," have been sent to all employer representatives on the minimum wage board and to the five member IWC chaired by John H. Bennett.

The IWC, which presently has only four members due to the death of employer representative Howard P. Wackman, II, is scheduled to meet at the State Building in San Francisco today to draw up an agenda to consider the minimum wage board's recommendations which are still in the process of being drafted.

If the Commission takes no action there is a possibility that there might be no increase in the state minimum wage until January 1984.

Other members of the IWC, which will make the final determination of any increase in the minimum wage, are: Jackie Walsh of Larkspur; Mike L. Elorduy of Sacramento; and Pius Lee of San Francisco.

The Moral Imperative

"It is morally unconscionable that forced labor projects should be financed by Western credits and technology.

"While Western democracies may not be able to prevent forced labor in the Soviet Union, we need not be accomplices in this barbaric practice.

"An economic system that requires slave labor is not a system that should be underwritten by free men and women." — From AFL-CIO President Lane Kirkland's comments on the State Department report on forced labor camps in the Soviet Union.

Speakers for Fed Parley on International Affairs Named

(Continued from Page 1)

tutes for Asia, Africa and Latin America, with the activities of the ICFTU headquartered in Brussels. The AFL-CIO reaffiliated with the ICFTU, a world organization of non-communist unions, in January 1982.

Other speakers will include:

Piotr Naimski, a biochemist now working in New York who was one of the organizers of KOR, the Workers' Defense Committee, which was set up following the workers riots in Radam and Ursus in 1976. He was never a member of Solidarity because he was not able to join because he didn't have a job. But he was one of the organizers of the Center for Social Studies which was set up to help Solidarity officials gather information on economic and social issues and organize public opinion polls.

Nana Mahomo, director of the African American Labor Center's South African Project, who will speak on conditions on South Africa;

William Dougherty, executive

director of the American Institute for Free Labor Development, who will speak on conditions in various Latin American countries, including El Salvador; and

Tonia Papke, a consultant to the AIFLD who is an agricultural cooperative financial specialist and has worked with the campesinos in El Salvador on their entitlement to land parcels. She will speak on conditions in El Salvador.

Registration fee for each participant at the conference is \$10. Checks should be made payable to the California Labor Federation, AFL-CIO, and sent to: California Labor Federation, AFL-CIO, 995 Market St., Suite 310, San Francisco, CA 94103, Attention: December 2 conference.

An initial announcement of the conference was sent to all Federation affiliates on October 21 and was accompanied by a registration form.

Affiliates desiring further information about the conference should call (415) 986-3585.

Now's the Time to Sponsor a Calif. AFL-CIO Scholarship

(Continued from Page 1)

communication with all public, private and parochial high school principals in the state, arrangements for the administration, scoring and independent judging of the contest papers and publicity for the contest itself and the announcement of the winners each year.

Federation affiliates that have already signed up to co-sponsor a scholarship in the 1981 competition include:

Bartenders & Culinary Workers Union, Local 340, San Mateo — Thomas A. "Tiny" Small Memorial Scholarship; Butchers Union, Local 120, Oakland; Butchers Union, Local 498, Sacramento; California Conference of Machinists; California Federation of Teachers, AFT, AFL-CIO; California State Branch, United Food & Commercial Workers, AFL-CIO & CLC; California State Council of Carpenters; California State Council of Carpenters — Lloyd A. Mashburn Memorial Scholarship; California State Council of Culinary Workers, Bartenders & Hotel Service Employees; California State Theatrical Federation;

Communications Workers of America, Local 9423, San Jose; Communications Workers of America, Northern California & Nevada Council, AFL-CIO — Shirley Damico & Art Mattie Memorial Scholarship; Communications Workers of America, Southern California Council — George W. Gorman Memorial Scholarship; Communications Workers of America, Southern California Council — Michael Corcoran Memorial Scholarship; Culinary Workers & Bartenders Union, No. 814, Santa Monica; International Association of Machinists & Aerospace Workers, District Lodge No. 56, Livermore — Walter J. Scott Memorial Scholarship; Interna-

tional Association of Machinists & Aerospace Workers, Local Lodge No. 739, Oakland — Charles B. Briscoe Memorial Scholarship;

International Brotherhood of Electrical Workers, Local 47, Diamond Bar — Eugene Attebery Memorial Scholarship; Los Angeles District Council of Carpenters; Marin County Labor Council; Monterey County Labor Council; Newspaper Guild Locals of California; Northern California District Council of Laborers—Lee Labor Memorial Scholarship; Orange County Central Labor Council; Pacific Northwest District Council, I.L.G.W.U.; Sailors Union of the Pacific — Harry Lundberg Memorial Scholarship;

Southern California District Council of Laborers; Southern California District Council, I.L.G.W.U.; Southwestern States Council of Retail Clerks — Warren G. "Pop" DeSepte Award; State Building & Construction Trades Council of California — Richard W. Mansfield Memorial Scholarship; U. A. Local 38, Plumbers & Steamfitters Scholarship Trust Fund, San Francisco; United Industrial Workers, Service, Transportation, Professional & Government of America, Wilmington — James Waugh Memorial Scholarship; United Professors of California; and the United Transportation Union, California State Legislative Board.

Four of the scholarships are sponsored by the California Labor Federation itself and designated as the Haggerty-Pitts Memorial Scholarships in honor of two late Executive Officers of the Federation.

For further information on the scholarship program, contact Albin J. Gruhn, the Federation's president at 995 Market St., Suite 310, San Francisco, CA 94103 or phone (415) 986-3585.

Calif. Meatcutters OK New 3-Year Supermarket Pacts

(Continued from Page 1)

and workers left their jobs that a long struggle over contract take aways would be foolhardy.

Besides the meatcutters, bargaining at a separate table in the south were representatives of 10,000 Teamster members in supermarket, warehouse, office, dairy and other retail food operations.

And alongside both unions were retail clerks, also members of the UFCW, whose leadership sat at

the table as observers and were ready to lead their memberships in significant support of a supermarket strike.

When the strike began at 12:01 a.m. November 8 at stores and facilities of Vons Grocery Co. — southern California's biggest chain with 174 outlets — clerks joined meat department employees in the walkout at all-night operations.

Thus, for the first time in rec-

ent memory the factor of labor solidarity played a decisive role in the course of retail food bargaining in the state.

"What was accomplished at the table on behalf of the membership probably would not have been accomplished at this point in time and in our national climate of 'giveback' bargaining without the commitment of the members and leadership of all unions concerned," said Oliver W. Holmes, UFCW Vice President and a principal in the crucial, late stage of the negotiations.

The southern agreement was settled at 6:00 a.m. with the aid of two federal mediators, Frank Allen and Nick Fidandis. Fidandis, who had joined the negotiations earlier in a futile attempt to avert a strike, returned from Washington, D.C., on the eve of the walkout to give it another try.

The parties were brought together shortly before the walkout started and worked through the night.

The southern settlement was followed less than 48 hours later by a tentative agreement in the north.

Besides Holmes, UFCW negotiations were spearheaded by Walter Bachman, Local 120, Oakland; Jerry McTeague, Local 421, Los Angeles; Alan Lee, UFCW National Retail Division Director, and Tom Russow, UFCW Director of Collective Bargaining.

3 Out of 5 Federal Workers Now Represented by Unions

More than three out of five federal employees were represented by unions in 1980, excluding the solidly organized U. S. Postal Service which once represented the bulk of organized public sector workers.

The government's Office of Personnel Management reported that 1,250,000 non-postal federal employees are in bargaining units, and 1,167,265 of them are protected by negotiated agreements. The union-represented group is up 4,000 from the previous year.

On a percentage basis, 61 percent of the federal workforce are represented by unions.

There are also 586,100 postal workers represented by unions, 88 percent of total postal employ-

ment.

In all these percentage figures, supervisory and management-level employees are considered as part of the workforce.

While there are more white-collar salaried employees than hourly-paid blue-collar workers in federal bargaining units, 86 percent of the blue-collar workers are represented by unions compared with 54 percent of white-collar workers.

The American Federation of Government Employees, representing 509,500 salaried employees and 186,460 blue-collar employees, bargains for the largest group of federal workers. Others with substantial bargaining units are the Metal Trades Councils and the Machinists.