

# Crossing the Line

By JACK HENNING  
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It is the time to examine the prominence and place of the gifted Willie Brown in the minds of State Assembly Republicans.

Brown's brilliance in legislative law has never been questioned, but Republican leaders cannot abide his continued rule as Speaker.

In a flight from propriety and sense, Republicans are demanding the recall of certain Democrats who voted for Brown in the speak-

ership conflict of early December.

The right of recall, together with those of the initiative and referendum, was placed in the state constitution as essential to popular democracy.

It was the work of Hiram Johnson, the great Republican liberal who served as governor through the progressive years preceding World War I. He was elected to the U.S. Senate in 1916 and served until his death in 1945.

It was the intent of Johnson and the electorate that recall was to be exercised only for such issues as corruption or vile misconduct in office.

Hostility toward Willie Brown is hardly constitutional justification for recalling Democrats.

Since the admission of California into the Union in 1850, Republicans and Democrats have known spirited conflict in the philosophy and administration of government. However, there were always lines of civilized accord never crossed.

The prominence and place of Willie Brown have disturbed that rational understanding and loosed the lesser instincts of his opposition.



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### Motor Voter Suit Draws Reno's Fire

A determined effort by Governor Wilson to thwart the National Voter Registration Act of 1993, the "motor voter" law, has been challenged by U.S. Attorney General Janet Reno.

Reno vowed to see Wilson in court following a December 20 announcement of his suit filed in San Francisco to block the law from taking effect in California January 1.

She noted that California is only one of four states in defiance of the federal law signed by President Clinton that will boost voter registration totals by allowing citizens to register when applying for their state driver's license, unemployment insurance or welfare benefits.

The new law also requires the Department of Motor Vehicles to send address change information to voter registration officials.

An earlier version of the law had been vetoed in 1992 by Republican President Bush.

"For those states that don't comply, we will defend against that action," said Reno. "We will take appropriate legal steps to ensure compliance."

California stands to increase its registered voters by one million, in-

cluding mostly minorities and the poor, raising the total to 15.7 million, according to state elections officials.

Claiming the new voter registration law would cost the state \$35 million, Wilson instructed state agencies by Executive Order in August to delay implementation until the federal government pays the cost.

Acting Secretary of State Tony Miller attacked Wilson's figure as exaggerated, saying the cost would be more like \$5 million. Nonetheless, said Miller, "It's a matter of federal law. California has to implement motor voter whether it's

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Photo by Lou Siegel

### The Spirit of Giving

The holiday spirit was in the air at the Los Angeles County Federation of Labor as L.A. Federation Executive Secretary-Treasurer Jim Wood turned over the keys of a 34-foot Suncrest Motorhome to the East Los Angeles Health Task Force, which operates one of the region's most respected drug rehabilitation facilities. The RV, a gift from United Auto

Workers Region 6, had been used by the Federation to deliver food and supplies to churches and civic organizations in the wake of the 1992 urban crisis in Los Angeles. Pictured left to right are Bruce Lee, UAW Region 6 director; Los Angeles City Councilman Richard Alatorre; Wood, and Jess Serrano, representing the Health Task Force.

### Fight is on to Unseat IWC Chair

Confirmation of James Rude to a new four-year term on the Industrial Welfare Commission is scheduled to be voted on by the Senate Rules Committee next Monday, January 9.

The state AFL-CIO is urging rejection of Rude because of the blatant anti-worker positions he has taken over the last 10 years. He has been chairman for one year, since Lynell Pollock was denied her seat by the same Commit-

tee last January after the Federation and its allies testified against her confirmation.

Rude's confirmation was also strongly opposed in testimony at the Rules Committee hearing Wednesday by Jack Henning, executive secretary-treasurer of the California Labor Federation.

"James Rude has consistently ignored the IWC's mandate to set a minimum wage ade-

quate to supply the necessary cost of proper living and to review the minimum's adequacy."

"The last time he voted to review the minimum wage was over three years ago. In August of 1993, he voted against a proposal to increase the minimum by a meager 25 cents."

The Rules Committee, chaired by Senator Bill Lockyer took testimony Wednesday but

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### Workplace Smoking Ban Now Law

California's Smoke-Free Workplace Act went into effect this week, virtually banning smoking in all enclosed places of employment such as restaurants, factories, stores, shopping malls, movie theaters, and office buildings.

It's one of the nation's toughest anti-smoking laws.

Assembly Bill 13, authored by Assemblyman Terry Friedman, D-L.A., and backed by the California Labor Federation, will not allow lighting up in any hotel, motel, or restaurant whose primary service entails more than serving alcohol. However bars and taverns that serve food only incidentally will be exempt until Jan. 1, 1997.

By that date, if Cal-OSHA has

not adopted a standard which assures that employee exposure to secondhand smoke will have no significant harmful effects, smoking in those establishments will not be allowed either.

Friedman fought tobacco industry lobbyists for two years before

his bill cleared the legislature. California voters did their part as well when they turned down Proposition 188 with a 70 percent No vote in November's election. As proposed, Prop. 188 would have weakened many local anti-smoking ordinances.

The state AFL-CIO opposed the tobacco industry's initiative, which was supported by an \$18 million campaign mostly financed by tobacco giant Philip Morris.

Colleen Stevens, an analyst with the California Department of Health

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### Fed Warns on Republican Recall Petitions

The California Labor Federation this week contacted all its central labor councils to warn their members in their jurisdictions not to sign recall petitions circulated by Republican leaders targeting three Democrats and one Republican who voted to elect Willie Brown, Jr. as Speaker of the Assembly.

Those marked for recall are Democrats Deirdre Alpert of San Diego, Michael Machado of Stockton, Sal Cannella of Turlock, and Republican Paul Horcher of West Covina.

"The state labor movement must mobilize to protect Democrats who exercise the right of a free vote to

choose a Speaker," said Jack Henning, executive secretary-treasurer of the Federation.

Henning said the recall function provided by the state Constitution was intended to be used against those guilty of such issues as corruption or gross misconduct in office.



# HERE Wins Big at 'The Mark'

The longest and perhaps most bitter San Francisco hotel strike in 50 years came to an end a week before Christmas when agreement was finally reached between the Mark Hopkins Inter-Continental Hotel and Local 2 of the Hotel Employees and Restaurant Employees Union.

Rank and file negotiating committee members termed it "a great settlement," surpassing in some ways the contract negotiated with the other 16 hotels that signed with the union this fall.

Mark Hopkins workers, some

200 maids, bellmen, cooks, waiters, bartenders, and phone operators, concurred with that appraisal when they made the tentative agreement permanent by voting 100 percent for approval.

Ten weeks of militant round-the-clock picketing by committed strikers and their supporters came to a merciful end as winter winds and rain buffeted their bodies but never their spirits.

Numerous protest rallies were held at the hotel's entrance, swollen by the city's labor community and sympathetic supporters. Representa-

tatives from area unions and Bay Area central labor councils were always on hand to fire the strikers' determination to win.

Mike Casey, Local 2 president, stated on several occasions that not one striker abandoned the picket line throughout the two and a half months.

Upon reaching the tentative agreement, observers estimated The Mark had lost \$1 million over the span of 10 weeks.

Mayor Jordan and a panel of mediators intervened and helped to facilitate the agreement. In many respects, it was superior to that signed with the other 16 hotels. The contract contains a successorship clause which guarantees that workers keep their jobs in the event that the hotel is sold. The only other hotel with that kind of guarantee is the Parc 55.

"Real job security through successorship — this is a tremendous victory for our entire union and we owe it all to the courageous Mark Hopkins strikers," said Local 2 President Mike Casey.

"We went out to uphold dignity and job security and we came back with an agreement that maintains the city-wide standard and provides us with real job security," said Casey.

Contract improvements include a back-to-work section with amnesty for the strikers, as well as provisions for work rules, sick and family leave, job classifications, mediation and arbitration, steward training and



Celebrating the new Mark Hopkins contract were HERE Local 2 members, left to right, Jose Villaalta, Tekeste Tewolde, Mario Ruano, seated; Paul Yancy and Roque Valladares, standing.

grievance procedures.

The struggle became a community issue when the Mayor brought the parties together, and also when San Francisco's Board of Supervisors took a stand on behalf of the 200 strikers by passing a resolution calling on the local convention and tourist industry to alert visitors about labor disputes at hotels in San Francisco so they'd have enough time to book a room elsewhere.

Mayor Jordan vetoed the resolution after the contract was ratified by Local 2's rank and file. Supervisor Sue Bierman, who authored the resolution, claimed there were enough votes on the Board to override the veto.

But it was the persistent and hard-hitting picket line, coupled

with the union's call to boycott the hotel, that provided the knockout punch for the striking workers. Both actions loudly publicized management's plan to cut jobs, increase workloads and work their employees 10 straight days without overtime.

Management made its statement through its actions that what was good for the other 16 "Class A" hotels that signed with the union, wasn't good enough for the Mark Hopkins.

The boycott combined with noisy picketing took a toll. Large groups canceled scheduled meetings and events at the hotel including: Hewlett Packard, IBM, AT&T, Shaklee, Metropolitan Life, and the NAACP.



Victory Party festivities were enjoyed by, left to right, Ly Mac Ho and Shuet Young, seated; and Mei Ru Song, Ya Ling Zhang, and Zu Ling Xu, standing.

Photos by HERE Local 2

## Fed Opposes Bill Threatening Ergonomic Regs

A bill that threatens to roll back the years-long struggle by labor and its allies to establish an ergonomics standard to minimize damages caused by cumulative trauma disorders (CTDs) will be strongly opposed by the California Labor Federation in the legislative session commencing this week.

AB 50, authored by Assemblyman Ross Johnson, R-Fullerton, would repeal existing Labor Code provisions requiring the Cal-OSHA Standards Board to adopt minimum standards by January 1, 1995, that will address the burgeoning epidemic of injuries produced through repetitive motion tasks performed in the workplace.

On November 17 the Cal-OSHA Standards Board voted 6-0 to reject an emasculated version of a standard proposed by Cal-OSHA which was broadly criticized by labor unions and health care activist groups because it woefully lacked adequate protections for workers who perform repetitive motion

tasks.

The Board met again December 15 to discuss ergonomic regulation but soon became bogged down in haggling over definitions of "injury" versus "illness." By the end of the business meeting, nothing was accomplished and the year ended without hope of a regulation being in place by January 1, 1995 as required by law.

Prior to that meeting, a letter from Jack Henning, executive secretary-treasurer of the California Labor Federation to Jere Ingram, chair of the Cal-OSHA Board, emphasized labor's concerns over the Board's failure to produce a standard for ergonomics.

"It is our contention that by the Board's action it has placed in jeopardy the health and safety of thousands of California workers without regard to their welfare," Henning charged.

In conclusion, Henning advised Ingram that the Federation is giving serious consideration to the possi-

## IAM Fights Off Raiders

Machinists Local 1781, representing more than 14,000 members at United Airlines across the country, defeated an attempt by the non-affiliated Aircraft Mechanics Fraternal Association to kick the union out in a contentious representational election held last month.

The AMFA had tried and failed twice before to displace the IAM at United. This time their strategy was to drive a wedge between mechanics and members in the utility, cleaning, ramp and stores classifications by promising the mechanics a better deal. Union members saw through the ploy and the

tactic failed.

Machinists members at United, the largest employee-owned airline in the world, responded to the takeover challenge at the ballot box. They realized that AMFA was nothing more than a union-busting organization with no real experience, resources or commitment to mechanics.

As would be expected, following the mail balloting conducted by the National Mediation Board in Washington D.C., the AMFA, in Michael Huffington style, cried "foul play." They suggested the Mediation Board was unduly influenced by the IAM and had destroyed ballots.

bility of a legal challenge to the Board's action.

That consideration will be the main topic of discussion at a meeting January 10 at the Federation's offices. Present will be activists and representatives from the Service Employees Western Region, Worksafe!, East Bay RSI Support Group, and the UC Berkeley Labor Occupational Health Program.

Cumulative trauma disorders such as carpal tunnel syndrome and tendinitis continue to be the fastest growing workplace illnesses in the

U.S. They are the result of damage to muscles, tendons and other soft tissues caused by repetitive, awkward posture and poor job design.

A standard would require employers to identify jobs which can cause such disorders and improve the design of hazardous jobs. In 1992 there were more than 280,000 new CTD cases accounting for 62 percent of all job-related illnesses. Almost 90,000 of these cases resulted in time off work, and two-thirds of them claimed women workers as their victims.

Union leaders said that AMFA inferred that UA management and the Board were involved in an alleged conspiracy to keep the fraternal organization out.

There is no evidence of any misconduct or conspiracy.

IAM members at United continue to enjoy the advantages of their union contract. Particularly important these days, while other airlines are laying off mechanics, union members at United can point to crucial job security protections in their contract.

The IAM has had contracts with United Airlines since 1949.

### Datebook

Western Workers Labor Heritage Festival: Jan. 13-15, Machinists 1781, Plumbers 467 and Transport Workers 505 halls, Burlingame.

A. Philip Randolph Institute California State Conference: March 9-12, Clarion Hotel, Burlingame

### Publisher's Notice

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## Agency Shop Fight at Family Clinic

Union workers at Planned Parenthood of Alameda and San Francisco are in a prolonged struggle for their first contract. They are calling on unionists and supporters for some help.

Despite the fact that more than 90 percent of the eligible employees voted to join Service Employees Local 790A, managers at Planned Parenthood have refused throughout 14 months of negotiations to agree to an agency shop provision in the proposed contract.

Managers are demanding an open shop. They have even rebuffed a mediator's proposal to allow workers who have not signed mem-

bership cards to pay an amount equal to dues to their favorite charity.

Also at issue are pay scales and scheduling of work hours.

Union members are only asking that all workers pay their fair share for union representation. Considering that the union is required to represent everyone regardless of who pays dues, that request seems more than fair.

But fairness doesn't seem to be what the employers have in mind despite the fact that an agency shop provision would cost them nothing at all.

Union spokespersons say

Planned Parenthood managers seem concerned that workers should have a choice whether or not to pay dues. However, the unionists accurately point out that people who disagree with public funding for Planned Parenthood through government agencies are not given the choice to stop paying taxes. Both instances are examples of democracy based on majority rule.

Planned Parenthood, the union emphasizes, although supporting women's rights to reproductive choice, fails to support the basic rights and democratic decisions of its own workers.

Support for the union workers at

Planned Parenthood can be expressed by telephone or letter. Phone calls urging that the workers should have agency shop rights in their first contract can be made to Planned Parenthood officials Lisa Dewberry, President of the Board, at (415) 553-9647, and Cindy Rambo, Executive Director, at (415) 441-7858.

Letters can be sent to: Executive Director Cindy Rambo, Planned Parenthood Alameda/San Francisco, 815 Eddy Street, Ste. 300, San Francisco, CA 94109.

Additional information on this issue can be obtained by calling Sue Oszewski or Margaret Shelleda at (510) 465-0120.



# Lantos Offers Help in News Fight

U.S. Congressman Tom Lantos has offered to assist in bringing about a conclusion to problems that continue to plague San Francisco's newspaper unions in their struggle with the San Francisco Chronicle, Examiner and Newspaper Agency.

In a letter to all parties in the dispute dated January 5, Lantos urged labor and management representatives to set a date to meet with him as soon as possible.

Almost two months after an eleven-day strike by the 9-member Conference of Newspaper Unions against the newspapers, persistent conflict smolders as the new year begins.

While the unions continue to press their case against the pub-

lishers, production and distribution of papers have yet to return to normal since the back-to-work agreement reached on November 12.

The unions charge that management has embarked upon a path of retribution since the strike ended. Up to 46 strikers had been suspended, with teamsters and pressmen hardest hit, on trumped up charges such as "pending further investigation" for actions occurring during and after the strike.

Charges filed by the Teamsters concerning the amnesty agreement and back-to-work conditions are still pending and being investigated by the NLRB.

The Teamsters are claiming unreasonable and illegal changes in

their working conditions under the back-to-work agreement, and those charges could lead to an unfair labor practice strike.

Sixteen suspensions are still in effect. They are all being processed through the grievance and arbitration procedure. Thirty workers have been returned to their jobs but the issue of back pay is still being addressed.

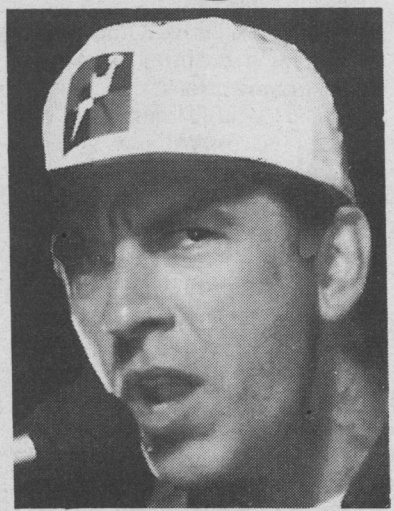
Still suspended from their jobs are seven pressmen, six teamsters, two mailers and one guild member.

A second massive rally by the city's newspaper workers and their supporters was staged six days prior to Christmas at the Fifth and Mission Streets site of the San Francisco Newspaper Agency.

Hundreds gathered to hear speaker after speaker pump up the spirits of the beleaguered workers with repeated calls for solidarity.

"This dispute is important to all of the workers of California," said Jack Henning, secretary-treasurer of the California Labor Federation in addressing the crowd. "If the Chronicle and the Examiner can divide the labor movement here, it will be a precedent of the anti-labor employers all over the state of California to take similar action.

"The only response to division is solidarity. They've broken the agreement of understanding by refusing to rehire the drivers and the pressmen," he said.



Carl Hall of the Newspaper Guild tells workers to hang tough.

## Rose Workers Vote to Join UFW

The United Farm Workers Union scored a significant election victory last month at Bear Creek Production Co., the world's largest grower of roses. Union members are especially jubilant because the company says it wants to get negotiations underway within a few weeks.

The Kern County ranch at Wasco is the largest the UFW has organized since the death of Cesar Chavez in April, 1993. Bear Creek employs about 1,400 farm workers who have been laboring for years for low pay.

Older workers were routinely discriminated against, and most were consistently unable to qualify for company medical and pension plan benefits.

This will be the first time in the huge rose producer's 127-year history that its workers will be represented by a labor union.

"This means liberty. This means respect and dignity. This means everything to us," said Salvador Madrigal, a worker who helped organize the election.

The victory is the UFW's eighth straight racked up since the 343 mile pilgrimage, *peregrinacion* in Spanish, from Delano to Sacramento in April, marking the one-year anniversary of Chavez's death.

Union leaders were pleased that company officials at the Medford, Oregon headquarters elected not to challenge election results and decided to get first contract talks moving quickly.

Bear Creek, said UFW President Arturo Rodriguez, decided not to waste money hiring lawyers to fight the union victory. The rose grower, he said, has now established a "model relationship" with the

UFW.

Many see the Bear Creek victory as heralding in a new era of farm labor relations in California.

In referring to the grower's positive attitude following the tally, Rodriguez said, "This is unheard of. It begins to set up a new, cooperative relationship that we're going to have with employers.

"Some of the growers are beginning to understand that after 32 years the union is not going to go away," he said. "The victory at Bear Creek 'is an omen for the future. You're going to see more and more of this."

The vote ended two weeks of company efforts to discourage the workers through intimidation and unfair treatment of key workers who supported the union. Company officials were persuaded to see the

light, however.

UFW representatives had told the grower the union planned to hold its corporate parents responsible for Bear Creek's actions if it opposed the union organizing campaign. Bear Creek is a subsidiary of Shaklee Corp. which is owned by Yamanouchi Pharmaceutical Co.

Noisy demonstrations outside the nursery at Wasco reinforced the workers' resolve to succeed.

"Now we must put pressure on Shaklee and make certain that no reprisals or acts of further intimidation are acted out against the workers," said Rodriguez.

The turning point for farm worker election victories seems to be the march to Sacramento. UFW membership has been on a continuous upswing since then. And since

Chavez' death in 1993, more than 10,000 members have been added in a string of election victories from the Coachella Valley to Sonoma County.

Since the pilgrimage, eleven new contracts have been successfully renegotiated. At the Oxnard-area Muranaka Farms, workers again nailed down a contract after seven long years since the company refused to re-negotiate.

After a coordinated negotiations campaign between August and November, Muranaka finally sat down to talk specifics with the workers, resulting in a five to ten percent wage increase and a new innovative agreement that gives workers a voice in production decisions through a cooperative labor-management team.

## APRI Calls State Conference

The Fourteenth Annual State-wide Conference of the A. Philip Randolph Institute of California will be held March 10-12 at the Clarion Hotel at San Francisco International Airport.

The conference objective will be to create a broad interest in the workings of the Institute, said Don Hightower, state APRI coordinator and state federation field representative.

It's anticipated that the conference will generate greater numbers of APRI activists throughout the state through which union members can share their understanding of the issues facing labor, particularly in the wake of the November 1994 elections.

Discussions will aim to involve greater numbers of African-American trade unionists in grass roots political action in support of the labor movement.

The opening session will begin at 9:30 a.m. on Friday, March 10, Jack Henning, executive secretary-treasurer of the California Labor Federation announced last week in a letter to all affiliates. Registration will open at 6 p.m. the night before and resumes the next morning at 8 a.m.

The registration fee is \$60, which includes a luncheon and a banquet dinner on Saturday night, and all conference materials. Checks should be made payable to the A. Philip Randolph Institute and

mailed as soon as possible with the pre-registration form to the Federation office at 417 Montgomery St., Ste. 300, San Francisco, CA 94104.

Hotel accommodations have been arranged at a special rate of \$71, single or double occupancy. The cut-off date for room reservations is February 23, 1995. Delegates should make their own reservations with the Clarion directly by phoning (415) 692-6363. The caller should identify himself or herself as part of the A. Philip Randolph Institute.

More information regarding the conference can be obtained by contacting Don Hightower at (415) 986-3585.

## Mexican Workers Sue: Sexual Harassment

In possibly the first sexual harassment suit of its kind, 100 Mexican women workers have filed charges against an American-owned company and its president in Los Angeles Superior Court.

The suit alleges that John Shahid, CEO of American United Global, Inc., based in Downey, California, came to the workers' annual picnic last fall and demanded that the young women put on a bikini show for him to video. They say Shahid threatened them with verbal and physical intimidation.

Immediately following the video ordeal, workers complained to the Mexican labor board which subpoenaed him and the video tape. He failed to show up and sent the officials a blank tape. The board took that as a slap in the face, and advised the workers to go to the district attorney's office to file criminal charges against Shahid.

The next day, he fired all the company's 180 workers by refusing to give them any work.

January 6, 1995

The Downey parent company manufactures O-rings which are shipped to Tijuana each day where workers perform finishing work and quality control on the product. Shahid stopped the shipments to the Tijuana plant, said Mary Tong of the Support Committee for Maquiladora Workers.

Shahid also failed to pay the workers severance pay as required by Mexican labor law. They had been expecting a Christmas bonus as well. The suit seeks to recover the payments.

Veronica Vasquez Baron, one of the workers who says she was forced into participation in the bikini contest, said, "I felt humiliated and violated. Shahid treated us like objects. He thought because he has money he can do anything. I hope Shahid now understands that we are not his property. Hopefully our actions will set a precedent that can keep this from happening to other workers."

Attorney Fred Kumetz, repre-

senting the workers said, "The U.S.-Mexico border will not be used as a shield by American companies to evade their legal obligations to Mexican workers." The Los Angeles Superior Court is being asked to apply Mexican law against the California company in the U.S. courts.

The aggrieved workers have received help from the San Diego-based Support Committee. According to Tong, "We decided to assist the women workers when Shahid refused to respond to Mexican subpoenas. This is a common practice.

"U.S. companies think they can engage in illegal practices in Mexico and then disappear back into the U.S. in an attempt to avoid liabilities."

There had been a kind of company union operating at the plant, called the CTM, mostly run by government officials. Unions in Tijuana are not really unions at all, said Tong.

Years ago when maquiladoras got started, government representatives

would create a loosely knit bogus union among themselves so a union would show on the books, said Tong. They operate to effectively make organizing genuine unions impossible, and are more a threat to workers because of that than are the plant managers.

Contracts with those "unions" are routinely signed even before a single worker is hired, a practice typical of all U.S. maquiladoras operating below the border, according to spokespersons for the Support Committee.

These company unions in Tijuana are usually closely linked with the Mexican right-win political party PAN.

But following the picnic incident and the harassment suit, the workers are now enthusiastic about trying to reopen the plant as a worker-owned cooperative under an independent Mexican union.

If they are successful in setting up a genuine union, said Tong, it "will be the first time an independent union functions in a ma-

quiladora instead of one set up by the government."

Now Shahid is trying to pay workers to sign an agreement that they won't go through with the suit. The women have been instructed to show up at the company-run CTM offices for their payments.

But, Tong expressed fears that the workers have been told the payments will represent their lawsuit awards, so representatives of the Support Committee for Maquiladora Workers and other worker activists plan to be on hand at the CTM offices that day to tell the workers not to accept the payments.

Demonstrations are also being planned by unionists in California who are interested in picketing American United Global, Inc. at the Downey plant.

The company is publicly traded on the NASDAQ stock exchange. Its subsidiaries include Stillman Seal, Aerodynamic Engineering, Inc. and Case Equipment Corp.



# Voter ...

(Continued from Page 1)  
funded or not."

Wilson's Executive Order drew the fire of a coalition of voting rights organizations, led by the American Civil Liberties Union and the League of Women Voters, which filed a suit against the Governor and directors of several state agencies on December 15 in a San Jose federal district court for their failure to implement the federal motor voter law.

"The governor's thwarting of federal law is a cynical attempt to deny the right to vote to poor people and people of color," said San Francisco lawyer Robert Rubin, who filed the suit.

Wilson's August Executive Order

directs state agencies to implement the federal law only to the extent that federal money is available for it.

A few months later Wilson vetoed AB 271 (Areias), a federation-backed bill which would have implemented the federal motor voter law.

Democratic leaders point out that Republicans usually can be counted on to oppose legislation that liberalizes voter registration procedures because such laws generally bring in more people who are likely to vote in opposition to Republican principles and policies.

Democrats say opposition to laws like these have become a consistent feature in the Republican agenda to cancel out liberal votes.

# Smoke ...

(Continued from Page 1)

Services, said "There's an enthusiasm in California for smoke-free work sites." California's law is the strongest of its kind in the country, she said.

According to studies released by the Environmental Protection Agency, second-hand smoke takes 3,000 lives nationwide each year.

"Passive smoke is the third-leading cause of preventable death," said San Francisco Health Department Director Alyonik Hrushow.

The California Restaurant Assn. said it supported the no-smoking legislation largely because it felt that a uniform law would put all restaurants on equal competitive footing.

As of June last year, 72 California cities had laws specifying that workplaces must be 100 percent smoke-free, and 91 cities had ordinances prohibiting puffing in restaurants, according to California Smoke-Free Cities, a non-profit group based in Sacramento.

The ban on workplace smoking is not by any means absolute. There are many exceptions to the law.

Hotel and motel guest rooms and lobbies are okay for smoking providing they are of sufficient size and smoking is restricted to a certain percentage of the available space. Smoking is allowed in hotel and motel meeting and banquet rooms but not during food or beverage service, and not in locations where em-

ployees are stationed or move about continuously, such as corridors.

Tobacco shops are exempt from the law as are theatrical productions and warehouses with more than 100,000 square feet of floor space and fewer than 20 full-time employees.

It's okay to smoke in a health care facility providing smoking is a part of the required ongoing medical research or treatment. Smoking will still be permitted in special patient smoking areas at long-term health care facilities.

Smokers will get a reprieve in smoking-designated employee breakrooms, providing there are smoke-free breakrooms available for non-smokers as well. Breakroom air must be ventilated to the outside of the building, and the employer must comply with Cal-OSHA or federal OSHA ventilation standards, whichever are stronger.

Breakroom area smoking rules are spelled out in greater detail for businesses with five or fewer employees. The tobacco habit is tolerated and lawful as long as breakrooms are not accessible to minors, or if any employee entering the room consents to smoking without being pressured to do so, and as long as prescribed ventilation standards are met.

California's new smoking ban will be enforced statewide, and will be dealt with by local law agencies or health departments.

First-time violators will be fined \$100 and repeaters may be fined up to \$500.

# IWC ...

(Continued from Page 1)

postponed the vote until next Monday. If Rude isn't confirmed by January 15, he can no longer serve on the Commission.

During Rude's tenure on the IWC, California's minimum wage has stagnated for an unprecedented period of time, resulting in a dramatic drop in purchasing power.

With only one exception, Rude has consistently voted to implement 12 hour days without overtime in various wage orders. The IWC's mission is to protect the interests of California's workers, not to frustrate them.

The Federation's opposition to the confirmation was bolstered by the California Nurses Association, and the Service Employees Union. Support for Rude came from several business organizations including the Chamber of Commerce, Hotel and Restaurant associations, the California Manufacturers Assoc., the Farm Bureau, California Association of Hospitals, and the Trucking Association.

The Rules Committee, headed by Bill Lockyer, D-San Leandro, consists of members Nick Petris, D-Oakland; Ruben Ayala, D-Rancho Cucamonga; Robert Beverly, R-Redondo Beach, and John Lewis, R-Orange.

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# Fed's Challenge to Prop. 187 and Boycotts

*Here is the text of the resolution adopted by the Executive Council of the California Labor Federation, AFL-CIO, at its December 8, 1994 meeting which declares the Federation's commitment to defeat the immigrant-bashing Proposition 187 and its spread to other states. The resolution also states its support for immigrant rights and its opposition to the boycott of unionized companies such as Disney and Chevron planned by COORDINADORA '96:*

WHEREAS, Organized Labor in California called for the defeat of Proposition 187 when the delegates in the Twentieth Biennial Convention of the California Labor Federation, AFL-CIO, in July 1994, unanimously resolved to defeat this divisive, racist and counter-productive initiative, for all the reasons set forth in the Resolutions and the Statement of Policy on Immigration adopted at the Convention;

WHEREAS, Organized Labor in California fought the adoption of Proposition 187, in concert with other organizations, such as Taxpayers Against 187, the Los Angeles County Organizing Committee to Defeat Proposition 187, and Californians United Against 187, and through such activities as voter registration, get out the vote, and public demonstrations;

WHEREAS, Proposition 187 was adopted into California law by the voters, at the urging of the California Republican Party and Governor Pete Wilson, who made it a focus of his political campaign for Governor;

WHEREAS, Proposition 187 violates the Constitutional right of immigrant children to education, to immunization, and other services, and the Constitutional and other rights of sick and injured immigrants to medical treatment;

WHEREAS, The enforcement of Proposition 187 will require teachers, health care workers, social workers, and other public employees to serve as immigration police spies, forcing many to refuse as a matter of conscience;

RESOLVED, That the California Labor Federation, AFL-CIO:

1. Continue to work to defeat and block the enforcement of Proposition 187 in California and to urge the AFL-CIO, which also fought this measure, to oppose similar measures in other states or on a federal level;

2. Oppose, in court, the enforcement of Proposition 187 as a violation of the U.S. Constitution, when it is brought before the U.S. Court of Appeals;

3. Continue to work for increased civil rights, citizenship, voter registration, civic participation, and union organization among immigrants so they can better defend themselves against such political attacks;

4. Advise the National Coordinating Committee, known as the COORDINADORA '96, that the Federation does not support its unilateral call for a Boycott of the Disney, Chevron, or other such unionized companies which gave financial support to Governor Wilson in the last election, because since most of their workers are Union members, a successful Boycott may adversely affect these workers.

5. Meet with other community organizations fighting the enforcement and spread of Proposition 187, including COORDINADORA '96, to develop a common approach, to deterring demagogic politicians and their corporate supporters from seeking similar measures in other states or on a federal level, including the possible economic boycott of non-Union companies.

# Labor Party Hearing Set

A public hearing has been called to advance the idea of forming a new Labor Party to further the cause of working people in this country. The announcement by Labor Party Advocates invites all those interested to provide input for an action program that will make the dream become reality.

The meeting, scheduled for Saturday, January 14 at Carpenters Lo-

cal 713 in Hayward, is expected to produce ideas to help develop a working program at the founding convention of Labor Party Advocates in Denver, Colorado later this year.

Keynote speaker will be Executive Secretary-Treasurer Jack Henning of the California Labor Federation. Also on the program will be Harley Shaiken, professor at UC

Berkeley and a former auto worker, who will speak on "Labor and Global Production."

At the Federation's Biennial Convention in July, a resolution calling for the establishment of a Labor Party was amended by the delegates to state "that we sympathize with the intent of the resolution and refer it to the Executive Council for consideration." Study of the resolution is currently underway.

The call for a new Labor Party by its advocates sparked spirited debate among delegates who believe the time has arrived to commit to a political party that advocates for workers. The passage of NAFTA and the failure to enact the Workplace Fairness Act were cited as two issues of major importance to labor that resulted in deep disappointment.

A Democratic President and Congress were not enough in 1994. Now that Republicans have taken control of Congress, the future looks bleaker, say some observers.

Co-sponsors of the hearing are the Alameda County Central Labor Council, San Francisco Labor Council, San Francisco Building Trades Council, Bay Counties District Council of Carpenters and the Napa-Solano Counties Building Trades Council.

The 'open mike' meeting on January 14 will begin at 9 a.m. and go to 2 p.m. The location is Carpenters Hall at 1050 Mattox Road in Hayward. Use Freeway 238, take the Hayward/Castro Valley exit and bear right toward Hayward. At the first traffic light, turn right onto Mattox Rd. For more information, call (415) 534-2699.

A light lunch will be served.

# Pirelli Strikers Need Help

A call for legal financial assistance has been sounded by United Rubber Workers Local 703 to help members in their fifth month of conflict with Pirelli Armstrong Tire Co. at Hanford.

# Western Workers Labor Heritage Festival Begins

Don't forget to mark your calendar for next week's Western Workers Labor Heritage Festival to be held January 13-15 in the union halls shared by Machinists Lodge 1781, Plumbers 467, and Transport Workers 505 at 1511 Rollings Road in Burlingame.

The party begins Friday night with song swaps, storytelling and a labor arts exchange. Workshops on Saturday and Sunday will be led by Swedish trade union leaders, cartoonists Huck and Konopacki, Elise Bryant of Workers Lives, Workers Stories, David Elsila of UAW's Solidarity magazine.

Also on hand will be numerous visual and musical artists, performances by civil rights singer Jimmy Collier, Bruce Barthol of the San Francisco Mime Troupe, and the Talespinners Theater.

Lewis (Sonny) Milton, president of Local 703 appealed to California unions in his letter last month:

"Many members have been terminated and arrested and the legal fees to assist our Brothers and Sis-

ters in civil and NLRB action have become overwhelming....

"A legal fund has been set up to assist us in our continuing battle against Pirelli ...any donations will be greatly appreciated."

The union desperately needs funds to continue its battle against Pirelli Armstrong in the courts to maintain a line of defense against injustices suffered by its members.

Contributions should be sent to: U.R.W. Local 703 Defense fund, 213 West Seventh St., Ste. 1, Hanford, CA 93230.

About 500 members of Local 3 walked off the job at the Hanford plant last summer when Pirelli tried to destroy the master contract by demanding takeaways at both the Hanford and Nashville plants. Some 200 so-called replacement workers were hired at Hanford.

Another 500 rubber workers struck the Nashville plant as well. In mid-December company managers contacted the union in an effort to renew severed negotiations, giving the strikers a ray of hope.

But the union's proposal was again rejected and federal mediators intervened by calling a recess until January 9.

The traditional grand finale to the festival will be a Sunday evening concert emceed by comedian Charlie Chin to benefit workers in need.

The final ceremonies will feature a presentation of the Western Workers Labor Arts Award to the Labor Archives and Research Center at San Francisco State University.

Registration fees are \$35 for the entire festival, including the Sunday benefit concert, or \$20 for either the Saturday or Sunday activities only.

Registration tables will be open at the festival site. For further information, phone David Winters at (408) 426-4940. Inquiries can also be made by calling (415) 572-8848.

The festival is traditionally held on the Martin Luther King, Jr. birthday weekend.