



300 Protest Litton's Labor Record at Stanford Rally

Despite a stormy night and access roads closed by mudslides and flooding, more than 300 trade unionists and members of a broad coalition of church and community groups turned out to protest the anti-union record of Litton Industries and its links with Stanford University at a demonstration on the Stanford campus last Wednesday night.

John F. Henning, executive secretary-treasurer of the California Labor Federation, AFL-CIO, said that Litton Industries has been involved in repeated "flagrant, willful violations of the National Labor Relations Act and yet they are continuing to be awarded government contracts."

In fact, he said, one-quarter of Litton Industries' \$5 billion in annual sales last year came from federal Defense Department contracts.

Recalling President Eisenhower's farewell warning that the greatest threat to this country comes from the military-industrial complex, Henning said that today "President Reagan is shadowboxing with Libya, flirting with war in Africa involving another petty dictatorship" while Litton continues to receive contracts from the government.

He urged support for legislation introduced earlier this week by Congressman Paul Simon (D-Illinois) that would prohibit repeated violators of the nation's labor laws from bidding on federal government contracts.

Peter Cervantes-Gautschi, busi-

ness manager of the Santa Clara County Central Labor Council, charged that Arjay Miller, dean emeritus of the prestigious Stanford Business School, was ignoring Litton's violations of federal labor laws.

Miller is an advisory director of Litton Industries and other Litton directors serve on the Board of Stanford's Hoover Institute. Litton operates 98 plants throughout the United States and Canada, including 14 in California.

"Miller has been present at the meetings of the Board of Directors where evidence has been presented on Litton's unfair labor practices," Cervantes-Gautschi said.

U.S. Senator Alan Cranston was unable to attend the demonstration but tape-recorded a message of support.

Said Cranston:

"We've been together on many issues, peace, human rights and others. We've worked to protect job security, safety and health and now we must deal with those employers who repeatedly violate our laws but somehow continue to receive government contracts. I'm proud to join you in supporting the measure by Congressman Simon."

Cervantes-Gautschi, who emceed the program, said that other bay area congressional representatives supporting the Simon bill include Don Edwards, Phil Burton, Barbara Boxer, Tom Lantos, Ron Dellums, Pete Stark and

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Women's Workshop Set at Labor's Legislative Parley

A two-part Women in the Work Force workshop will be held in conjunction with labor's joint legislative conference to be held in Sacramento May 9-11 to review

legislation of particular concern to women workers and provide instruction on effective lobbying techniques.

The first part of the workshop will start at 2:00 p.m. Monday, May 9 in the Grand Ballroom at the Woodlake Inn. It will review the provisions and legislative status of measures aimed at broadening the coverage of comparable worth legislation enacted in 1981 to include local government employees and employees of the University of California and the California State University and College Systems as well as other measures designed to curb discrimination against women work-

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Teachers in S. F. File Petition for New Election

A petition signed by more than 60 percent of the teachers in San Francisco was filed with the Public Employment Relations Board by the San Francisco Federation of Teachers this week calling for a representational election between the American Federation of

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GM-Toyota Pact Backs Case for Domestic Content Law

By DOUGLAS A. FRASER

An important step toward a long-sought goal of the United Auto Workers was taken when General Motors and Toyota began the groundwork for a joint venture to produce small cars at Fremont, Calif.

For many years, we have been urging Toyota to locate some of its production in this country, because we believe that all major multinational auto companies have a responsibility to put some capital where their market is and to create some jobs where their sales are.

The UAW members who have been on layoff from GM's Fremont plant since it shut down last March are ready to go back to

(Editor's Note: Douglas Fraser, President of the AFL-CIO United Auto Workers Union, made the following statement on the recent signing of a joint venture between General Motors and Toyota to produce some 200,000 small cars a year at the Fremont GM plant in Alameda County.)

work and make the joint venture a success; we look forward to entering talks with GM-Toyota soon on a whole range of issues, including hiring procedures and policies.

However, we have no illusions about the broader implications of the GM-Toyota deal. It is not a panacea for our auto trade imbalance with Japan. It is not an end in itself, but only a beginning.

In fact, the deal merely reinforces the case for domestic-con-

tent legislation for auto makers as part of a broader industrial policy.

Content legislation is designed to spur investment in this country by large foreign-based auto multinationals, and to keep the U. S.-based corporations from the wholesale exporting of jobs overseas. We know, for example, that Toyota wouldn't have undertaken any production in this country but for the political pressure brought to bear through the push for con-

Key Jobless Benefits Bill Due for Committee Vote

With over 350,000 California workers expected to exhaust both their regular and federally extended unemployment insurance benefits this year, the California AFL-CIO stepped up its drive this week for approval of pending state legislation to assure California's jobless workers up to 52 weeks of benefits during the next 22 months.

The bill, AB 130 carried by Assemblyman Richard E. Floyd (D-Hawthorne), would change the trigger for the state extended unemployment insurance program to insure jobless Californians of extended benefit protections instead of depending on Congressional action that could be vetoed by President Reagan.

The bill is scheduled to be taken up for reconsideration by the 21-member Assembly Ways and Means Committee next Wednesday,

March 9 and is being strongly opposed by the corporate community, John F. Henning, executive officer of the California Labor Federation, AFL-CIO, said in a letter sent to all Federation affiliates last week.

The bill will not result in any increase in taxes to the general taxpayer because it would be financed through the employer's normal contributions to the Un-

employment Insurance Fund.

AB 130 would change the existing trigger for extended state benefits from six percent of "insured unemployment" to eight percent of "civilian unemployment" and raise the maximum duration of state extended benefits from 13 to 26 weeks.

The "insured unemployment rate" is computed by dividing the

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Bill to Bar Polygraph Tests of Fire Fighters to Be Heard

California AFL-CIO-backed legislation to prohibit fire agencies as well as other non-law enforcement state and local agencies from requiring lie detector or polygraph tests as a condition of employment is scheduled for a

hearing before the Assembly Labor and Employment Committee next Tuesday, March 8 in Room 126 at the State Capitol at 4 p.m.

The bill, AB 346 carried by Assemblyman Richard Floyd (D-

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IWC Kills Issue of Boost In State Minimum Wage

California's lowest paid wage earners—those working at the minimum wage who have had no increase since January 1, 1981—may not get any for the next two or three years as a result of action taken by the State Industrial Welfare Commission late last week.

Ironically, the motion to table the issue of raising the state minimum wage was made by Don Donnelly, Governor Deukmejian's latest appointee to the five-member commission.

Donnelly, a private consultant in employee-employer relations and a member of Fire Fighters Local 1014 in Los Angeles, stated that "the economy cannot support an increase. Unemployment is the paramount problem today and I feel unemployment would be the by-product of increasing the minimum wage at this time."

In taking that stance, Donnelly totally ignored the unanimous recommendations made by the 18 labor members of the Minimum Wage Board appointed last fall,

which called for an increase in the state minimum from \$3.35 to \$4.35 and noted that Labor Department studies in 1940, 1950, 1961, 1966 and 1970 "found no significant increases in unemployment because of the minimum wage changes in level or coverage."

The labor members of the 1982 Minimum Wage Board had stressed that the state's minimum wage has been eroded by inflation over the past 15 years.

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Tax Deduction For Seniors' Fund Wins Panel's OK

California AFL-CIO-backed legislation to let taxpayers contribute \$1 or \$2 or more of their tax refunds to a California Seniors' Fund on their tax return won the approval of the Assembly Revenue and Taxation Committee Monday on an 11 to 2 vote.

The bill, AB 50 carried by Assemblyman Art Agnos (D-S.F.), would provide funds for the California Senior Legislature's use in connection with advocacy on be-

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Atari Layoffs Spur Call for Action on Plant Closures

The need for effective plant closure legislation at both the state and federal levels was highlighted last week when Atari, a Sunnyvale-based electronics company that produces computers and video games and was facing a union organizing drive, announced that it was going to lay off 1700 workers and move its production facilities to Hong Kong and Taiwan.

"Somewhere this has got to stop," Ed Jones, an organizer for

Local 1621 of the AFL-CIO Glaziers and Glass Workers Union, said.

Charging that the company was making the move to avoid unionization, Jones said:

"Here we are in the midst of one of the highest periods of unemployment and this company is taking jobs overseas for lower labor costs."

"We are coming into an economy where people who work in factories have no security at all."

The union called on the Nation-

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REAGANOMICS

Federal deficit spending during the first four months of the 1982-83 fiscal year was 100 percent higher than it was for the same period a year ago, the U.S. Treasury Department reported this week. The gap between income and spending for the four months ending January 31, 1983 was \$77.8 billion compared with \$38.9 billion for the same four months last year. The Reagan Administration is projecting a \$207.7 billion deficit for the entire year compared with \$110.7 billion in 1981-82.

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GM-Toyota Pact Backs Case for Domestic Content Law

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trend on the part of U. S.-based auto companies to move work out of the country.

Domestic-content legislation is necessary to boost investment by the Japanese in this nation and to stop disinvestment by the Big Three U. S. auto makers. It's an important part of the policy that the country so badly needs to ensure a strong industrial base while promoting development of the so-

called high-technology sector that can provide new jobs in the future.

In the end, we must have both to have a balanced economy. The Japanese have shown us the way by carefully coordinating actions in the private and public sectors to build their smokestack industries while at the same time promoting competitive high-tech corporations.

One tool for implementing such

a policy in this country might be an industrial reconstruction administration that could use targeted tax incentives, loans, loan guarantees and other tools to assist older industries that need to modernize and new industries that are having difficulty getting financing.

However it's done, workers and their unions must have input into the process by which an industrial policy is shaped. Then we and the

revived industries must engage in collective bargaining that is characterized by both responsibility and flexibility.

The GM-Toyota deal offers a framework for the future: U. S. workers will be employed to build what is essentially a Japanese car on our shores. Now we must produce a high-quality automobile at a competitive price to demonstrate that we can have our jobs and our Corolla, too.

State Fed Asks Action on Indoor Air Pollution Rules

Protection of California workers from indoor air pollution through the development of statewide standards by the California Occupational Safety and Health Standards Board is being urged by the California Labor Federation, AFL-CIO.

"In light of recent investigations and studies, there is growing and justified concern over the potential health hazards of indoor

air pollutants being imposed on unsuspecting workers employed in confined areas for prolonged periods of time," John F. Henning, the Federation's executive officer, said in a letter sent last week to Ronald T. Rinaldi, executive officer of the Cal/OSHA Board.

"The rapidly increasing number of workers in service-related, white collar jobs mandates that

prompt attention be directed to the health and safety hazards existing in an indoor work environment," Henning said in urging the Board to act favorably on a petition filed by a coalition of labor unions and individuals with the Board last December.

The petition, known as Petition File No. 151, calls on the Board to develop a standard both to require adequate ventilation and to control the use of office products, such as aerosols, copiers, cleaning materials, building materials and tobacco smoke which may threaten workers' health.

It suggests that the Board should examine the existing standards for such other known indoor pollutants as asbestos, radon and formaldehyde and combustion products such as nitrogen oxide and carbon monoxide as well as tobacco smoke.

The petition points out that there "has been a dramatic increase in the number of investigations by the National Institute of Occupational Safety and Health (NIOSH) related to indoor pollutants in non-industrial settings."

For example, it noted, in the 1980-81 period, about 13 percent of the NIOSH Health Hazard Evaluations concerned indoor pollutants compared to five percent in 1977, it said.

Less than two months ago it was disclosed that some 4,300 workers in the Federal Building in San Francisco had been subjected to asbestos fiber pollution because asbestos fireproofing materials sprayed on beams and ceilings in the crawl spaces of the building are sucked into the building's air conditioning system.

"Establishment of a comprehensive standard, as requested in the petition," Henning said, "would be a major step toward insuring that this large segment of our workforce is afforded essential health and safety protections."

Tax Deduction For Seniors' Fund Wins Panel's OK

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half of older persons. It now goes to the Assembly Ways and Means Committee.

Funds contributed would be allocated through the California Commission on Aging to the California Senior Legislature but would not be tax deductible.

The only two votes cast against AB 50 were those by Assemblymen Dennis Brown (R-Long Beach) and Patrick J. Nolan (R-Glendale).

Committee members voting for the bill were: Tom Hannigan, Committee chairman, (D-Fairfield); Tom Hayden (D-Santa Monica); Lloyd Connolly (D-Sacramento); Dominic Cortese (D-San Jose); Dave Elder (D-Long Beach); Robert Frazee (R-Carlsbad); Bill Jones (R-Visalia); Johan Klehs (D-San Leandro); Gwen Moore (D-L.A.); and Eric Seastrand (R-San Luis Obispo).

Senate Confirms Donald Dotson as NLRB Chairman

The Senate has confirmed by voice vote President Reagan's nomination of Donald Dotson as chairman of the National Labor Relations Board.

Dotson was a management lawyer before becoming Assistant Secretary of Labor for Labor-Management Relations at the start of the Reagan Administration, and he was the President's second choice for the NLRB chairmanship.

Reagan's first choice, John Van de Water, was unable to win Senate confirmation and left the post after serving for 16 months under an interim appointment.

The AFL-CIO had fought his appointment, citing "smoking gun" evidence of Van de Water's union-busting role as a management consultant.

The AFL-CIO didn't testify against Dotson because the case against him wasn't solidly documented, but Federation President Lane Kirkland expressed "grave reservations" about the selection of a management partisan to protect workers' rights under federal labor law.

Reagan is now expected to formally submit the nomination of Patricia Diaz Dennis, also a management attorney, for the remaining NLRB vacancy.

Her confirmation would give Reagan appointees a 3-2 majority on the labor board. His first appointee, Robert P. Hunter, joined the board in 1981.

The White House announced last November the President's choice of Dennis, a nominal Democrat who is a labor relations attorney for the American Broadcasting Co. But the President held up the submission of her name pending the confirmation of Dotson.

John C. Miller, an aide to Van de Water who has been nominated as general counsel of the Federal Labor Relations Authority, has been serving as NLRB chairman under a recess appointment. Van de Water, meanwhile, has moved to the Labor Dept. as a special assistant to Labor Sec. Raymond J. Donovan.

On the Senate Labor Committee, the only vote cast against Dotson's confirmation was by Republican Lowell P. Weicker, Jr. (Conn). Two Democrats, Donald W. Riegle, Jr. (Mich.) and Spark M. Matsunaga (Hawaii) abstained. The Senate approved the nomination routinely, without debate.

At the Labor Dept., Dotson had picked for his executive assistant a former attorney for the National Right to Work Committee. The anti-labor R-T-W committee hailed Dotson's appointment to the NLRB chairmanship. It termed him a "solid and consistent defender" of "right-to-work" principles.

Please Boycott John Ascuaga's Sparks Nugget In Sparks, Nev.

Teachers in S. F. File Petition for New Election

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Teachers' affiliate and the California Teachers Association.

James E. Ballard, president of the San Francisco Federation of Teachers, said that the action taken Tuesday will undoubtedly provoke heated discussions about the ability of the AFT versus the CTA in negotiating salaries, class sizes and other professional conditions of employment.

But, he said, "this campaign promises to be different than previous campaigns because dramatic differences between the AFT and the CTA in areas of educational and professional standards will be spotlighted."

Specifically, Ballard said:

● AFT supports the use of standardized tests for students. CTA opposes it.

● AFT supports requiring incoming teachers to pass an examination prior to being hired. CTA opposes it.

● AFT supports merger between the two organizations. CTA opposes it.

● AFT supports working with a variety of coalitions to meet the challenges faced by public education today. CTA opposes it.

Asserting that "Teachers cannot 'go it alone,'" Ballard said: "Meeting the challenges that face public education requires the involvement of all who are concerned about our public schools and the role they play in our society."

"That is why the AFT is working with many different groups and organizations. We are active participants in the San Francisco Labor Council because we believe AFL-CIO affiliation and support is important to teachers and to public education."

Noting that the AFT is also a founding member of the San Francisco Organizing Project, a coalition of unions and religious organizations seeking to improve the quality of life in San Francisco, Ballard said:

"The CTA, on the other hand, has repeatedly taken an isolationist point of view. For example, a recent SFCTA publication stated: 'Only we—as an organized teaching profession—can turn the political climate around.'" (SFCTA "Update," October 1, 1982).

Ballard also pointed out that the two organizations hold opposite views on the question of merger, with the AFT believing that the time is long past when teachers can afford the luxury of two competing teacher organizations.

Asserting that these issues will be the key issues in the election campaign, Ballard said:

"We believe teachers in San Francisco support the AFT's positions on quality education and academic standards and we believe that support will be validated in the election."

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Women's Workshop Set at Labor's Legislative Parley

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ers and establish child care centers in school districts throughout the state.

Toni Trigueiro, a legislative aide to Assemblyman Richard Alatorre, and Mary Bergan, legislative representative of the California Federation of Teachers, will conduct the second part of the workshop on "Lobbying Effectively for Labor's Legislative Objectives."

Both men and women delegates to the legislative conference are invited to participate in both parts of the workshop, Kathleen Kinnick, the Federation's Director of Women's Activities, said.

The state's top legislative leaders have been invited to address the opening session of the conference, which is sponsored by the California Labor Federation, the State Building and Construction Trades Council of California and the California State Council of

Carpenters.

The opening session will convene at 9:30 a.m. Monday, May 9 at the Woodlake Inn at 500 Leisure Lane in Sacramento.

Delegates' credentials for the conference were sent to Federation affiliates last month. The duplicate credential containing the names of each affiliate's delegates should be returned to the Federation's headquarters in San Francisco as soon as possible.

All credentials must be accompanied by a registration fee of \$25 per delegate, which includes the cost of a dinner to be held Tuesday evening, May 10.

Further information and additional credentials may be obtained by contacting the California Labor Federation, AFL-CIO, at 995 Market Street, Suite 310, San Francisco, CA 94103 or by phoning (415) 986-3585.

Glass Workers Win Gains With 8 Big Manufacturers

The Glass, Pottery & Plastics Workers ratified new three-year contracts with eight glass manufacturers providing substantial wage and fringe benefit improvements and job security for more than 25,000 workers.

The contracts, which become effective April 1, are expected to set a pattern for the entire glass container industry. Contract talks are in progress with five other glass companies.

The largest company to settle with the GPPAW union is Owens-Illinois, the world's largest glass container manufacturer. The firm employs nearly 12,000 GPPAW members at two dozen plants across the country.

Other companies reaching agreement were Brockway Glass Corp., Midland Glass Co., Thatcher Glass Manufacturing Co., Foster-Forbes Division of National Can Co., Glass Container Corp., Ball Corp., and Kerr Glass Manufacturing Co.

The new contracts raise hourly pay, which had averaged \$8.84, by 25 cents immediately, 20 cents in September, and 30 cents in both April 1984 and April 1985. Skilled workers will receive an additional 28 cents an hour in the first year.

The contracts also call for cost-of-living adjustments in the first and second years of the agree-

ments. Hourly pay will rise by one cent for each five-tenths of a point rise in the government's consumer price index beginning when the CPI climbs 6 percent above a benchmark set each March.

Other contract improvements were made in the areas of pensions, insurance coverage, and protections in the event of layoffs.

GPPAW President James E. Hatfield described the contract as "proof that labor can win a good contract despite a faltering economy." The union, formerly the Glass Bottle Blowers Association, merged with the Pottery Workers last year.

Employment security gains include 90 days' pay if 90 days' notice of a shutdown cannot be given, extension of recall rights from two to five years, continuation of insurance coverage for six months after layoff, and agreement to negotiate severance provisions in the event of plant closings.

Terms and effective dates of changes vary from company to company.

Negotiations now under way are with Anchor Hocking Glass Corp., Diamond Glass Co., Glenshaw Glass Co., Chattanooga Glass Co., and Indian Head, Inc., which together employ another 7,000 to 9,000 GPPAW members.

IWC Kills Issue of Boost In State Minimum Wage

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In terms of price increases, they said, the current \$3.35 minimum is worth only \$1.13 per hour if

adjusted for the state's inflation rate. This amounts to only 80.3 percent of the February 1, 1967 minimum wage of \$1.40 an hour,

they said.

Joining Donnelly in voting to kill any increase in the state minimum were Commissioners Lynnel Pollock, another new Deukmejian appointee, and IWC Chairman John Bennett.

Commissioners Pius Lee, the public member of the board, and Mike Elorduy of the Teamsters, the second labor representative, opposed the action.

They pointed out that any increase could not become effective until January 1, 1984—three years after the last raise—and said that they did not believe the existing \$3.35 per hour minimum provides a proper cost of living for employees.

The commission also reelected John Bennett as chairperson for a one-year term and elected Pius Lee to the new post of vice chairperson. Bennett is industrial relations manager for the Crown-Zellerbach Corporation and Lee is a real estate broker and a leader in San Francisco's Chinese community.

In other business, the commission adopted amendments to its rules and regulations governing advisory wage boards and scheduled a public meeting April 22 on amendments proposed to the Office of Administrative Law in the IWC's report on its review of existing regulations.

It also adopted amendments to the mandatory day off requirement in two orders covering agricultural processing industries, IWC Orders 8-80 and 13-80, making work in excess of 72 hours in a workweek voluntary for many employees in those industries.

Three New Vice Presidents Elected to AFL-CIO Council

Three new AFL-CIO vice presidents have been elected by the Executive Council to fill vacancies caused by death and retirement. In each case, the new council member is from the same union as his predecessor.

William H. Bywater, president of the Electrical, Radio & Machine Workers, was elected to succeed David P. Fitzmaurice, who died Nov. 12.

Marvin J. Boede, president of the Plumbers & Pipefitters, replaces the late Martin J. Ward.

Patrick J. Campbell, president of the Carpenters, was chosen to succeed William Konyha and will take his seat when Konyha retires from the council at the conclusion of the current meeting.

Bywater, 62, became IUE president on Nov. 17, 1982, following Fitzmaurice's death. Before that, he had been secretary-treasurer of the union since Jan. 1, 1981.

Bywater became a union member in 1941, when he went to work for Ford Instrument Co., a division of Sperry Rand, at Long Island City, N.Y. After holding a number of offices in IUE Local 425, including seven years as president, he became chairman of the IUE-Sperry Rand Conference Board in 1961. He became a vice president of the union in 1968 as president of IUE District 3 em-

bracing New York and New Jersey.

Boede, 54, became president of the Plumbers & Pipe Fitters last Oct. 14 after Ward died unexpectedly. He was initiated into Milwaukee Local 601 as an apprentice in 1951 and became a journeyman in 1956. Boede became a business agent of Local 601 in 1964 and four years later was elected business manager. He was appointed an international representative of the union in 1975, assigned to Michigan. He moved to the union's Washington headquarters in 1977 when he was appointed assistant general president at Ward's recommendation.

Campbell, 64, became President of the Carpenters last Jan. 1, effective with Konyha's retirement from the post. He is a native of New York City and joined Carpenters Local 964 in Rockland County, N.Y., following World War II service in the Army Air Corps. He was elected president of the local in 1954. He became an international organizer for the Carpenters in 1955 and two years later was named a general representative. In 1966, he was appointed an assistant to the late Maurice Hutcheson, who then headed the union.

He was elected to the international executive board in 1969.

Bill to Bar Polygraph Tests of Fire Fighters to Be Heard

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Gardena), is aimed at giving fire fighters the same protection already afforded workers in the private sector.

Existing state law already bars private sector employers from demanding or requiring such tests and requires private employers who ask a person to take such a test to first advise them in writing of their right to refuse such a test without prejudicing their right to employment or continued employment.

The committee is also scheduled to take up **AB 274**, a California AFL-CIO-sponsored bill carried by Assemblywoman Maxine Waters (D-L.A.).

This bill would make it an unlawful employment practice for an employer to refuse to hire an individual because of her pregnancy, childbirth or related medical condition.

It would also eliminate existing provisions that let employers refuse to select a pregnant woman for a training program if she can't complete it in at least three months prior to an anticipated pregnancy leave.

The Senate Public Employment and Retirement Committee had been scheduled to take up **SB 101**, a California AFL-CIO comparable worth bill, next Monday but this hearing was put off until 1:30 p.m. **Monday, March 21** in Room 2040.

The comparable worth measure, carried by Senator Bill Lockyer (D-Hayward), would include University of California employees under the purview of California AFL-CIO-sponsored legislation enacted in 1981 that established the concept of setting salaries for jobs in state service dominated by women on the basis of the value

of the work.

In a letter sent to women's organizations throughout the state this week to mobilize support for the measure, John F. Henning, the Federation's executive officer, said:

"Pay parity is an issue of major concern to working women and we hope we may count on your support for passage of SB 101."

"Among other things, **SB 101** states that a failure to reassess the basis on which salaries in state service, including those for University of California employees, are established will perpetuate . . . pay inequities which have a particularly discriminatory impact on minority and older women; and, therefore, it is the intent of the legislature . . . to establish a state policy of setting salaries for female-dominated jobs on the basis of comparability of the value of the work."

Other bills scheduled for hearings next week include:

SB 17, a federation-backed bill carried by Senator Art Torres (D-L.A.) dealing with the cancer presumption affecting fire fighters, and **SB 102**, also by Torres, dealing with the licensing requirements of farm labor contractors. Both are scheduled to be taken up by the Senate Industrial Relations Committee in Room 2040 at 9:30 a.m. Wednesday, March 9.

AB 121, a labor-opposed measure carried by Assemblyman David Kelley (R-Hemet) to eliminate the current exemption of wages paid for agricultural labor from the tax withholding requirement, is scheduled for a hearing before the Assembly Revenue and Taxation Committee at 1:30 p.m. in Room 4202, Monday, March 7.

Key Jobless Benefits Bill Due for Committee Vote

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number of unemployed receiving regular unemployment insurance benefits by the total number of unemployed persons covered by unemployment insurance.

For the week ending January 8, 1983, for example, the insured unemployment rate was 5.43 percent but the civilian non-institutional unemployment rate was

11.1 percent.

State sources have estimated that the insured unemployment rate will not be high enough to trigger on either state or state/federal extended benefits this year or in 1984.

But the Floyd bill, by shifting to an eight percent civilian unemployment rate trigger, would assure California jobless workers up

to 52 weeks of benefits this year and next when the current depression is expected to be at its worst in terms of unemployment, Henning said.

"The bottom line in this fight is whether California is to have an effective unemployment insurance program that protects its workers during the worst period of unemployment since the Great Depression.

"The business and corporate community is fighting to prevent that. Its actions must be rejected by the legislature in the public interest of protecting California's purchasing power and preventing the financial and psychological destruction of millions of California citizens," Henning declared.

The bill would provide an estimated \$210 million in additional unemployment insurance benefits for California's jobless workers this year and \$750 million in 1984.

Members of the Assembly Ways and Means Committee to contact to urge a YES vote on AB 130 are:

Art Agnos (D-S.F.); Richard Alatorre (D-L.A.); Tom Bates (D-Oakland); Bob Campbell (D-Richmond); Jim Costa (D-Fresno); Dave Elder (D-Long Beach); Tom Hannigan (D-Fairfield); Richard Katz (D-L.A.); Dick Robinson (D-Santa Ana); Mike Roos (D-L.A.); John Vasconcellos (D-San Jose); Maxine Waters (D-L.A.); Bruce Young (D-Norwalk); Bill Baker (R-Walnut Creek); Marian Bergeson (R-Newport Beach); Ross Johnson (R-Fullerton); Dave Kelley (R-Hemet); Bill Leonard (R-Redlands); Dick Mountjoy (R-Arcadia); Pat Nolan (R-Glendale); and Larry Stirling (R-San Diego).

Atari Layoffs Spur Call for Action on Plant Closures

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al Labor Relations Board last Friday to grant an injunction to bar the action by Atari. The firm laid off 600 production workers last week and plans to terminate 1100 more by mid-Summer.

"If our attorneys didn't feel there was a chance to get an injunction, they wouldn't have pursued it," Kathy Ruiz, another organizer for the union, said.

Ruiz said the union has already contacted the offices of Congressmen Norm Minetta and Don Edwards to schedule a meeting with them next week to seek a federal investigation of Atari's relocation plans and encourage action on legislation to bar similar layoffs or plant closures at other high-tech firms.

William Brown, Local 1621's business manager, issued a prepared statement last week which noted that the union was contacted 14 months ago by a group of "courageous Atari production workers" who were fed up with "Atari management's lack of con-

cern for employee rights and harsh treatment on the production line."

"All over this country—in Massachusetts, Texas, Florida, New Jersey and here in Santa Clara County—blue collar line employees are daily subjected to unfair treatment, substandard wages, chemical exposures and a basic lack of fellow human consideration by the high-tech industries," the statement said.

"To expect people . . . to remain silent about such working conditions in this country is to deny the history and existence of the labor movement," it declared.

Noting that Atari has acknowledged that it is choosing to relocate in Taiwan and Hong Kong because of less expensive labor costs, the statement asked:

"With Atari's profits — that's clear—of \$324 million in 1982, is a current wage scale at Atari of \$5 to \$6.60 an hour for an assembly worker and little expectation for promotions or better compensation too costly?"

300 Protest Litton's Labor Record at Stanford Rally

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Norm Minetta.

A large contingent of farm workers from Hollister and many blue-jacketed machinists turned out for the demonstration which included a brass band and entertainment by the Solidarity Singers.

Other speakers at the rally, which was moved inside the Memorial Auditorium because of the rain, included: Richard Holober, executive secretary of the San Mateo County Central Labor Council; Frank Souza of IAM District Lodge 190 who is also a vice president of the California AFL-CIO; John Neece, executive secretary of the Santa Clara County Building and Construction Trades Council; Father Eugene Boyle; and John Lind, executive director of the Northern California Interfaith Committee on Corporate Responsibility.

The coalition maintains that Miller and Litton's Board of Directors should assume corporate social responsibility for Litton's repeated violations of the National Labor Relations Act.

"We want to lift the corporate veil of anonymity which surrounds corporate directors and directly confront individuals like Dean Arjay Miller, who advise and direct Litton," Lind said.

A study conducted by Charles Craypo, a professor of industrial relations at Cornell University, showed that Litton was found guilty of 20 instances of labor law violations between 1963 and 1981. The violations ranged from dis-

missal of employees engaged in union activities to refusals to bargain in good faith.

Litton's major business interests include advanced electronics, primarily for defense industries; shipbuilding; office machines and furniture; machine tools; and electronic and electrical components.

Litton employs some 75,000 workers throughout the world, including about 20,000 that are organized in the United States and Canada.

Unions that have been involved in representational issues and collective bargaining with Litton include: the Machinists; the International Brotherhood of Electrical Workers; the Teamsters; the International Union of Electrical, Radio and Machine Workers; the Metal Trades Council; the Office and Professional Employees International Union; the United Auto Workers; the Carpenters; the United Paperworkers; and the United Steelworkers.

The National Labor Relations Board is currently considering administrative policy changes that would treat Litton as a single employer, a move that would enable more efficient prosecution of the National Labor Relations Act and subject Litton to stiffer, corporate-wide penalties.

The coalition was organized some 10 months ago because the unions involved found it difficult to fight Litton because its various divisions are operated as separate operations.

DON'T BUY COORS BEER!

March 4, 1983

THE CALIFORNIA AFL-CIO's DIGEST OF BILLS

The measures below introduced in the 1983-84 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 226 — Young (G.O.) — The Legislature has, by statute, established various regulatory agencies. Currently, no statute contains provisions that would abolish state regulatory agencies on various specified dates unless the Legislature, not less than 90 days prior to that date, in each instance, enacts legislation which extends that date for a period not to exceed 5 years.

This bill would adopt such a statute for state regulatory agencies created by statutes, as defined (excluding those created by the Constitution and the initiative process, in existence on January 1, 1983.

In addition, this bill would provide that any state regulatory agency established by legislation which becomes effective on or after January 1, 1983, shall be abolished 5 years after it is first empowered to exercise its regulatory authority if not sooner as provided for in the legislation unless a contrary intent is specifically provided for in the legislation or unless, not less than 90 days prior to the date it is to be abolished as provided for in this bill, a statute is enacted which extends that date for a period not to exceed 5 years. . . .

The bill would require that in order for a state regulatory agency to demonstrate a public need for its continued existence at the hearings, specified factors at least must be shown. . . . January 10, 1983.

State and Local Government—Bad

AB 227—Young (G.O.)— . . . This bill would require an economic impact statement if any proposed action to adopt or amend a regulation . . . would result in specified total annual direct aggregate costs to persons or business entities, during the years 1985 and 1986. It would require notice thereof to be published in the Administrative Code Notice Supplement, as specified; and it would specify the information to be included in an economic impact statement. This bill would authorize, where there is no good faith substantial compliance with these requirements, invalidation of the regulations in superior court declaratory relief proceedings. The foregoing provisions of this act would become operative on January 1, 1985. . . . January 10, 1983.

State and Local Government—Bad

AB 251—Floyd (L. & E.)—Existing law provides that a manufacturer is relieved of the obligation to provide a specific purchaser of a hazardous substance with a material safety data sheet (MSDS) if the manufacturer has provided the purchaser with the most current version of the MSDS, or the product is labelled pursuant to the Federal Insecticide, Fungicide, and Rodenticide Act.

This bill would instead relieve the manufacturer of the obligation to provide the MSDS if the manufacturer has provided the purchaser with the most current version of the MSDS. The bill would also permit the Director of Industrial Relations to exempt a manufacturer from the obligation to provide a specific purchaser of a hazardous substance with an MSDS if the product is labelled pursuant to the Federal Insecticide, Fungicide, and Rodenticide Act, and the director finds that the label information is equivalent to the information required by specified provisions. January 12, 1983. **Labor Code—Good**

AB 257 — Chacon (Ed.) — Under existing law, high school and unified school districts are required to establish and maintain continuation education schools or classes for minors residing in the district who are subject to compulsory education. Funding for continuation schools is included in the district's revenue limit.

This bill would reduce the revenue limits of school districts which

discontinue their continuation schools but continue to maintain continuation classes. . . . January 13, 1983. **Education—Watch†**

AB 259—Chacon (Ed.)—Existing law . . . establishes a comprehensive scheme which authorizes school districts to request a renewable 2-year waiver from the bilingual-crosscultural requirement, as specified, and requires that all waivers granted expire not later than the end of the 4th school year the teacher has been on waiver, or June 30, 1984, whichever occurs first.

This bill would require that all waivers granted are to expire not later than the end of the 4th school year the teacher has been on waiver, or June 30, 1988, whichever occurs first.

Under existing law, the program of bilingual education ceases to be operative on June 30, 1985.

This bill would extend the termination date of the program to June 30, 1989. January 13, 1983. **Education—Watch†**

AB 264—M. Waters (Crim. Law & Pub. S.)—Existing law provides that peace officer personnel records are confidential and cannot be disclosed in any criminal or civil proceeding except by discovery, as specified, and except in the case of grand jury and district attorney's office investigations regarding police conduct. Such confidential records include information relative to complaints or investigations of complaints, concerning events in which a peace officer participated or perceived, and pertaining to the manner in which he or she performed his or her duties.

This bill would delete this information relative to complaints or investigations of complaints as specified above from the definition of personnel records utilized in these provisions. January 13, 1983.

Public Employees—Watch†

AB 265 — M. Waters (Crim. Law & Pub. S.) — Existing law provides that the court is required to examine in chambers, records of complaints involving a peace officer, or investigations of such complaints or discipline imposed as a result of such investigations, to determine whether such information is relevant to the subject matter involved in pending litigation and is therefore subject to discovery or disclosure.

This bill would require the court to make certain findings in open court relating to such complaints and to indicate the reason or reasons for not permitting the disclosure of the information sought. . . . January 13, 1983. **Public Employees—Watch†**

AB 269 — M. Waters (Fin. & Ins.) — Existing law requires the publication of information concerning bids and the work to be done for state projects, as defined, in newspapers and trade papers of general circulation, as specified.

This bill would . . . require . . . publication and distribution of the "California State Contracts Register" which shall contain information, as described, concerning state projects for the purpose of giving business firms adequate notice and the opportunity to participate in certain state projects. January 13, 1983.

Labor Unions—Watch†

AB 273 — M. Waters (L. & E.) — Existing law makes it a misdemeanor for an employer to forbid or prevent employees from participating in politics, to control or direct the political activities or affiliations of employees, or to coerce or influence employees by

ASSEMBLY BILLS (Cont'd)

threat of loss of employment to adopt, follow, or refrain from political action.

This bill, in addition, would make it a misdemeanor for an employer to interfere with, restrain, or coerce employees with respect to their communications to public officials. . . . January 13, 1983.

Labor Code—Good

***AB 274 — M. Waters (L. & E.)** — (1) The California Fair Employment and Housing Act (FEHA) makes it an unlawful employment practice for any employer, because of the pregnancy, childbirth, or related medical condition of any female employee, to refuse to promote her, or to refuse to select her for a training program leading to promotion, provided she is able to complete the training program at least 3 months prior to the anticipated date of departure for her pregnancy leave.

This bill would instead make it an unlawful employment practice for an employer to refuse to hire or employ an individual because of her pregnancy, childbirth, or related medical condition, and would delete the proviso that a pregnant woman be able to complete a training program at least 3 months prior to the anticipated date of departure for her pregnancy leave.

(2) Existing law provides that nothing in the FEHA provisions relating to pregnancy discrimination shall be construed to require an employer to provide his or her employees with health insurance coverage for the medical costs of pregnancy, childbirth, or related medical conditions.

(3) Existing law requires an employer to allow a female employee affected by pregnancy, childbirth, or related medical conditions to take a leave on account of pregnancy for a reasonable period of time not to exceed 4 months.

This bill would instead require an employer to provide a leave of absence on account of disability due to pregnancy, childbirth, or related medical conditions for a period not to exceed 4 months, or the amount of leave time available to other temporarily disabled employees, whichever is greater.

(4) Existing law provides that the provisions of the FEHA relating to pregnancy discrimination shall not apply to any employer subject to Title VII of the federal Civil Rights Act of 1964. This bill would instead provide that these provisions shall apply to any employer subject to the FEHA.

(5) This bill would also make it an unlawful employment practice under the FEHA for any labor organization, employment agency, or apprenticeship training program to discriminate against any individual on account of pregnancy, childbirth, or related medical condition.

(6) This bill would repeal specific provisions relating to discrimination in employment because of pregnancy by the governing board of any school district.

(7) Existing law requires the Fair Employment and Housing Commission to hold hearings on accusations issued under the FEHA, and to determine the issues raised in the hearings.

This bill would require the commission to assess the costs of the hearings against the party who does not prevail, and to collect these costs in appropriate cases. This provision would impose a state-mandated local program on local agencies and school districts who do not prevail at commission hearings.

(8) Existing law requires that orders of the commission contain a notice of the rights of appeal of any party to the commission proceeding to whose position the order is adverse.

This bill would expressly provide that any party to a commission proceeding may appeal the order and that all other parties to the proceeding shall be real parties in interest to the action on appeal. . . . January 3, 1983.

Women—Good

AB 276 — Vicencia (C. P. & T. M.) — Existing law does not specifically require a manufacturer of a new motor vehicle to respond to a buyer who has notified the manufacturer of the need for the repair under warranty of a nonconformity.

This bill would provide that any manufacturer of a new motor vehicle directly notified by a buyer of the need for the under warranty of a nonconformity shall, within 10 days after receipt of the notice of nonconformity, indicate to the buyer, in writing, what, if any, measures it will take in response to the notice of nonconformity. Violation of this provision would subject the manufacturer to treble damages in a civil action. January 13, 1983.

Consumers—Good

AB 281 — Condit (Trans.) — Under existing law, an amount equal to \$110,000,000, with specified adjustments, is transferred annually

from the Retail Sales Fund to the Transportation Planning and Development Account in the State Transportation Fund. Existing law requires 42% of that amount to be allocated to transportation, planning agencies . . . 18% of that amount to be allocated to those entities for reallocation to each operator on the basis of its revenue, as defined, to the total revenue of all operators; and the remaining amount to be allocated for specified planning and administration, for bus and passenger rail services contracted for by the Department of Transportation. . . .

This bill would require that of the remaining amount, not less than an unspecified amount each fiscal year be appropriated to the California Transportation Commission to allocate for intercity bus services on a priority list prepared annually by the Public Utilities Commission. . . .

The bill would take effect immediately as an urgency statute. January 17, 1983.

State and Local Government—Good

AB 312 — Connelly (E. R. & C. A.) — Existing provisions of the Political Reform Act of 1974, with certain exceptions, make no provision for limiting contributions made to candidates or committees.

This bill would impose, with certain exceptions, various limitations upon the making of contributions to candidates for legislative office or their controlled committees by committees, corporations, labor unions, business entities, nonprofit organizations, and official political parties in connection with primary, general, or special elections after the time that the candidates or their controlled committees have received a specified minimum amount of contributions from any and all sources. . . . January 19, 1983.

Elections—Bad

AB 317 — Johnston (Senate Rls.) — The Budget Act of 1982 specifies that if the amount claimed for apportionment to regional occupational centers and programs is greater than the amount appropriated for those claims, the amount allocated to certain claims shall be reduced. . . .

This bill would provide a formula to be used to compute the reduction in allocations to regional occupational centers and programs, based on an allowable growth factor for each district, county, office, or joint powers agency operating regional occupational centers and programs in the event the amount claimed for apportionment is greater than the amount appropriated for those claims.

This bill would take effect immediately as an urgency statute. January 19, 1983.

Education—Watch†

ASSEMBLY CONSTITUTIONAL AMENDMENT

ACA 2 — Elder (Ed.) — The Constitution requires the Legislature to provide for a system of common schools.

This measure would direct the Legislature to provide for a system of school finance for each fiscal year so that state general apportionments, as defined, from the State School Fund are sufficient to provide an average amount of state and local general revenue per pupil equal to at least the amount apportioned in the prior fiscal year increased by the lesser of the percentage increase in the consumer price index or the growth in per capita personal income, as defined, for the purposes of Article XIII B of the California Constitution. December 6, 1982.

Education—Watch†

ASSEMBLY CONCURRENT RESOLUTIONS

ACR 9 — Hannigan (H. & C.D.) — This measure would declare that the issue of rent control is a matter of purely local regulation. December 21, 1982.

Miscellaneous—Good

ACR 10 — Hughes (Ed.) — This measure would request the State Board of Education to take such steps as are necessary to implement the recommendations prepared by the Subcommittee on Student Standards of the Coalition for Intermediate and Secondary Education Improvement relative to the development and implementation of reforms to improve pupil performance in intermediate and secondary level public schools, including the development of model graduation and curriculum standards to be made available to local school districts. December 21, 1982.

Education—Watch†