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CSEA photo by Chris Weinstein

State Sen. Milton Marks collects Cal-OSHA petition signatures at DIR headquarters cafeteria.

Ban the Petition? Marks Says No Way

State administration officials ordered members of the California State Employees Assn. to get Cal-OSHA ballot initiative petitions off the premises at Department of Industrial Relations headquarters in San Francisco.

CSEA members felt they were being bullied. So, they went out and found somebody big enough to stand up to the bully.

They found State Sen. Milton Marks, D-S.F.

Marks, flanked by CSEA Stewards DeeDee Aranda and Jud Newman, marched into the cafeteria of the DIR building shortly before noon last Friday with a sheaf of the Cal-OSHA petitions.

He spent more than an hour collecting signatures, and nobody suggested he should leave.

"The administrators hid in their executive offices on the seventh floor and were not seen the entire time Senator Marks was in the cafeteria," said Field Representative Stephanie Allan of CSEA,

Signature Total Nears 600,000

The signature total on the Cal-OSHA ballot petition neared 600,000 this weekend as volunteers continued collecting names of registered voters throughout the state.

The Coalition to Restore Safety at Work is aiming for 820,000 names to ensure that more than the legal minimum of 420,000 are verified as valid by county registrars of voters.

Jack Henning, head of the

(Continued on Page 4)

Local 1000 of the Service Employees.

Union leaders were told the petitions were banned because Cal-OSHA is a "sensitive issue" at DIR. Cal-OSHA is part of the

department.

Gov. Deukmejian shut down California's acclaimed worker safety and health program as of last July 1.

A broad-based coalition led by the California Labor Federation is campaigning for restoration of Cal-OSHA by the voters. The petitions call for placing the proposition on the November ballot.

"This was an attempt by DIR managers to impose their agenda on state employees by using their power as the employer," said George Karrer, CSEA administrator. "State workers don't give up their rights of free speech when they go to work."

CSEA filed a formal grievance, but it was obvious the petition deadline would pass before a ruling could be obtained, depriving workers of their right to help place the initiative on the ballot.

That problem was removed when Marks carried petitions into the DIR cafeteria.

"I am surprised at the misguided

(Continued on Page 4)

Fed Scholarship Judging On

Examination forms completed by more than a thousand high school seniors are being processed in the 39th annual California AFL-

CIO Scholarships competition.

Grading will be completed and the first selection will be made under direction of the University of California-Berkeley Center for Labor Research and Education. Top entries will be submitted to a panel of judges who will make the final selections.

Examination papers have been coded so that no person connected with the judging has any way of knowing the author of any paper.

Sixty winners will be notified of their \$500 scholarship awards immediately after May 3, when the judges are scheduled to complete their work.

Checks will be mailed as quickly as winners designate the colleges

or universities in which they will enroll next fall.

The 60 scholarships is the most offered in the annual program since 1950, when the California Labor Federation pulled together a number of scholarship programs that were being offered separately by unions, councils and local central bodies. A larger, statewide program has ensured high quality in the examinations, a richer prize total, wider participation and expert judging.

Four of the scholarships are funded by the state fed itself as the Haggerty-Pitts Memorial Scholarships in honor of two former executive secretaries, Neil Haggerty

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EDITORIAL

Cranston and Free Trade

By JOHN F. HENNING
Executive Secretary-Treasurer
California Labor Federation, AFL-CIO

Senator Alan Cranston has been the continuing advocate of labor and liberal causes over long years in public office. Incisively intelligent and articulate, he is the Senate's Majority Whip.

In proposals affecting the freedom and structural viability of unions, Cranston has consistently voted for worker interests.

However, in the matter of trade between nations, he has left American workers helpless and jobless. Free traders are like that.

Their ideology is above jobs. They have condoned, and indeed advanced, the demolition of our auto, steel, rubber, electronics, apparel and textile industries.

Never a word against the global movement of capital by multi-national corporations scouring all lands for low wage labor.

The free trade cult views as sordid the cries of workers for laws protective of American jobs. What airs they have.

In collusion with corporate interests, they have created cemeteries for American labor. Buried unions and buried hopes. In state after state. Town after town. The factory names read like the roll call of the dead.

Their scheduled imports have done what the worst of union-haters have never achieved.

Hundreds of thousands of members gone from the United Auto Workers, United Steelworkers, United Rubber Workers, the International Union of Electrical Workers.

Thousands more gone from the International Ladies Garment Workers, from the Amalgamated Clothing Workers, from the United Textile Workers.

It can't be tolerated in the name of party allegiance. Not in this or any election year.

The national AFL-CIO has now drawn the battle line of survival for the apparel and textile workers.

The immediate Congressional test is H.R. 1154. It passed the House by a vote of 263-156 on September 16 last year. It awaits Senate action.

H.R. 1154 is designed to (1) provide for a worldwide quota on textile and apparel imports by using the 1986 import levels and allowing a one percent annual increase, and (2) freeze imports of footwear at their 1986 levels.

Certainly there is no drastic roll-back here. A mere return to the 1986 levels with no reference to the years of devastation. But the free traders are in frenzied opposition.

Senator Cranston and others in his party should know that 51 percent of all apparel goods sold in this country are foreign made.

They should also know that 82 percent of all shoes sold in America are foreign made.

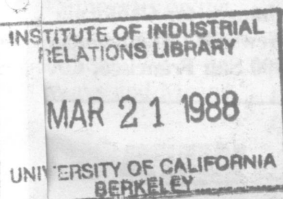
The Senator has been told that between 1981 and 1987 the International Ladies Garment Workers' Union lost 123,000 members due to imports.

The Senator has been told that between 1981 and 1987 the Amalgamated Clothing Workers lost 38,000 members due to imports.

The Senator must understand that Labor has no eternal alliances, political or otherwise.

Only eternal interests, Senator.

Fed asks affiliates to lobby Senators. Page 2.



County Makes Child Care a Must

Companies that want to do business with the County of Alameda must provide child care for their employees.

It apparently is the first time this has been done anywhere in the nation.

"We are charting new ground," declared Supervisor John George of Oakland, author of the resolution.

"This is a major step for day care."

George's resolution was adopted 3-0 by the Alameda County Board of Supervisors during a meeting Monday in Oakland.

Alameda County already had regulations prohibiting contracts with companies practicing racial or sexual discrimination and virtually

any corporation doing business in South Africa. This week's action adds child care to the list.

Any of the thousands of suppliers who regularly submit bids for contracts of less than \$25,000 will have to prove that they have considered the child-care needs of their employees and show evidence that they have developed

plans for answering them.

Last year the county did about \$68 million worth of business in 52,000 contracts with some 7,000 companies or individuals who would be covered by the new regulation. Services ranging from plumbing to legal advice were included.

County officials said only about

half of the companies involved had any form of child-care benefits for their employees.

Changes in state law would be required in order to apply the new regulation to contracts worth more than \$25,000, the officials said. Such contracts reportedly account for only a small percentage of the county's business, they added.

This week's action establishes county policy, which will be set in motion by an ordinance that the supervisors will vote upon within 30 days. Officials said specifics, such as definitions of acceptable child-care plans, would be clarified in the ordinance.

A spokesperson for the Alameda County Taxpayers Assn. opposed the new regulation, but most of those who spoke favored it.

It was pointed out that thousands of women are prevented from working and are pushed onto the welfare rolls because they cannot afford child care.

"I think we should be contracting with companies that are solving problems, not creating them," said Abby Cohen of the Child Care Law Center of San Francisco.

It's Bingo for Child Care at SFO

The ambitious plan to establish 24-hour, everyday child care at San Francisco International Airport moves ahead with inauguration of a benefit bingo game on Saturday night, April 23.

The project, called PALCARE, is aimed at meeting the needs of the large numbers of parents who work all hours at the airport, many of them at night. It will be the first such facility in the nation, and it will be available to working parents in the surrounding community as well as airport employees.

The bingo game is to be held at Machinists Hall, 1511 Rollins Ave., to raise additional start-up money. Doors will open at 6:30 p.m. and games will start at 7:30 p.m., according to an announcement from Kathi Wilkes of the PALCARE board of directors. A tax-deductible donation of \$10 will cover entry and three of the games of bingo that will be offered that evening.

PALCARE has four sponsors. Included are the SFO Airport Labor Coalition, called ALC; the

San Mateo County Central Labor Council, parent organization of ALC; the Child Care Coordinating Council of San Mateo County — CCCC — and United Way, of which CCCC is an agency.

Planners are aiming for a child care facility that will never close. They also expect to provide a network of licensed family day care homes, several of which already are serving airport workers through the coordinating council.

The plan is to include care for children with mild illnesses such as colds who are rejected by ordinary

care facilities, forcing parents to stay away from work.

Sponsors have received broad support from community groups and leaders including members of the San Bruno, Daly City, South San Francisco and Millbrae city councils, the San Mateo County Board of Supervisors and Assemblymember Jackie Speier, D-San Mateo.

San Francisco International Airport is situated in San Mateo County, rather than within the City and County of San Francisco.



Conference Recalls The 1940s

Virginia Smith Castillo stands before a 46-year-old photo of herself dressed for work at Mare Island Naval Shipyard as she addresses conference on Women at Work in the 1940s held last weekend by Labor Archives and Research Center at San Francisco State University along with San Francisco Chapter of the Coalition of Labor Union Women. Authors, historians, working women and others examined impact of the 1940s influx of women into the workforce and considered problems they faced in light of working women's issues in the 1980s.

Fed: Lobby Both Senators on Trade

John F. Henning has asked all affiliates of the California Labor Federation to urge Senators Alan Cranston and Pete Wilson to vote for the Textile and Apparel Trade Act.

The bill, HR 1154, which is pending now before the U.S. Senate, aims at stabilizing the avalanche of imports that have devastated the American textile and garment industries.

Henning pointed out that it would set import quotas at 1986 levels on textiles and apparel and allow foreign manufacturers to increase their sales in this country by one percent a year. Footwear imports would be frozen at their 1986 levels.

The bill is far from being a rollback, protectionist measure as opponents claim, Henning told af-

filates. It does nothing about the thousands of lost jobs and ruined American industries, he said. Rather, it merely aims at slowing down the future growth of imports from cheap labor markets.

Textiles and apparel industries have been particularly hard-hit by the soaring trade deficit, Henning reminded affiliates.

Datebook

- APRI Western Regional Conference: March 19-20, Amfac Hotel, Los Angeles.
- Marine Engineers Beneficial Assn. International Convention: March 21-23, San Diego.
- Operating Engineers International Convention: April 11-15, Hilton Hotel & Towers, San Francisco.
- Executive Council Meeting: April 19-20, Sheraton Palace, San Francisco.
- Pre-Primary COPE Convention: April 21, Sheraton Palace, San Francisco.
- Joint Legislative Conference: May 22-25, Capitol Plaza Holiday Inn, Sacramento.
- Distillery, Winery & Allied Workers National Convention: May 23-27, Sheraton Palace, San Francisco.
- AFSCME National Convention: June 20-24, Bonaventure Hotel and L.A. Convention Center, L.A.
- American Federation of Teachers National Convention: July 1-6, Hilton Hotel and Towers, San Francisco.
- United Food & Commercial Workers International Convention: July 25-29, Fairmont Hotel and Moscone Center, San Francisco.
- Executive Council Meeting: October 5, Hyatt Regency, Los Angeles.
- Seventeenth Biennial Convention, California Labor Federation: Oct. 10-13, Hyatt Regency, Los Angeles.

Stars Sign on for Union Yes

Five top Hollywood stars identified with trade unionism and liberal causes have agreed to play leading roles in the AFL-CIO's new "Union Yes" radio and television campaign.

Agreement with the stars — all members of Screen Actors Guild

— was announced this week by Larry Kirkman, executive director of Labor Institute of Public Affairs, the media arm of the AFL-CIO.

Named were Jack Lemmon, Tyne Daly, Martin Sheen, Howard Hesseman and Dionne Warwick.

The labor commercials are to be produced in Hollywood starting next month under direction of LIPA's Los Angeles office, Kirkman said. They are expected to be aired starting in May.

The "Union Yes" campaign was approved by delegates to the

biennial AFL-CIO convention last October at Miami Beach to improve public awareness of the role of organized labor. The budget is \$13 million, which will be financed by a two-year assessment of four cents a month on members of affiliated unions.

Leaders of entertainment unions including President Patty Duke of Screen Actors Guild and Arthur Hiller, a member of the board of Directors Guild of America, helped line up the talent, according to the Los Angeles Times. The actors will work for "an honorarium," according to Kirkman.

"These stars have personal integrity and credibility that enables them to fit into a spot with ordinary workers telling what unions have meant to them," the LIPA director said.

He cited Warwick's singing on behalf of AIDS victims, Lemmon's frequent portrayal of persons whose personal integrity is tested, Hesseman's role as a teacher in the TV series "Head of the Class," Daly's handling of family and work conflicts in the "Cagney and Lacey" series and Sheen's long history of activism and recent role as a labor representative in "Wall Street."

Central Council Leaders Call Conference Success

Officers of local central bodies throughout California examined labor's needs and resources during a conference Tuesday and Wednesday at the Miramar Hotel in Santa Barbara.

"It was the first such meeting ever held in California and it was a complete success," said Dave Sickler, AFL-CIO Region VI director, as participants adjourned Wednesday. The conference will be an annual event, he said.

The meetings opened with an address by Albin Gruhn, president of the California Labor Federation.

LaMar Gulbransen, who retires March 31 as regional COPE director, thanked the central body leaders for their cooperation over the years. He introduced his suc-

cessor, David Gregory, who reported on uses of statistics and mailing lists currently available through national COPE.

Progress of the drive to place the Cal-OSHA initiative on the Nov. 2 general election ballot was reported by Richard Ross, director of the campaign being conducted by the Coalition to Restore Safety at Work.

Also on the agenda were:

- A report by Sickler on organizing, the new associate membership program and the AFL-CIO's new California Immigrant Workers Assn.

- Mike White, newly named regional coordinator for the AFL-CIO Human Resources Development Institute, who outlined ser-

vices available to councils seeking federal training grants.

- Kathy Garmezzy, West Coast director of the AFL-CIO Labor Institute of Public Affairs, who reported on services her office can provide.

- Marco Turbovich, who reported on the campaign to publicize services available through the California Employment Training Panel.

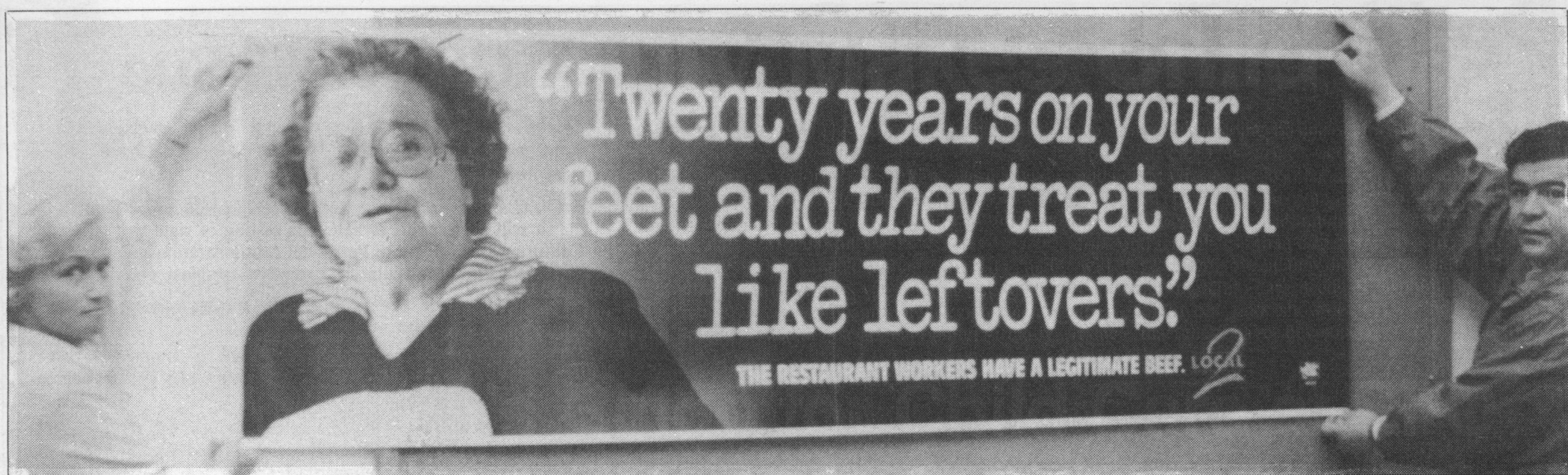
- Bud Biscardo, AFL-CIO Community Services Dept., who talked about labor's role in making community resources available to workers and their families.

Each of the councils represented was called upon to report on its own programs.

Publisher's Notice

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The sign that HERE Local 2 will place on the sides of San Francisco buses is displayed by Justine Weldon, left, and Eddie Pennington, members of the union.

Union Ads Pressure Employers

HERE Local 2 is turning to advertising in its campaign to get San Francisco restaurant owners to renew contracts covering about 3,000 union members.

The plan is to bring pressure to bear upon restaurateurs by involving their customers in the question of fair treatment for workers.

Billboards will begin appearing soon on the sides of city buses. Print ads are to be placed in newspapers and other publications.

Both feature Sylvana E. Osuna, 72, a waitress in the Sweet Corner restaurant at the posh Fairmont Hotel and one of the Local 2 members most affected by the employers' main obstacle to new contracts: the insistence that retiree medical benefits be dropped and that benefits be rolled back

for all union members.

The bus sign message is succinct. "Twenty years on your feet and they treat you like leftovers," it declares.

The newspaper ads give more detail about the medical benefits dispute.

It says, "Today some restaurant owners are refusing to honor their word. . . if they pull out of the jointly-run plan and renege on their promises, men and women who've spent twenty or thirty years on their feet in restaurant work could be left without health coverage. On an average pension of \$112 a month, that's a disaster."

Both ads conclude: Restaurant workers have a legitimate beef."

"This move into advertising is something

we have rarely done," said Sherri Chiesa, president of Local 2.

"Restaurant owners who are determined to shortchange their workers in salary and benefits will find these ads will be reaching their customers on the issue of fairness."

The ads were produced for Local 2 by Public Media Center, a San Francisco-based agency that has produced successful advertising pieces for many non-profit, issue-oriented causes.

The hold-out restaurants — including some of the most famous in San Francisco — are attempting to roll back benefits below even what the union accepted after losing a long strike in 1984. They also are insisting on bargaining individually, creating a

logistical nightmare for Local 2 officers.

About 1,000 of the 4,000 Local 2 restaurant workers are employed at eating places that have signed with the union.

The union is proposing raises of 25 cents an hour in each of three years for non-tipped workers only.

It proposes retaining medical and dental benefits as imposed after the 1984 strike. This would necessitate added employer contributions of \$30 per eligible member per month the first year and \$25 per month the second and third years.

The union is continuing to place informational picket lines in front of holdout restaurants. Some Local 2 members have been arrested during "peaceful disobedience" demonstrations inside restaurants.

Parental Leave Bill Advances In Assembly

A new version of the bill to make unpaid child-rearing leave the right of many California workers was approved 6-3 Wednesday by the Assembly Labor and Employment Committee.

AB 2738, sponsored by the California Labor Federation and carried by Assemblymember Gwen Moore, D-L.A., has a number of refinements but remains essentially unchanged from the legislation that Gov. Deukmejian vetoed last year.

The bill would require that up to four months of unpaid parental leave be available once every 24 months to persons who have worked for at least a year for an employer with 25 or more employees in "reasonable" cases involving a parent's need to be at home because of the responsibilities of child-rearing.

Kathleen Kinnick, director of women's activities for the California Labor Federation, told the committee members that the bill would establish state policy on parental leave rights.

Also testifying in favor of the bill were representatives of the Teamsters, Service Employees, National Organization for Women, California Women's Lawyers Assn. and the state Personnel Board.

Opposition was led by the California Manufacturer's Assn. Also urging rejection of the bill were the California School Board Assn. and a spokesperson for the state Department of Fair Employment and Housing.

Five of the six Democrats on the committee voted in favor of approving the bill and sending it on to the Assembly Ways and Means Committee.

Voting "Yes" were Tom Bates, Oakland; Johan Klehs, San Lean-

dro; Lucille Roybal-Allard, L.A.; Sally Tanner, El Monte, and Tom Hayden, Santa Monica, the new chairperson of the Labor and Employment Committee. Richard Floyd, Lawndale, the former chairperson, was not present for the vote.

The sixth "Yes" vote was cast by Republican Doris Allen Cypress. The other three committee Republicans all voted "No". They are Bill Bradley, Escondido; Chris Chandler, Yuba City, and William Duplissea, San Carlos.

The committee approved two other labor-backed measures Wednesday. Both were sent on to the Ways and Means Committee.

One of these is AB 2884 by Burt Margolin, D-L.A., which would add to the state's occupational carcinogen catalog any materials that are placed upon the roster of toxic substances controlled under Proposition 65. The vote was 6-3.

Currently there are 22 carcinogens on the Prop. 65 list. Margolin's bill would add 20 immediately and others in the future.

The bill was opposed by the California Manufacturers Assn. Similar legislation was vetoed last year by Deukmejian.

Testifying in favor, in addition to the California Labor Federation, were spokespersons for the American Cancer Society, California Nurses Assn., Santa Cruz County Board of Supervisors and California Professional Fire Fighters.

There was unanimous 9-0 approval of AB 3187 by Patrick Johnston, D-Stockton, which would extend the life of the Emergency Training Panel and funding for its programs to Jan. 1, 1995 from the existing cutoff of Jan. 1, 1991.

Spokespersons for labor and management asked for and got bi-

Senators Back Reforms In Workers' Comp

State Senate leaders pledged this week to seek passage of an omnibus workers' compensation bill embodying a number of reforms.

The pledges were made during a meeting Wednesday of the Senate Industrial Relations Committee whose chairperson, Sen. Bill Greene, D-L.A., is author of a series of bills confronting workers' compensation problems one at a time.

The legislative vehicle probably will be the workers' compensation bill sponsored by the California Labor Federation and carried by Sen. Bill Lockyer, D-Hayward, a member of the Industrial Relations Committee.

That measure, SB 323, currently is before a conference committee composed of leaders in both the Senate and Assembly.

In its current form, SB 323 focuses on one of the glaring shortcomings of the current California workers' compensation system: erosion in real value of benefits to workers.

Greene called for all parties involved in workers' compensation to support equitable reforms. Lockyer joined him in the appeal, pointing out that SB 323 could be amended to cover a much broader scope.

Four labor-backed bills by Bill Greene and one sent over from the Assembly were approved by identical 5-0 votes of the Industrial Relations Committee.

The measures are:

- SB 1817 by Greene, which would assure that

Joint Training Partnership Act funds are not spent on persons eligible to receive training as workers' compensation rehabilitation.

- SB 1874 by Greene, which would provide the labor commissioner with more power to recover lost pay in prevailing wage cases.

- SB 1819, Greene, which would authorize midwives and nurse practitioners as well as physicians to certify disability of pregnant workers applying for state disability insurance benefits.

- SB 1875, Greene, which would require contractors to hold valid California licenses for at least six months before bidding on public works projects. The measure is aimed at controlling "carpetbagger" contractors — usually non-union — who have moved in on public works projects with results that frequently have been to the public's disadvantage.

- AB 2532 by Assemblymember Bill Jones, R-Fresno, which would streamline procedures in the office of the labor commissioner.

The bill is sponsored by the labor commissioner. Amendments have removed concerns expressed earlier by spokespersons for labor.

All the bills were sent to the Senate Appropriations Committee except the nurse-practitioner and midwife certification measure, which was sent directly to the Senate floor.

partisan support for the bill. The committee was told that the state reaps \$6.50 in taxes paid by workers for every \$1 spent in training under ETP. Witnesses said 30,000 have completed such training and 30,000 others currently are enrolled.

Two bills by Moore fell short of the votes needed for committee approval, but the author was granted permission to bring them back for reconsideration at a future hearing.

One of these, AB 2713, would mandate prevailing wages for janitors whose work is contracted out by public utility companies. It would allow consideration of public sector wage rates in some cases.

The other, AB 2782, would allow the Fair Employment Practices Commission to award punitive damages in egregious discrimination cases.

'California Working' Sets March Program

"California Working," the ambitious monthly labor TV magazine, will broadcast a four-part March program over three Public Broadcasting System channels in the San Francisco Bay Area on March 30 and 31.

The show — third in the series — will air at 7:30 p.m. Wednesday, March 30, on KCSM Channel 60. It will be shown Thursday, March 31, at 7 p.m. on KRCB Channel 22 and at 9:30 p.m. on KQEC, Channel 32.

"Guess Who's Coming to Dinner" will report on the "non-violent, civil disobedience" tactics that Local 2 of the Hotel Employees and Restaurant Employees is counting on to win new collective bargaining contracts with more

than 200 restaurants in San Francisco.

"Labor Goes to School" will review union education week, the innovative program that brought labor speakers into classrooms at Oakland Technical High School last week.

"The Greatest Stories Never Told" will report on the production dramatizing experiences of service industry employees that was staged by the Labor Theater Project and the Mark Taper Forum of Los Angeles with support from the AFL-CIO Labor Institute of Public Affairs.

The March program will close with a comment by comedian Will Durst on "Retiring in America."

Petition Passers Get Help From Sen. Marks

(Continued from Page 1)

efforts of some in the Deukmejian Administration who have sought to thwart this basic and legitimate exercise in democracy," Marks declared Friday.

"Any attempt by a state agency to limit the rightful collection of signatures for a ballot initiative is an affront to the protections provided all citizens by the United States Constitution," he pointed out.

Marks said the state legislative council had advised him that DIR "clearly exceeded its authority" by ordering workers to stop pass-

ing the petitions in the lunchroom. He said he hoped the order was "an isolated instance of overzealous management" that would not be repeated.

CSEA members said the order came from Florence Davis, statewide director of labor relations for DIR.

Karrer praised Marks for supporting Cal-OSHA and for defending the exercise of state workers' rights as citizens.

"With the backing of outstanding legislators like Senator Marks, state employees can take their rightful part in the political pro-

cess," the CSEA administrator said.

Marks took the occasion Friday to say a few words in support of the Cal-OSHA initiative.

"Those of us who were familiar with the outstanding job that Cal-OSHA had done in protecting California workers were astonished at the governor's decision to eliminate it from his budget last year," the senator said. "Even some of the governor's staunchest supporters in the business community questioned the decision.

"But there's an old saying that you hug a bad bargain even tighter, and this seems to be the governor's attitude with respect to Cal-OSHA. In the face of overwhelming evidence of its effectiveness in preventing death and injury on the job, the governor is adamant in his refusal to reinstate its funding," Marks continued.

"Consequently, the citizens of California are being asked to do the job at the ballot box this November. Dollar for dollar, few programs have been as successful in achieving their objectives as Cal-OSHA. And few, if any, objectives can be more important than providing our workforce with the safest possible environment.

"I am pleased to put my signature on the petition to restore Cal-OSHA and I encourage all those who share my concern for safety on the job to do likewise," Marks concluded.

CSEA Will Sue Over Drug Tests

The California State Employees Assn. served notice Wednesday that it will go to court to halt drug testing of state workers if the California Department of Personnel Administration attempts to implement testing procedures it currently is proposing.

The announcement came Wednesday during a hearing at Sacramento before department officials.

CSEA lawyers warned that constitutional rights of state workers would be jeopardized by tests targeting peace officers and persons in unspecified "sensitive" positions.

CSEA, Local 1000 of the Service Employees, was represented at the hearing by attorneys Darrell Steinberg and Wendy Sones and by Larry Andreucetti, a union staffer.

Steinberg told the hearing officers that employees' rights to privacy and medical confidentiality would be at risk. He warned of constitutional problems concerning probable cause linked to punitive action. Also in question, Steinberg said, is whether regulations can be approved to govern unspecified employees.

"CSEA, the largest state employee union, does not condone employee use of drugs," Steinberg declared. "As a union concerned about safe working conditions and the well being of employees, we recommend good supervision and referral to an employee assistance program for any employee exhibiting signs of substance abuse."

Arguments raised by CSEA and other unions and employee groups were taken under consideration by the department.

Also represented were the Stationary Engineers, Engineering Technicians, Association of California State Attorneys and Administrative Law Judges, California Assn. of Professional Scientists and Peace Officers Assn.

Signature Total Nears 600,000

(Continued from Page 1)

California AFL-CIO and spokesperson for the coalition, urged labor organizations and allied groups to push ahead with the signature campaigns.

Enough signatures will assure a place on the Nov. 2 general election ballot for the initiative to restore Cal-OSHA, California's landmark worker health and safety program that was dismantled last year by Gov. George Deukmejian.

The initiative was launched by the California Labor Federation. It is backed by the coalition, which includes the California Medical

Assn., virtually every organization of health professionals in the state, the American Cancer Society, Lung Association, lawyers, consumer activists, community groups including the League of Women Voters and environmentalists led by the Sierra Club.

Thousands of additional signatures were expected this weekend during the California Democratic Convention at Palm Springs.

A group headed by Jim Wood, assistant executive secretary of the Los Angeles County Federation of Labor, is staffing a Cal-OSHA booth at the convention.

Scholar Judging Begins

(Continued from Page 1)

and Thomas Pitts. The other 56 are sponsored by local unions, councils or groups of unions affiliated with the state federation.

Graduating seniors from throughout California sat last month for the examination, which was administered at every high school where a student qualified.

Contestants were required to complete essays as well as to answer a variety of questions concerning the labor movement. Reading materials and study lists were recommended in advance.

The competition is under the direction of the Standing Committee on Education of the Executive Council of the state fed. President Albin Gruhn chairs the committee.

Judges who will make the final selection are Gloria Busman, coordinator at the UCLA Center for Labor Research and Education; Alice Clement, faculty member at Los Angeles Trade Tech Labor Center; Peter Guidry, U.C.-Berkeley Center for Labor Research and Education; Michael B. Lehman, professor of economics at University of San Francisco, and Leland S. Russell, past president of the Bay Section of the California Council for Adult Education.

Union-Made Pie World's Biggest

Members of Bakery, Confectionary and Tobacco Workers Local 81 of Traverse City, Michigan, have persuaded the Guinness Book of Records that a pie they made was the largest the world ever has seen.

The pie was 28 feet in diameter and 26 inches deep. It reportedly weighed more than 13 tons. More than 250,000 people viewed it, and almost that many got a slice of it during a benefit.

Traverse City prefers to be known as the cherry capital of the world.

BCTW members prepared and baked the pie and then served it after the viewing. They had the cooperation of Sheet Metal Workers, who made the pie pan, Operating Engineers, who moved it with a crane, and Electrical Workers, who rigged the oven and turned on the electricity.

Labor Scholarship Sponsors

Four of the 60 scholarships being offered in the 1988 California Labor Federation competition are sponsored by the federation as the Haggerty-Pitts Memorial Scholarships in honor of two former executive secretaries, Neil Haggerty and Thomas Pitts.

The other 56 are sponsored by local unions, councils or groups of unions affiliated with the federation. The sponsors are:

AFT College Guild, Local 1521, Los Angeles—*Jean Trapnell Memorial Scholarship*
 Automobile Salesmen's Union, UFW Local 1095—*Albert R. Silva Memorial Scholarship*
 Butchers' Union, Local 120, Oakland
 California Conference of Machinists
 California Federation of Teachers, AFT, AFL-CIO
 California-Nevada Conference of Operating Engineers, San Mateo
 California State Council of Carpenters
 California State Council of Carpenters—*Lloyd A. Mashburn Memorial Scholarship*
 California State Council of Culinary Workers, Bartenders and Hotel Service Employees
 California State Theatrical Federation
 Communications Workers of America, Local 9400, Paramount—*Alice E. Peck Memorial Scholarship*
 Communications Workers of America, Local 9412, Southern Alameda County
 Communications Workers of America, Local No. 9423
 Communications Workers of America, Local 9550, Riverside
 Communications Workers of America, Local 9575, Camarillo—*Peter D. Doggrel Memorial Scholarship*
 Communications Workers of America, Northern California and Nevada Council—*Shirley Damico & Art Mattie Memorial Scholarship*
 Communications Workers of America, Southern California Council—*George W. Gorman Memorial Scholarship*
 Communications Workers of America, Southern California Council—*Michael Corcoran Memorial Scholarship*
 Construction & General Laborers #304, Hayward—*C.C. Clark Memorial Scholarship*
 Culinary Workers & Bartenders Union No. 814, Santa Monica
 Engineers & Scientists of California, MEBA, (AFL-CIO)
 Hotel Employees & Restaurant Employees Union, Local 340, San Mateo—*Thomas A. "Tiny" Small Memorial Scholarship*
 International Brotherhood of Electrical Workers, Local 6, San Francisco
 International Brotherhood of Electrical Workers, Local 18, Los Angeles
 International Brotherhood of Electrical Workers, Local 47, Diamond Bar—*Eugene Attebery Memorial Scholarship*
 International Brotherhood of Electrical Workers, Local 180, Vallejo
 International Brotherhood of Electrical Workers, Local Union No. 340, Sacramento

Journeymen Plumbers and Steam Fitters Local Union No. 393, San Jose
 Laborers' International Union of North America, Local Union 270, San Jose—*Robert H. Medina Memorial Scholarship*
 Los Angeles District Council of Carpenters
 Los Angeles District Council of Painters, No. 36—*Roderick Mackenzie Memorial Scholarship*
 Los Angeles Union Label Council—Los Angeles County Federation of Labor, AFL-CIO
 Marin County Labor Council
 Monterey County Labor Council
 National Assn. of Broadcast Employees and Technicians, AFL-CIO, Local 53, Burbank—*Charles H. Tant Memorial Scholarship*
 Newspaper Guild Locals of California
 Northern California District Council of Laborers—*Lee Lalor Memorial Scholarship*
 Office & Professional Employees International Union, Local 29, Emeryville
 Orange Belt District Council of Painters, No. 48
 Orange County Central Labor Council
 Orange County District Council of Carpenters—*Harry J. Harkleroad Memorial Scholarship*
 Roofer's Union Local 40, San Francisco—*Eugene Luzny Memorial Scholarship*
 Sailors Union of the Pacific—*Harry Lundeborg Memorial Scholarship*
 San Francisco Fire Fighters Local No. 790—*Robert F. Callahan Memorial Scholarship*
 San Jose Auto Mechanics, Local No. 1101—*Donald E. Huegel Memorial Scholarship*
 Sign, Display and Allied Crafts Union, Local 510, San Francisco—*Richard Wendt Memorial Scholarship*
 Southern California District Council of Laborers
 Southwestern Regional Council of U.F.C.W., AFL-CIO & C.L.C.—*Warren G. "Pop" DeSepte Award*
 State Building & Construction Trades Council of California—*Richard W. Mansfield Memorial Scholarship*
 Theatrical Stage Employees I.A.T.S.E., Local 16, San Francisco
 Transport Workers Union of America, Local 502, AFL-CIO, El Segundo—*Michael J. Quill Memorial Scholarship*
 U.A. Local 38, Plumbers & Steamfitters Scholarship Trust Fund, San Francisco
 United Food & Commercial Workers, Local 428, AFL-CIO, San Jose
 United Industrial Workers, Service, Transportation, Professional and Government of America, Wilmington—*James Waugh Memorial Scholarship*
 United Public Employees, Service Employees International Union, Local 790, San Francisco and Oakland
 United Teachers-Los Angeles/American Federation of Teachers, Local 1021