

Huge March Targets POSCO

The biggest West Coast labor rally in recent years will focus national attention March 19 on union-busting by the Korean-controlled USS-POSCO steel combine at Pittsburg.

Every port on the Pacific Coast will shut down during the march. Jesse Jackson is scheduled to

head a one-mile march to the USS-POSCO gates.

Local community and political leaders will participate along with legislators and members of Congress.

Leaders of every branch of the labor movement will be there as

speakers or march leaders, headed by Jack Henning, executive secretary-treasurer of the California Labor Federation.

Building and construction trades members by the thousands will join in, along with members of scores of other unions, environmentalists and community ac-

tivists.

The "Rally for America" is to start at 10 a.m. at Los Medanos College in Pittsburg, Secretary-Treasurer Greg Feere of the Contra Costa Building and Construction Trades Council said.

There will be a march of approximately one mile to the USS-

POSCO plant, where the costliest single construction project in California history is turning the former USX mill into a finishing plant where steel produced with cheap labor in South Korea will get finishing touches for American consumption.

(Continued on Page 4)



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CWA Recruits Unorganized Associates

Seventeen locals of the Communications Workers of America have launched a major new campaign to recruit associate members among unorganized workers throughout Northern California and Nevada.

The Association for Workplace Justice is the organization into which unorganized workers will be recruited. It was established last month by the CWA's Northern California-Nevada Council, in which the 17 locals in the region are grouped.

Workers not represented by any union will be offered a variety of services and benefits previously available only to union members, according to Michael Eisenscher, association director.

Some 200,000 persons have become associate members of AFL-CIO unions across the country and have become eligible to participate in Union Privilege Benefit Programs since associate status was approved by the na-

tional federation three years ago.

Val Afanasiev, president of CWA Local 9409 in Mountain View and president also of the Northern California-Nevada Council, described the Association for Workplace Justice as "an advocate, educator, organizer and ally for all unorganized workers, regardless of occupation or workplace, who want to protect their rights as workers, consumers and community leaders."

Associate members will be offered Union Privilege Benefits available to CWA members, including the low-interest Master Card and legal services.

They will be offered opportunities to learn about their workplace rights, training to protect those rights and assistance in dealing with problems on the job and in the community, Eisenscher said.

The association plans workshops on occupational stress, workplace safety and health, immigration problems, discrimination, family financial issues, retirement and estate planning, and other issues important to working people.

"Today an individual worker is relatively powerless against the large, modern corporation," Eisenscher said. "Few workers know just what rights they have under state and federal laws, and fewer still know how, or have the opportunity, to exercise those rights when confronted by an employer's professional personnel relations staff. So-called 'employee relations representatives' are hired to

(Continued on Page 4)



Teamsters' Chuck Mack, left, is welcomed by Jack Henning, Steve Martin and Judy Goff.

Alameda Teamsters Reaffiliate en Masse

Twenty-three delegates representing five Teamster locals joined the Alameda County Central Labor Council this week in the largest such affiliation in California since the return of the Teamsters to the AFL-CIO.

The historic significance of the occasion was noted by speakers including John F. Henning, executive secretary-treasurer of the California Labor Federation; Steve Martin, secretary-treasurer of the council; Judy Goff, council president, and Chuck Mack, who took the oath of obligation as a delegate from Teamster Local 70, which he

leads as president.

Martin pointed out that he, Mack and many other leaders who were young boys when the AFL-CIO parted company 30 years ago established a tradition of cooperation despite the separation.

Henning also spoke of the spirit of the cooperation and unity of purpose that Teamsters and AFL-CIO unions have enjoyed in Alameda County.

"We have been pooling our strength and numbers in economic disputes," Henning declared. "It is time that we also pool our political strength."

Mack, who also is president of Teamsters Joint Council No. 7, declared that he and the other new Teamster delegates were "proud to be back in the house of labor."

Responding to Henning's remarks concerning the pooling of political strength, Mack said, "That is one of the exciting things I see in our coming together tonight."

There were comments also from the council floor.

Ed Logue, Sr., retired Machinist and delegate from the Alameda County Federation of Retired

(Continued on Page 4)

Cal-OSHA: 1st Council Hits Quota

Page 2

City Pay Raid in Fresno

Page 3

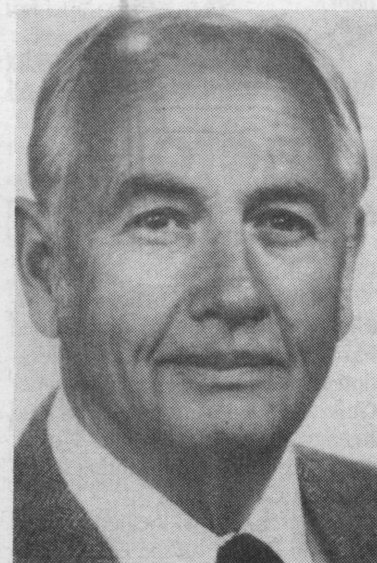
Stapleton Elected to Exec Council

T. J. "Tom" Stapleton, business manager of Local 3 of the International Union of Operating Engineers, was elected a vice president of the California Labor Federation last Tuesday by unanimous vote of the Executive Council.

Stapleton succeeds William G. "Jerry" Dowd as vice representing the federation's District 10-D in the San Francisco Bay Area.

Dowd, whose service of nearly 25 years made him the second most senior of the vice presidents, tendered his formal resignation as the Executive Council convened for a regularly scheduled meeting at Woodlake Inn, Sacramento.

Stapleton's election followed. The new vice president participated in deliberations by the coun-



T.J. 'Tom' Stapleton

cil on matters affecting the nearly two million members of AFL-CIO unions within California.

Stapleton was born in Chicago and was graduated from high school at South San Francisco. He was a Navy diver in World War II, holding the rating of Shipfitter First Class and specializing in underwater welding.

He joined Local 3 in 1946 and for the following decade worked as a heavy duty mechanic/welder, equipment operator and supervisor.

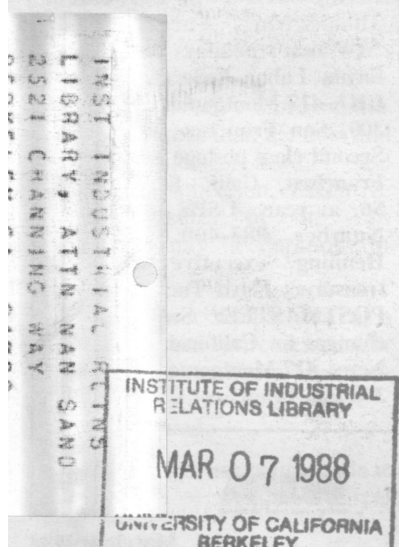
Stapleton studied while he worked, first at Vallejo Junior College and later through University of California Extension, including three years of law. He was one of

the first instructors in grade checking and blueprint reading classes that were established in Oakland, where he helped launch the Laney College apprenticeship program.

He turned to full-time union service in 1956 as a business representative for Local 3 in the union's Oakland District. He transferred to San Jose, then to Utah as a district representative, and subsequently to San Rafael.

Stapleton worked as a special representative in charge of the contracts department following his return to California, handling negotiations, grievances and jurisdictional disputes. During this time Stapleton used a provision in the historic Alcan case to win thou-

(Continued on Page 4)



New Stanza for Corrido de Zacky

They can add a new verse to "El Corrido de Zacky Farms."

The new words will be a victory song, because Local 126 of the United Food and Commercial Workers at Fresno has signed a contract at the Zacky Farms chicken processing plant that ranks among the best in the industry.

"El Corrido de Zacky Farms" is one of two traditional-style Mexican ballads credited with paving the way for a union election victory at the Fresno plant after a five-year fight and three earlier election defeats.

El Corrido — Ballad of Zacky Farms — and "Himno de Amistad" — Hymn of Brotherhood — were written for the union and recorded by Lalo Guerrero along

*Have no fear, my comrades
of what Zacky Farms will say;
They won't sell the plant
nor will they call the immigration.*

— Translated from 'El Corrido de Zacky Farms'

with mariachi musicians.

Marcello Salcido, president of Local 126, distributed tapes to Spanish language radio stations, which quickly began to broadcast them the length of the San Joaquin Valley. The songs were instant hits.

Members of the community came to understand what it was

like to kill, clean and package about a million chickens a week. Hundreds of them joined in demonstrations and marches in support of the workers.

Zacky's 750 employees — largely Hispanic — came to understand that there was an answer to their problems.

They voted more than two to one

for union representation.

Tough bargaining followed, but everything fell into place last month when agreement was reached and the contract was ratified.

"This is a first contract at Zacky's in Fresno, but we have achieved one of the best agreements in the chicken processing industry," Salcido said.

Money was not an issue because Zacky's had raised wages in an effort to persuade workers they didn't need a union, Salcido said.

"We were fighting for a voice in the plant, workers' rights and job security, and we got them all," the union president added.

The list includes a labor-management health and safety committee and right to know about

chemicals used in the plant.

Workers won the right to take lunch and break periods on schedule, rather than whenever the production line breaks down. There is a rotation system for repetitive jobs and a guarantee of cross-training. Workers can bid for shifts on a seniority basis.

Zacky's agreed never to halt production and send workers home with less than four hours pay. Vacation and sick leave provisions were improved, and birthdays were added as a ninth paid holiday. The vesting requirement was lowered for participation in the profit-sharing plan.

Truck drivers have the right to refuse to cross picket lines and to refuse to take out trucks they believe are unsafe.

A bonus system will mean about \$1,240 for top-paid workers over three-years, Salcido said.

"A few weeks ago when it looked as though we were going to have to strike, I told Lalo Guerrero we needed him to come back and record El Corrido de Zacky Farms and Himno de Amistad in English so that everyone in the whole community, even those who could not understand Spanish, would know why we were on the picket lines," Salcido said.

"I did go around to all seven of the Spanish-language radio stations, but it was to thank them for broadcasting the Spanish versions of the two songs and to tell them how much it helped us."

First Council Makes Quota On Cal-OSHA

The San Mateo County Central Labor Council this week became the first central body to exceed its quota of signatures on Cal-OSHA ballot proposition petitions.

The council had turned in 12,165 signatures by midweek and was proceeding with plans for another weekend "blitz" petition campaign.

"We expect to gather more than 20,000," said Art Pulaski, the council secretary-treasurer.

Campaign Director Richard Ross announced that the signature total had passed 460,000 as central labor council campaigns went into high gear throughout the state. The plan is to submit more than 800,000 signatures to provide a comfortable cushion to compensate for signatures that prove to be invalid.

The San Mateo council signature drive got a big boost from two trade unionists described by Pulaski and Assistant Secretary Shelley Kessler as the best volunteer petition-passers in the state.

John Arnolfo, business agent with UFCW Local 775, has personally gathered more than 1,000 signatures.

John Crockett, business manager of Carpenters Local 1408, has turned in about the same number.

"We'll match them against any signature gatherers in California," Pulaski said.

Accountability is the key to the San Mateo success.

"We made certain our locals appointed petition drive leaders who would take responsibility," Art said. "Then the council staff followed through with materials and training where needed."

There's also a bit of the carrot and the stick in the San Mateo system. Prizes are offered to effective gatherers, starting with raffle tickets for set numbers of signatures.

And, results are posted. Signature chairpersons who do not produce have their names and their shortcomings posted for their peers to see.



Mayor Signs Mayor Art Agnos of San Francisco puts his name on an oversize Cal-OSHA ballot petition to open last weekend's signature-gathering 'blitz' in that city as Secretary-Treasurer Walter Johnson of the S.F. Labor Council and Judith Theodori of the initiative campaign look on. Coordinator Jeff Greendorfer said signature drives would be held also on March 12 and 26 and April 9 in San Francisco.

Post-Mortem Vindicates Musicians

Blame for the bankruptcy of the Oakland Symphony is placed upon the board of directors in a report released this week by experts who conducted an in-depth study of the orchestra's collapse.

The report is a vindication of the orchestra players, members of Musicians Local 6, upon whom directors tried to shift the blame when the symphony filed for bankruptcy in September of 1986.

Musicians currently are leading a movement to revive the orchestra.

The new study says some directors used their board seats "only to

enhance their business or social connections."

The report concludes that the directors ignored their responsibility for raising funds. It accuses them of spending the orchestra's endowment to cover operating deficits and then spending money from advance ticket sales when the endowment was exhausted. As a result, there was no money to refund to 1986 season ticket buyers when the directors finally turned out the lights and went home.

"I'm glad the report makes the points it does," said Stewart Groningen, president of Oakland Symphony Musicians Assn. — OSMA

— which is struggling to bring back the orchestra. "However, this is a time for healing wounds. All of us must work together if the Oakland Symphony is to play again."

The musicians were told in 1986 that the orchestra would shut down unless they immediately accepted big pay cuts. They asked for a look at the books, and the directors went to court that same day to file for bankruptcy. The orchestra proved to be nearly \$1 million in debt.

The new study was conducted by Melanie Beene & Associates of

San Francisco, an arts management firm. The \$35,000 cost of the study and the 125-page report was paid by five private foundations and the California Arts Council.

The report notes that well-to-do directors normally are expected to be large contributors to any symphony orchestra. But, it states, directors during the final years of the Oakland orchestra gave "substantially" less than they were able to afford. It is in this context that the report says some directors used their positions "only to enhance business or social" connections.

OSMA has established a new support organization and is working to form a broad-based board of directors with a goal of presenting a season of concerts within a year.

The orchestra will perform March 30 at Zellerbach Hall on the campus of the University of California at Berkeley in the first of a series of concerts aimed at keeping the musicians together and their skills before the public. The orchestra's traditional Fourth of July concert is planned for Concord Pavilion in Contra Costa County.

Archives to Honor Benefactors

The Labor Archives and Research Center at San Francisco State University will honor donors and volunteers during a public reception at 7:30 p.m. Tuesday, March 15.

Featured speaker will be Dr. Philip P. Mason, director of the Archives of Labor and Urban Affairs at the Walter Reuther Library at Wayne State University, Detroit, the first library devoted entirely to collecting materials of the labor movement on a nationwide

scale.

Mason served as a consultant during early planning of the San Francisco archives.

Treasures from the archives will be on display during the reception.

More than 500 names are on the list of honorees. Included are those who have provided collections for the archives, founders, advisory board members, legislators and building and construction trades workers who renovated the building, and those who have made fi-

nancial contributions.

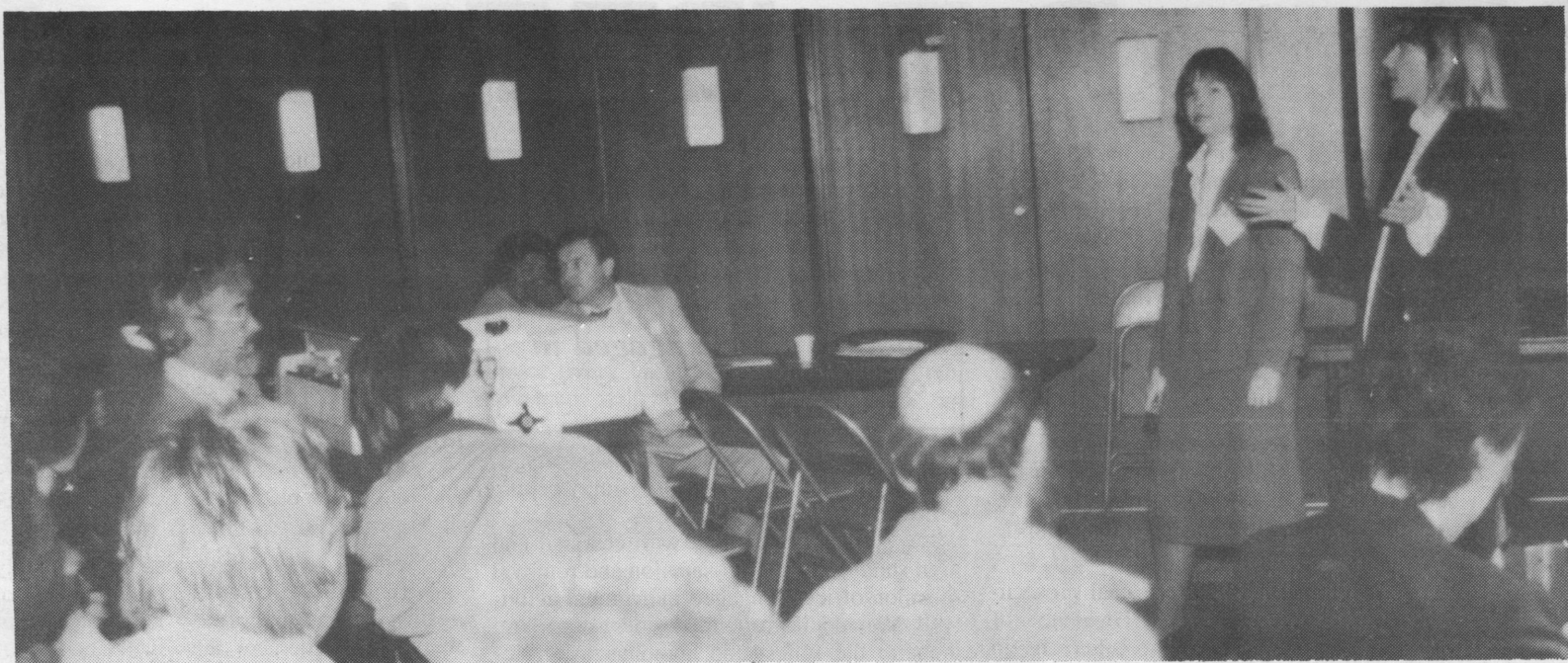
Mason's topic will be "Collecting California Labor Sources." Wayne State is the official repository for records of the United Farm Workers, American Federation of Teachers, The Newspaper Guild, United Auto Workers and Industrial Workers of the World, including much material that originated in California.

The archives is located at 480 Winston Drive, on the edge of the San Francisco State Campus.

Publisher's Notice

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Teleconference Leading a discussion at U.C.-Berkeley during the AFL-CIO national teleconference on national organizing last Monday and Tuesday are Penny Schantz, standing, left, president of the

Santa Cruz County Central Labor Council, and Joan Braconi of U.C. Labor Center, site coordinator. Participants at UCLA and at Berkeley were linked by satellite video to the George Meany Center and to 38 other regional sites across the U.S. for discussions.

HERE 2 Plans Actions

HERE Local 2, armed with a mandate from 97 percent of its members do "whatever it takes" to win new San Francisco restaurant contracts, prepared this weekend for "large-scale, non-violent civil disobedience" campaigns.

Church and community leaders and officers from a score of unions joined Local 2 rank and file members yesterday in two training sessions designed to prepare them for participation and arrest in the coming demonstrations.

On Thursday, there was a preview of things to come when 11 Local 2 members and four priests were arrested for invading Jack's restaurant, a landmark in the San Francisco financial district.

Police, including two detachments of the city's Tactical Squad with helmets, face masks, bullet-proof vests and truncheons, outnumbered the demonstrators.

The 15 who entered the restaurant were loaded into police vans to the cheers of construction workers on a new high-rise across the street. All were booked, cited for trespass and released on their own recognizance.

The trespass charge carries a fine that can range from \$50 to \$500.

Local 2 members voted last week to authorize their leaders to "do whatever it takes" to renew about 200 restaurant contracts that expired as long as six months ago.

Sherri Chiesa, local president and vice president of the California Labor Federation, pointed out that the vote authorizes strikes as well as non-violent civil disobedience. She said the union and its allies would proceed with the civil disobedience campaign.

Thirteen restaurants and eight private clubs have signed contracts that maintain the status quo on medical coverage and pensions and provide raises of 25 cents an hour in each of three years for non-tipped workers only. About 900 of the 4,000 restaurant workers represented by Local 2 are covered by the renewed contracts.

The issue in most of the holdout restaurants is maintenance of medical and pension benefits, Chiesa said.

"The unsigned restaurants have got to make a decision and make it now," Chiesa declared. "Settle on a fair, city-wide contract or face a fight."

Fresnans Fight City Pay Raid

Fresno unions and community supporters will fight back against a City Council plan to remove legal barriers against cutting municipal employees' pay.

The council voted 3-2 on Tuesday to go to the voters at the June 7 Primary Election with a proposition that would kill a city charter section basing police and fire fighter wages upon pay in eight comparable cities and pay of city crafts and trades employees upon local collective bargaining agreements for their kinds of work.

"We are in for a fight that will be costly in terms of both effort

and money, but one that we cannot afford to lose," said Ray Schilling, secretary-treasurer of the Fresno and Madera Counties Central Labor Council and a leader in the coalition forming to fight the council plan.

Marvin Jordan, business manager of IBEW Local 100, called the ballot move an effort to balance the city budget at the expense of workers.

"It is a city with a severe budget problem stemming from Proposition 13. The council is trying the age-old tactic of solving such problems by cutting workers' wages,"

he said.

There are 58 craft and trades workers on the Fresno municipal payroll, and Jordan represents all of them under a long-standing agreement. Workers belong to their respective unions, but they speak to the city administration with a single voice: Jordan's.

Jack Coleman, secretary-treasurer of Fire Fighters Local 753, said his union's 226 members fear a return to chaos and political favoritism in the setting of city salaries if the council has its way at the polls on June 7.

The independent Fresno Police

Officers Assn., headed by President Joe Callahan, has an active membership of 390 affected by the June 7 vote and a total membership of 659 counting retirees.

Kari Colbert, business manager for the police union, said the retirees would be a force in the election campaign.

"Our retirees are the people who fought for this charter provision more than 30 years ago," Colbert declared. "They represent a lot of history. They know the charter provision is just as necessary now as it was when the voters approved it in the 1950s."

L.A. Project Seeks Cheaper Medicare

A new project aimed at lower-cost medical care for retired union members and spouses — at no cost to them — has been launched in Southern California.

The free service, called UNIONMED, provides information and referrals to hospitals and doctors willing to accept Medicare assignment for services rendered.

An estimated 500,000 retired union members reside in Southern California, AFL-CIO sources reported.

The UNIONMED program was planned and developed after more than 18 months of consultation and input from major unions in Southern California.

A similar program sponsored and endorsed by AFL-CIO unions and the Central Labor Council of New York City has been in operation since early 1986.

Before the advent of the service, retirees usually were required to pay far more for services than the Medicare assignment.

But organized labor, using the leverage of its large numbers of retirees, bargained for the lower doctor and hospital costs with members of the medical community.

"Few things carry more significance for retirees than the cost and quality of medical care," said William R. Robertson, executive secretary-treasurer of the Los Angeles County Federation of Labor.

"We welcome the program as a way to make the retirement dollar of our retired members and their spouses go farther than before," Robertson added.

Mass mailings are being made to announce the program to retirees

and provide them with membership cards and information on how to use the service.

"UNIONMED, in cooperation with MEDTRUST, a network of medical care providers, has compiled a panel of doctors and a hospital system which will provide quality care within the framework of Medicare allowances," said Dan Swinton, UNIONMED executive director.

Besides this, said Swinton, UNIONMED "using the combined strength of trade unions is negotiating agreements to bring services to retirees that will cover many of their other needs, including home health provisions, pharmaceuticals and even dental,

vision and mental health care."

Swinton stressed the UNIONMED is not an insurance plan and does not affect any plan retirees might have now.

"Organized labor, which spearheaded the social security system in America, traditionally has done what it could do at the bargaining table for its retired members. Now, through UNIONMED, it is taking its responsibility a giant step farther to enhance the lives of union members after they leave the workforce," said Swinton.

UNIONMED is located in a building owned by Local 770, United Food & Commercial Workers, at 630 S. Shatto Pl. in

Los Angeles.

It will operate a 24-hour telephone service through (213) 380-8204 and 1-800-634-4633.

The phones will be answered by union retirees trained to discuss problems retirees and their spouses might have.

"The UNIONMED staff will answer questions for retirees and help them get the medical care they need," said Swinton.

"So far as the retirees are concerned, this is a free service to be used if and when they might need it. They don't have to use it if they don't want to. But we think they will want to," he said.

UPI Staffers Win Labor's Support

California trade unionists demonstrated outside United Press International bureaus Wednesday as part of a nationwide show of support for 700 Newspaper Guild members who are without a contract.

In San Francisco, Guild members from several newspapers joined UPI staffers and others on a picket line outside the S.F. bureau.

The latest operators of the troubled news service apparently expect to continue under the unilateral working conditions posted last November after the previous management declared contract bargaining with the Guild's Wire Service local to be at an impasse.

The Guild also is questioning whether acquisition of UPI by a new company called World News Wire (WNW) violates the right of

first refusal that Mexican publisher Mario Vasquez Rana promised to the union in event of a full or partial sale.

The question is whether the takeover by WNW is actually a sale rather than some sort of franchise operation. Rana got UPI out from under bankruptcy proceedings in 1986 with Guild support. One of the principal owners of WNW lost out in the bidding.

At least 110 Guild-covered staffers have been dismissed, and there are rumors that the new management will cut half the remaining staff.

Support for Guild members at UPI was affirmed by the Executive Council of the AFL-CIO during the council's winter meeting two weeks ago at Bal Harbor, Florida. The council called the Guild's current dispute with UPI "the



Leading demonstrators outside the S.F. offices of UPI are Larry Hatfield, left, S.F. Examiner reporter and international vice president of The Newspaper Guild, and Mike Hudson, UPI staffer.

latest struggle in a decade of employee sacrifice to keep the financially troubled news service afloat."

The statement called upon all affiliated unions "to give all possible support" to Guild members at UPI.

Van de Kamp Raps IBT Takeover

Attorney General John Van de Kamp of California has urged U.S. Atty. Gen. Edwin Meese, III to back away from the proposed federal takeover of the International Brotherhood of Teamsters.

Van de Kamp told Meese that such a takeover would:

- "Put a damper on the legitimate efforts of working people and others to express themselves through organizations of their own choosing."
- Be "shot through with operational pitfalls and potential conflicts of interest."
- Would place many parts of the Racketeer-Influenced and Corrupt Organiza-

"In my five years as attorney general, we have never found any significant relationship between our Teamster locals here and organized crime..."

tions Act (RICO), which the Reagan Administration proposes to use against the Teamsters, in jeopardy of being weakened by a disillusioned Congress.

"I voice my concerns on this matter as one

who has been associated with the California law enforcement community for some 26 years," the state's chief law enforcement officer wrote in his message to Meese.

"During that time I have worked closely with organized labor, including the Teamsters locals and their leadership in California. I have found them to be in the mainstream of the California labor movement."

"In my five years as attorney general, we have never found any significant relationship between our Teamsters locals here and organized crime. Instead, quite the contrary is true."

Van de Kamp said that criminal prosecution should be undertaken if evidence of criminal activity exists against persons in positions of trust, and those convicted should be "sentenced with the gravity of the harm caused taken into full account." Civil penalties available under the RICO Act should be sought, and those found responsible should be removed from office where the law so provides, the attorney general added.

"I write without knowledge of the evidence you are examining," Van de Kamp told Meese. "But I assume from the public accounts that only very reliable information would move you to contemplate this action."

"We are well supplied with criminal and civil statutes for the prosecution and removal of union officers engaged in criminal activity."

"If such strong evidence is at hand, however, is there any need for a sweeping prosecution of this type?"

"We are well supplied with criminal and civil statutes for the prosecution and removal of union officers engaged in criminal activity," Van de Kamp added. "Why not use them to the fullest and avoid using an approach so fraught with difficulties and far-reaching implications?"

Van de Kamp noted that a question of the Constitutional guarantee of free speech is involved.

"The locals and the members of the (Teamsters) international who are law-abiding would lose whatever control and power they exercise over the international, and find themselves controlled by strangers," the attorney general wrote.

On the question of conflict of interest

among trustees, he wrote, "To whom would those placed in command owe their allegiance? Would they respond to the working men and women of the union or to the political administration from which the request for trusteeship came? We have rarely faced such dilemmas in the United States because we, unlike many countries, have insisted that the day-to-day management of unions should be free from government control."

Van de Kamp also expanded upon his warning about placing the entire RICO Act in jeopardy.

"Thus far, we have retained the extremely important civil RICO weapon in our arsenal against organized crime," he wrote. "But we should remember that, in the words of Rep. Boucher of Virginia, the law enforcement community has been admonished to 'exercise their discretion wisely and to use this broad statute only against its intended target.'"

He pointed out that some 240 members of the House of Representatives already have protested the administration's proposal to impose trusteeship upon the Teamsters.

"Their views and their powers to amend and weaken RICO should not be ignored," the attorney general said.

March, Rally Aims at POSCO

(Continued from Page 1)

Members of the International Longshoremen's and Warehousemen's Union will play leading roles in the march and rally and will be responsible for shutting down West Coast ports.

The ILWU's special concern is whether USS-POSCO will extend its union-busting tactics to the steel plant port facilities. Also a concern is the future of deep-water port facilities a Hong Kong-based corporation has acquired from USS-POSCO.

Community leaders and local government officials will be expressing concern for existing port facilities that pay living wages and would be put at disadvantage by scab-built and operated docks at Pittsburg in the Sacramento-San Joaquin Delta.

Others will march in protest against the importation of low-paid workers by A.M.K. International, the anti-union corporation from the Deep South that was brought here to remodel the steel plant.

"Taxpayers of Contra Costa

Reception for Union-Busters

Anti-union contractors will get a union reception when their national organization opens its convention Monday morning in San Francisco.

Leaders of San Francisco's 33 building and construction trades unions said massive demonstrations would be staged outside the convention of the Associated Builders and Contractors (ABC) at Moscone Center from 7:30 a.m. to noon on both Monday and Tuesday.

Stan Smith, secretary of the San Francisco Building and Construction Trades Council, said a majority of the city's union construction workers would be there, "even if they lose a day's wages."

About 10,000 workers were employed on union construction sites throughout San Francisco this week.

The visitation by ABC finds Northern California building and construction trades unions angry over use of an out-of-state, anti-union firm to reconstruct the old USX steel mill at Pittsburg for the Korean-controlled USS-POSCO steel combine.

The demonstrations Monday and Tuesday at Moscone Center will be warmups for the massive march and rally scheduled for March 19 at the USS-POSCO plant, union leaders said.

Stapleton on Exec Council

(Continued from Page 1)

sands of dollars for Local 3 members deprived of work because employers hired non-union people.

He also graduated from the Harvard University Trade Union Program and completed the IBM executive course in computer operations.

In 1960 he was elected trustee, an office he held until his election as recording-corresponding secretary in 1965. He remained in that

post until 1973. For nine years after that, he was the union's technical advisor and director of computer operations, implementing a data processing system that's been praised as the most cost-effective in any union in the country.

Election to business manager came in 1982. He was reelected in 1985 by an overwhelming majority.

In 1987, Stapleton became the 11th general vice president of the

International Union of Operating Engineers.

Currently Stapleton serves as president of the California-Nevada Conference of Operating Engineers, as vice president of the San Francisco Maritime Trades Council, chairman of the Northern California Heavy & Highway Committee and as a director of the California Council for Environmental and Economic Balance.

He also is a member of the advisory committee of Californians for Better Transportation, member of the board of governors of the Association for the Preservation of the Presidential Yacht Potomac, member of the executive boards of the State Building and Construction Trades Council of California and the Maritime Trades Department of the AFL-CIO, member of the California Public Works Advisory Committee, and of the National Jurisdiction Committee of Operating Engineers and the United Association.

Stapleton and his wife, Mary, live in the San Francisco Bay Area.

Dowd, who had been a state fed vice president since 1964, was reelected in 1986 to a two-year term that expires at this year's convention.

He retired a year ago as regional director of the IUOE but remains active in the union on special assignments from the office of the general president.

CWA to Organize Associate Units

(Continued from Page 1)

protect employer interests, not those of the employees."

Eisenscher added, "Almost every employer joins some kind of trade or industry organization...yet they argue that their employees should not have any organizations devoted to worker interests."

"The Association for Workplace Justice can help unorganized workers redress this imbalance. It will be an organization for the worker, serving worker needs and protecting worker interests."

Membership fees are \$5 a month. Associate members will be invited to join chapters along community, industry or occupational lines.

Associate members will not, however, be represented in collective bargaining. Those who want to organize their workplaces will be provided with training and assistance, Eisenscher said. Membership will require no union activity and will be treated confidentially, he said.

The only condition for member-

ship is that a person not be currently represented by a union and not be a member of management.

Information can be obtained by phoning the Association for Workplace Justice at (415) 348-3867 or 348-7303. The address is 411 Airport Blvd., Burlingame, CA 94010.

Teamsters Reaffiliate

(Continued from Page 1)

Union Members, told how he watched with regret as Alameda County Teamsters departed from the council following the rift three decades ago.

"It is great to see them back," Logue told the council.

The Teamster unions that re-affiliated in Alameda County this week are Local 70, Auto Truck Drivers; Local 78, Automotive Employees; Local 432, Bakery Drivers and Salesmen; Local 302, Milk Drivers, and Local 588, Retail Delivery and Sales.

UCLA Sets Bargaining Classes

Spring and fall sessions of the annual three-day course in collective bargaining have been scheduled by the UCLA Center for Labor Research and Education.

The spring class is to be held March 28, 29 and 30 at Colton in Communications Workers Local 9588 union hall. Co-sponsors will be the San Bernardino/Riverside Counties Central Labor Council.

The fall class is set for Sept. 14, 15 and 16 at Bunche Hall on the UCLA campus.

The cost is \$95, including materials and lunch on three days. There's a \$10 discount for additional participants from the same union.

More information can be obtained from June McMahon at (213) 825-3537.

