

Gingrich Must Go

By JACK HENNING
Executive Secretary-Treasurer
California Labor Federation, AFL-CIO

And comes it now: the race for the White House and all that it means for nation and world.

With the election less than four months distant, the polls find Bill Clinton leading by 20 points and more.

A matter of comfort inasmuch as the AFL-CIO in March gave Clinton a rousing endorsement at a one-day national convention.

November will also judge Senate and House. The Republican sweep of 1994 resulted in divided government with both houses in daily confrontation with the president.

Indeed, under Speaker Gingrich the House has been a kind of government in waiting.

From the first day of his ascendancy he sought abolition of the reformist capitalism with which Franklin Roosevelt saved a sundered, sinking nation.

Concealment is not the Gingrich style. He paws for power beyond his office.

In bold candor he has reversed the progressive agenda of government.

He would restore the autocracy of wealth that emasculated social democracy in the high-hat days of Harding-Coolidge-Hoover.

Class war with a Republican face.

From the cemeteries of conservatism he has dragged the muddled doctrines of the Robber Barons who controlled much of 19th Century Amer-

ica in the name of corporate plunder.

He would bilk the poor for the needs of the rich. He has waged unceasing war on workers, the unemployed, the disabled, the ill-housed and all who suffer the bare existence that flows from the American way of cooking the economy.

A resisting California could this November terminate the Gingrich reign and all that it embodies. Ours is the largest state delegation.

A commanding majority of our 52 congressional districts must vote Democratic if the House is to find liberation.

Labor must lead the revolution of thought. We have seldom had a more solemn political duty.

Adios.



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Convention to Close an Era

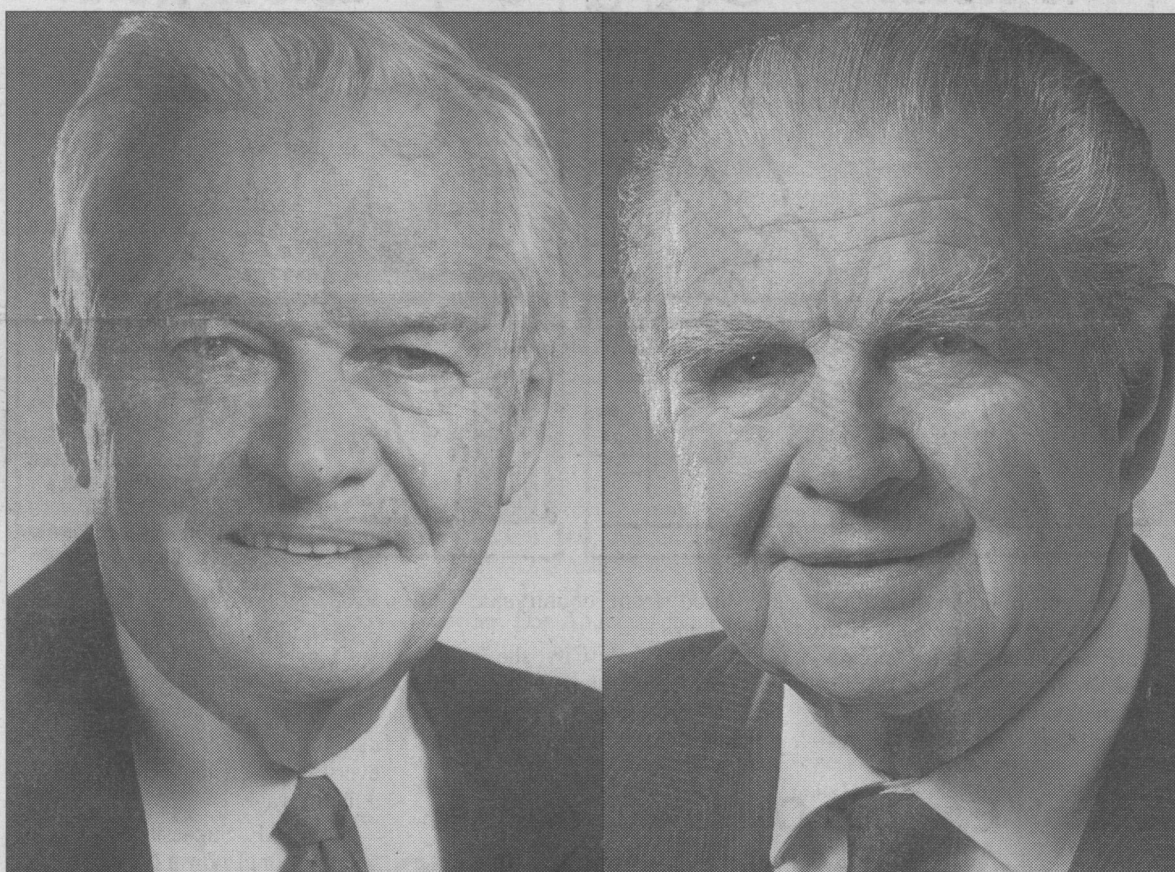
History will be in the making when delegates representing some two million union members assemble on Monday, July 29, at the Los Angeles Hyatt Regency for the 21st biennial convention of the California Labor Federation, AFL-CIO.

Before they depart, the delegates will have elected successors to Jack Henning, executive secretary-treasurer for 26 years, and Albin J. Gruhn, president for 36 years. Both leaders are retiring at the moment of adjournment, which is scheduled for Wednesday evening, July 31, after delegates convene as the state Committee On Political Education (COPE) to decide endorsements of candidates and ballot propositions for the Nov. 5 general election.

Art Pulaski, executive secretary of the San Mateo Labor Council, is to be nominated for Henning's office, and Tom Rankin, federation research director and lobbyist, for Gruhn's when nominations open at 3 p.m. on Tuesday. No other candidates are announced. If no contests develop, Pulaski and Rankin will be elected at that time. Otherwise, elections will start at 2:45 p.m. Wednesday.

A tribute to Henning and Gruhn on Tuesday evening will draw delegates to the nearby Los Angeles Biltmore Hotel. Both will receive Crystal Award statuettes at the annual dinner benefiting We Do the Work, the public broadcasting television series.

The convention is to be called to



Executive Secretary-Treasurer Jack Henning, left, and President Albin J. Gruhn both are retiring from leadership of the California Labor Federation at the conclusion of the 21st biennial convention.

order at 10 a.m. on July 29 by Miguel Contreras, executive secretary-treasurer of the Los Angeles County Federation of Labor. Contreras will turn the gavel over to Gruhn after opening ceremonies, and closely scheduled convention

events will get under way.

L.A. Mayor Richard Riordan is to address the delegates at 10:15. Gruhn will speak at 10:30. Senator Barbara Boxer is due at 10:45.

AFL-CIO President John J. Sweeney will deliver the convention

keynote address at 11 a.m. Executive Vice President Linda Chavez-Thompson of the AFL-CIO speaks at 2:45 p.m. Tuesday.

Chairman William B. Gould IV of the National Labor Relations Board is to deliver a major address at

10:15 a.m. Tuesday Henning is scheduled to follow immediately with his final biennial report.

Fraternal Delegate Peter Sams, secretary of the Labour Council of New South Wales, will speak at 11:30 a.m. Tuesday. The Australian council, based in Sydney, and the California Labor Federation traditionally exchange delegates to each other's conventions.

Nuts and bolts business will get under way Monday when delegates begin deciding issues brought before them by committees.

Speakers will be interspersed among policy debates throughout the convention.

Speaking on Monday afternoon will be President Arturo Rodriguez of the United Farm Workers, Chair Art Torres of the California Democratic Party, State Senate President Pro Tem Bill Lockyer, and Richard Katz, chair of the Assembly Democratic Caucus.

Lieut. Gov. Gray Davis is to speak at 10 a.m. Tuesday. Marilyn Sneiderman, director of the AFL-CIO Department of Field Services, is due at 11 a.m. Lloyd W. Aubry, Jr., director of the state Department of Industrial Relations, will be given the microphone at 2:30 p.m. Tuesday.

Wednesday morning speakers are President Bob Balgenorth of the State Building and Construction Trades Council of California, President Charles McDonald of the AFL-CIO

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Living Wage is Proposition 210

The Liveable Wage Initiative raising California's minimum wage is Proposition 210 on the November general election ballot.

That announcement came this week. Also this week came a report showing that California's working poor are plunging rapidly into deeper poverty.

The income gap is widening more rapidly in this state than in the rest of the nation, according to the study announced Monday by the Public Policy Institute of California, a non-partisan think tank based in San Francisco.

The findings are confirmed by nearly every measure of inequality, according to the study. Family

income, household income and individual earnings all showed the gap to be widening more rapidly in California than in the rest of the country. In 1969, California ranked 21st in inequality of household income. But by 1989, this state ranked behind only Mississippi, Louisiana, Texas, New Mexico and New York.

The report further energized trade unionists, community groups, consumer advocates, religious organizations and other Liveable Wage Coalition activists campaigning for passage of Proposition 210.

It was cited as further proof that the minimum wage increase approved by the U.S. Senate falls far

short of what California's working poor require.

Proposition 210 would raise the California minimum wage \$1.50 in two steps from the current \$4.24 to \$5.75 by March of 1998, restoring 81 percent of the purchasing power lost since 1979.

The Senate measure would restore only 48 percent of the purchasing power lost over the same period of time. It would raise the federal minimum—also \$4.25—90 cents in two steps to \$5.15 by July of 1997.

And the Senate measure still must be reconciled with the much worse House of Representatives version, which has loopholes that

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IWC Spurns Legislators on 8-Hr. Day

Members of the Industrial Welfare Commission brushed aside a strongly worded demand by Democratic legislators to 'cease and desist' preparing to abolish California's landmark eight-hour day.

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BofA Ex-Boss Leads Exec Gold Rush

Remember the outrage that landed Bank of America on the state AFL-CIO boycott list when people learned that Richard M. Rosenberg, president, chairman and CEO, was paid more than \$2.4 million during 1992 at the same time that he was turning the bank's tellers into part-timers without health care or pensions and was cutting their pay to a fraction of the \$17,000 a year they had been averaging?

Now take a look at 1995: Rosenberg, who retired at the end of December, was paid \$11,983,870 in "non-option" compensation last year, including salary, bonuses, long-term incentives and grants of restricted stock, but not counting stock options.

That's up 235 percent from 1994, according to the San Francisco Chronicle's 12th annual survey of corporate executive compensation. And it's \$9.5 million more than took home in 1992, just before the announcement in February of 1993 that BofA was pushing tens of thou-

CEO Raises Average 30 percent

Chief executive officers of America's largest corporations gave themselves a cumulative 30 percent pay hike in 1995, increasing their total of salary and long-term compensation to an average of \$3.75 million.

Meanwhile, the average American factory worker was being paid just one percent more last year last year than in 1994, according to the

annual survey by Business Week magazine.

And, CEO pay at the 20 corporations with the largest announced layoffs went up 25 percent.

In 1980, the average CEO paycheck was \$625,000, which was 42 times as much as the average factory worker. Last year CEOs were averaging 141 times as much as the workers.

sands of its employees down below the poverty line.

Unknown is how many millions more Rosenberg will collect when he exercises his accumulated options to purchase BofA shares at prices far below market value.

It's yet another demonstration of the massive, unprecedented transfer of wealth from the poor to the rich that's taking place today in the United States.

"The piggery goes on," Graef Crystal, publisher of a newsletter on

corporate compensation and outspoken advocate of executive accountability, told the Chronicle. "There seems to be no end to this greed. It's amazing."

Six BofA executives got raises in non-option income exceeding 227 percent last year. The lowest-paid of the six got \$3,447,984. One of them, former BofA vice chairman and chief financial officer Lewis W. Coleman, who also quit at the end of the year, was paid \$11,294,578.

That's a whopping 525 percent raise

over what Coleman was paid in 1994.

The largess is scattered throughout the corporate culture.

The survey focused on corporations headquartered in Northern California. Of the 264 executives surveyed, 84—more than a third—took home in excess of \$1 million last year, not counting stock options. In 1994, only 70 executives of the same group of corporations topped \$1 million.

The median pay for the 264 exec-

utives rose 21 percent from the year before—up to \$702,298.

Although facts on stock options were incomplete, it appears this additional compensation proved to be a bonanza for executives during 1995. The Chronicle said 148 executives who exercised at least part of their options pocketed a median profit of \$930,864 apiece. This was up 69 percent above the median profit executives of the same companies realized on stock options the year before.

Gap CEO Millard S. Drexler, who hasn't refuted reports that his salary exceeds the total paid to all of the third-world workers who sew his company's garments, took an eight percent cut last year down to \$2,021,647.

But don't worry about Drexler. There's little chance that Gap's third-world payroll will exceed his compensation, even with the cut. The Chronicle reported that stock options Drexler received last year would net him \$27.7 million right now. That's according to Standard & Poor Compustat's Black-Scholes valuation, the Chronicle said.

If Gap's stock remains as hot as it has been in the past several years, Drexler's 1995 stock options could be worth hundreds of millions of dollars by the time he decides to exercise them, the Chronicle said.

Nailing Nike

Nike, which pays Michael Jordan \$20 million to draw attention to its shoes, is getting some unwanted publicity.

First, the Rev. Jesse Jackson was refused entry to one of Nike's notorious Indonesian factories where he tried to inspect labor conditions this week.

Next, an Indonesian woman fired for trying to organize a Nike factory comes to San Francisco July 24 and 25 on a nationwide tour demanding an end to exploitation of third-world workers by runway American corporations.

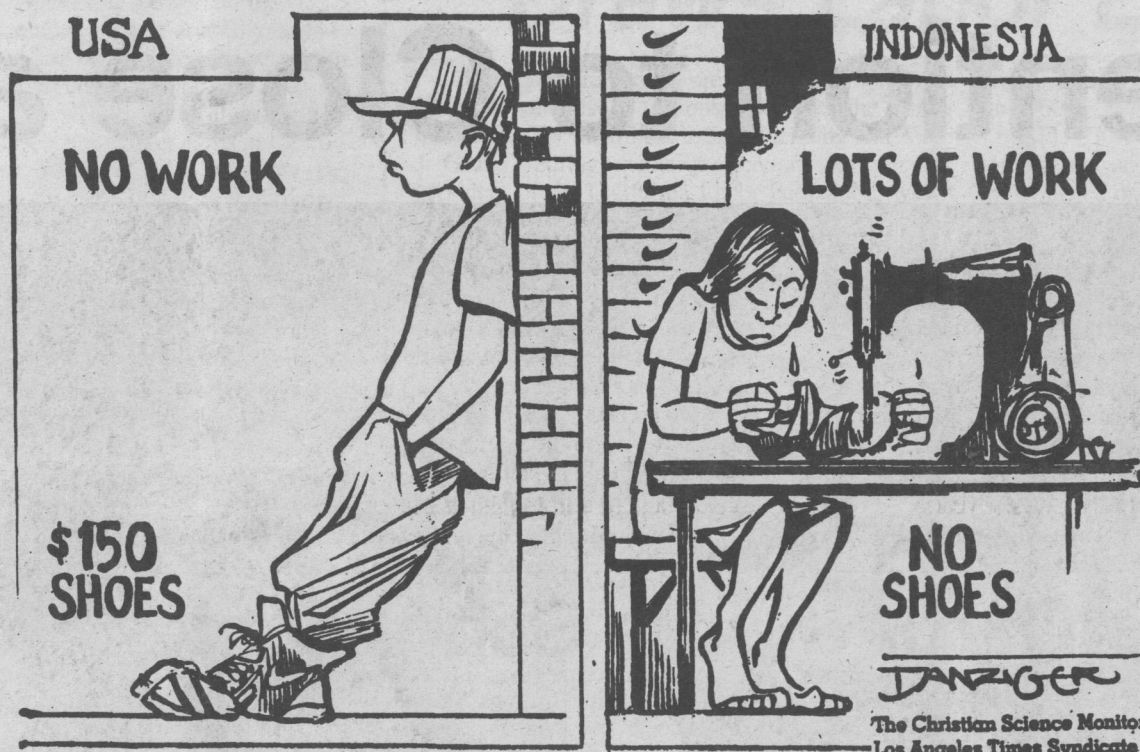
British Broadcasting Company, in a report aired over National Public Radio, said that the day before Jackson had Nike's door slammed in his face, he toured a Reebok shoe factory and then held a news conference to denounce miserable working conditions and sub-poverty pay he found there. So far, the story has not been reported by American news services.

Cicah Sukaesih, the Indonesian worker fired by Nike, is to speak at noon Wednesday in front of Athlete's Foot, a store on San Francisco's Market Street that sells a pair of imported Nikes for more money than the people who make them earn in a month. On Thursday she speaks at 8 p.m. at New College of California.

Her two-week U.S. tour is adding new fuel to the flames of consumer outrage that recently have scorched such exploiters of overseas labor as GAP, Inc., and Kathie Lee Gifford and her Wal-Mart clothing line.

Sukaesih has spoken in Washington, D.C., telling of illegal pay below

THE WORLD ACCORDING TO NIKE



even the pitiful Indonesian minimum, brutally long hours, horrific working conditions, police suppression of worker protests, and the broken homes and heartbreak that result when workers—mostly women—

are lured from countryside into sweatshops.

In New York City she held a news conference along with UNITE, the National Labor Committee, and the Interfaith Center on Corporate

Responsibility.

At Chicago there was an effort to get Michael Jordan to talk about his \$20 million Nike endorsement deal. The money the corporation pays Jordan is said to be enough to raise every impoverished Nike worker to a living wage.

From S.F., Sukaesih goes to Oregon for a final stop at Nike corporate headquarters outside Portland where she'll seek a meeting with CEO Philip Knight who has amassed a fortune estimated at \$5 billion making shoes dirt cheap overseas and selling them at top prices in the U.S. and other developed countries.

It was Knight who told a New York columnist recently that Nike's sub-poverty wages were justified because people were lining up at his factory gates begging for work.

Boycott Empties Oakland Banquet

Officials of the Golden Gate Warriors basketball team had plenty to eat and drink at the dinner party they threw Wednesday night at Scott's in Oakland's Jack London Square to celebrate their new \$140 million arena deal with the City of Oakland and County of Alameda.

Invited guests including elected officials involved in the arena deal started canceling as soon as Executive Secretary-Treasurer Owen Maron of the Alameda County Central

Labor Council reminded them that Scott's is on the state AFL-CIO boycott list. Other invited guests showed up but refused to cross a picket line.

"This demonstrates the effectiveness of labor's boycott weapon," Marron said.

Scott's is the only Oakland restaurant on the boycott list. The owner agreed to honor an existing contract with HERE Local 28 when he took over 11 years ago but soon reneged.

John Watts Dies; Led Bay Carpenters

Services were held July 12 for John L. Watts, former executive secretary of the Bay Counties District Council of Carpenters, who died July 7 at the age of 81.

He graduated in 1932 from Burlingame High School where he was football captain, honor student and student body president, and went on to earn a degree at University of Oregon as well as recognition as a scholar and athlete.

Even though he came away from Oregon with an Army Reserve second lieutenant's commission earned through ROTC, Watts enlisted as a

private in the Marine Corps, which soon sent him to officer candidate school and put lieutenant's bars back on his shoulders. He served in the South Pacific from 1942 to 1946, returning as a major with many decorations.

Watts joined Carpenters Local 162 in San Mateo shortly after his discharge from the Marines and worked as a carpenter, foreman and superintendent until he was recalled to active duty in 1953. He spent the next several years training Marines in tank warfare.

In 1958 he became the first city manager of Belmont, a post he held

for six years.

Returning to the union in 1964, he became Carpenters apprentice coordinator in the San Francisco and San Mateo areas.

Watts was chosen assistant to the executive secretary of the Bay Cities District Council of Carpenters in 1967. In 1970 he was elected executive secretary himself, serving in that office until 1982. He was chairman of the 46 Northern California Counties Conference Board, apprenticeship commissioner and chairman of the California State Apprenticeship Council, and, from 1975 until 1982, a member of the Corporate Board of

the Carpenters Trust Fund.

In 1980 he was elected president and chairman of the Board of the International Foundation of Employee Benefit Plans, the first member of the Carpenters Union to hold that position.

He is survived by his wife, Marge, with whom he traveled and enjoyed gardening in retirement.

Funeral services were held at the Church of Jesus Christ of Latter Day Saints in Pacifica. The family has suggested memorial contributions to Mid Peninsula Hospice Foundation, 65 El Camino Real, Menlo Park, CA 94025.

Moore Leads California APRI

Douglas Moore was reelected president of the California State Chapter of the A. Philip Randolph Institute during the organization's 15th annual conference.

Also elected by delegates during sessions at Inn at the Park, Anaheim, were Marshall Walker, III, first vice president; Eric Harvey, second vice president; Claire Caldwell, treasurer; Barbara Banford, recording secretary, and Geraldine Willey, corresponding secretary. Named as trustees were Dorothy Fortier, James Liggins and Lawanna Preston.

Speakers included Jack Henning, executive secretary-treasurer of the California Labor Federation; Norman Hill, national president of APRI, and Kent Wong, president of APALA.

The conference was opened by Don Hightower, California Labor Federation field representative and state APRI coordinator.

Datebook

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July 19, 1996

Adopt-a-Family Program Crucial Detroit Anniversary

The 2,000 newspaper workers on strike in Detroit for a solid year are defending the rights of union members everywhere in the country, Executive Secretary-Treasurer Jack Henning of the California Labor Federation said this week.

"We must support them through the AFL-CIO Adopt-a-Family Program," the California leader declared. "The two biggest newspaper publishers in the United States have picked this fight because they believe that if unions can be broken in Detroit, they can be broken anywhere in the United States. They must not succeed. Our support will enable the strikers to win."

It was on July 13, 1995, that four unions struck the Free Press and the News, owned by the Gannett and Knight-Ridder corporations, and their Detroit Newspaper Agency, publishing both papers off the same presses under a federally approved joint operating agreement.

The unions—Teamsters, Communications Workers, Newspaper Guild and Graphic Communications—had agreed in 1992 to accept

a three-year wage freeze and give up more than 1,000 jobs because the News and Free Press argued that they were operating in the red. By 1994 the joint operating agreement was returning a profit of \$56 million, more than \$1 million a week.

In 1995, with profits projected at about \$100 million, the Detroit papers came to the bargaining table with demands for health care roll-backs, contracting-out of many jobs, and reduction of other jobs to part-time, no-benefit status.

The publishers' purpose quickly became apparent: busting their employees' unions without regard to the cost in cash or damage to the two newspapers, and without concern for families or community.

Gannett and Knight-Ridder continue to refuse to return to the bargaining table despite pleas from religious and political leaders and community activists.

Plane-loads of scabs were flown in, many recruited from non-union Gannett and Knight-Ridder newspapers or drafted out of management in their organized shops. An army of

goon-security guards was laid on.

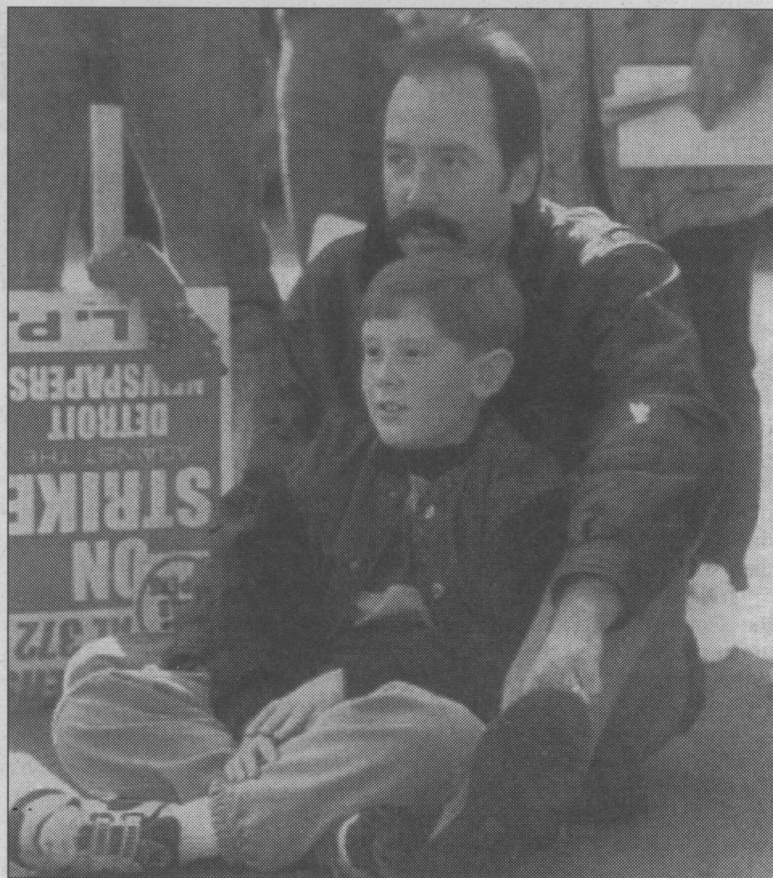
Scabs and goons got the two papers back on the streets after a fashion, but about 60 percent of the subscribers have canceled, and more than 1,100 regular advertisers have pulled out.

Even though they have refused to allow any independent audits, the two corporations are known to have spent in excess of \$150 million on their union-busting venture.

They can afford it. Gannett claims to be the biggest publisher in the country because it owns more newspapers than anybody else. Knight-Ridder makes the same claim on the grounds that while it owns fewer papers than Gannett, its daily circulation is greater because it owns more big newspapers.

Apparently Gannett and Knight-Ridder feel they'll come out ahead by intimidating thousands of workers on their other publications who might otherwise protest against low pay and inferior benefits.

The Detroit Adopt-a-Family program was launched by AFL-CIO President John J. Sweeney, Secre-



Detroit newspaper strike is a family affair for Jim St. Louis, a mailer, whose son joins him on the picket line.

tary-Treasurer Richard L. Trumka, and Executive Vice President Linda Chavez-Thompson.

Councils, national and interna-

tional unions, locals, federations and individuals are being asked to pledge regular contributions until the strike ends and strikers' regular family incomes are restored.

Information on the program can be obtained from the AFL-CIO Department of Community Services, (202) 637-5190.

Details also can be obtained from the Metropolitan Council of Newspaper Unions, 150 Michigan Ave., Detroit, MI, 48226. The council can be reached by phone at (313) 965-1478 and by FAX at (313) 965-1477.

ILWU To Vote On Contract

Agreement on renewal of the West Coast Longshore Contract was announced Wednesday in a joint statement by President Brian McWilliams of the International Longshoremen's and Warehousemen's Union and William E. Coday, chairman of the Pacific Maritime Association.

The ILWU scheduled its ratification caucus for Monday, July 22, and voting by members in August. PMA member companies will vote on a date to be announced.

The three-year contract, retroactive to July 1 of last year, covers ports in California, Oregon and Washington. It raises basic longshore and clerk pay \$2 in the first year to \$24.68, with \$1 more due in the second year. There are raises also in skill rate differentials, the largest being a boost from 6.75 percent to 20 percent for longshoremen operating cranes and container loaders.

ILWU achieved jurisdiction over drayage of cargo containers between dock yards and near-dock rail yards, and their is provision for future agreement on drayage of containers between yards in a port area over public roads.

Comp Benefits Rise

The third round of increases in workers' compensation benefits went into effect this month thanks to the 1993 reforms negotiated by the California Labor Federation.

The maximum temporary benefit has risen from \$448 to \$490 a week for on-the-job injuries incurred on or after July 1 of this year. That's \$154 a week more than the maximum an injured California could collect as pay replacement before the reforms.

"It is clear today that we made the right decision when we proposed in 1993 to spread benefit increases over three years," said Jack Henning, executive secretary-treasurer of the California Labor Federation.

The maximum temporary disability benefit went from \$336 to \$406 on July 1, 1994, and to \$448 on July 1 of last year.

Permanent disability benefits also increased significantly July 1.

These too advanced in three steps, with higher raises going to workers with the higher percentages of disability.

For those with permanent disabilities ranging from 15 to 24.75 percent, the maximum weekly benefit went to \$160 for those injured on or after July 1. This is up from \$154 as of July 1 last year, \$148 in 1994, and \$140 prior to passage of the reforms.

The maximum weekly benefit for disabilities between 25 and 69.75 percent rose to \$170 this year up from \$158 a year ago. For disabilities ranging from 70 to 99.75 percent, the weekly maximum increased to \$230 this year, up from \$198.

For those with disabilities of less than 14.75 percent, the maximum weekly benefit will remain at \$140.

The maximum life pension benefit goes to \$154 a week from \$124.

Union MasterCard Awards Scholarships

Sixteen California union members and children of members have received study grants worth \$21,000 in the annual Union MasterCard Scholarship Awards.

They are among 108 recipients who shared a total of \$152,000 in scholarships funded by Union MasterCard, one of the benefits provided by the AFL-CIO's Union Privilege program. The awards are for study at universities, colleges, community colleges and trade schools.

The top California winner with \$3,000 is Katherine Schroth of San Jose, daughter of Margaret Orchard Schroth of SEIU Local 616.

A \$2,000 award went to Hanchun Liang, San Diego, son of Tze H. Liang of CWA Local 9509.

Four Californians received \$1,500 apiece. They are Stella Cheng of San Francisco, a member of Bricklayers Local 3; LaConte Dill, Los Angeles, daughter of Debra Sterling of SEIU Local 660; Gregory Francis, Pleasanton, son of Danny Francis of CWA Local 9423; and

Salvador Garcia, South Gate, a member of SEIU Local 434.

There are six winners of \$1,000 awards: Jelene Britten, San Juan Capistrano, daughter of Donald Britten, Ironworkers Local 433; Sara Chandler, Bakersfield, daughter of Sara Thomas-Chandler, SEIU Local 700; Ann-Louise Hermele, Simi Valley, daughter of Howard Hermele, Mail Handlers Local 103, and Sally Hermele, SEIU Local 535; Giao Le,

Glendale, daughter of Anna Nguyen, SEIU Local 660; Adriara Molina, Altadena, Daughter of Juan Molina, Laborers Local 300, and Shoba Narayan, Los Angeles, daughter of Annapurni Narayan, SEIU Local 723.

Awards of \$750 apiece went to Kitty Cheung, San Francisco, daughter of Yuet Ming Rita Ko, SEIU Local 250, and Felicia Dolores, San Jose, daughter of

Union Privilege Changes Banks

The Union MasterCard will be switched from Bank of New York (Delaware) to Household International, AFL-CIO Union Privilege has announced.

For now, cardholders should continue to use their current Union MasterCard. They will receive letters by September detailing the changes. However, Household International will assume responsibility for billing and customer service on Aug. 16.

Union Privilege selected House-

hold because of its experience in lending to workers, its customer service capabilities, and a more flexible approval process that is expected to enable more members to obtain the Union MasterCard, according to spokesperson Deborah D. Davis.

Household will pay royalties to the AFL-CIO. It also has agreed to a union sensitivity statement that supports the rights of workers to organize.

Flight Attendants Fight Foreign Bases

United Airlines' insistence upon basing flight attendants in foreign cities is casting an ominous shadow over contract negotiations, spokespersons for the Association of Flight Attendants said this week.

The issue is called foreign domiciles. What it means is that cabin crews on flights between the U.S. and foreign domicile cities are made up entirely of attendants who reside in the foreign cities.

Since U.S. citizens face work visa and residence restrictions, and

because few are able or willing to be uprooted, the foreign domicile policy effectively shuts them out of the most desirable and best-paying flights—those that used to be staffed by flight attendants with high seniority, according to Paula Kitses, chairperson of the Legislative Affairs/Political Action Committee for AFA Council 11 at San Francisco.

When contract proposals were exchanged July 10 in Chicago, the AFA called upon United to halt for-

eign domiciling. United's proposal was silent on that issue, but the company's actions spoke louder than words:

Simultaneously with the exchange of proposals, United announced it soon would establish two more foreign domiciles at Frankfurt and Tokyo. These would bring the total to seven. Already established are domiciles at London, Paris, Hong Kong, Taipei and Santiago.

"United Airlines has been waging

a mean-spirited campaign of exporting U.S. flight attendant jobs overseas," Kitses said. "The most desirable and best-paying jobs are going to foreign nationals who do not contribute to the U.S. tax base."

Foreign domiciles or overseas maintenance of aircraft are not issues for pilots and machinists. Those unions participate in United's Employee Stock Ownership Plan.

Aside from the foreign domicile question, United's contract proposals are replete with demands for roll-

backs and takeaways ranging from pay to work rules, according to Dawn Bader, vice president of AFA Council 11.

Both company and union proposals will be laid out for AFA members during "road shows" conducted by the union's bargaining committee, which includes one California flight attendant, Kathy Hutchins of Council 11 in S.F.

Sessions will be held during August at San Francisco and Los Angeles, Bader said.

IWC Spurns Legislators on 8-Hr. Day

Democratic legislators called upon the Industrial Welfare Commission today to "cease and desist" preparing to abolish California's historic eight-hour day.

Commissioners responded with comments about a need to provide employers with "flexibility" and assertions that workers wish to be free to work beyond eight hours a day without overtime pay.

They plunged ahead, appointing wage boards to make recommendations on the overtime regulations that Gov. Pete Wilson has asked them to repeal.

Tom Rankin, research director of the California Labor Federation, urged them to heed the legislators. Rankin pointed out that IWC is charged by the Legislature with correcting situations that are prejudicial to working Californians.

"The eight-hour day is not prejudicial to workers," Rankin insisted. "You are supposed to act in the inter-

est of workers, but you are acting on behalf of employers. Eliminating the eight-hour day will mean a massive transfer of wealth from workers to employers."

Chairperson Robyn Black responded that it would be prejudicial to workers if employers shifted their businesses to states where employees can be worked 12 or more hours a day without overtime pay as long as they don't exceed 40 hours a week. She also asserted that she was persuaded by testimony during hearings that most workers want "flexibility."

The IWC is down to three members—all Wilson appointees—from its full strength of five. All three voted to go ahead in compliance with Wilson's request.

Present were Black, who occupies one of the two management representative seats; John McCarthy, the supposedly neutral public member, and Sayed T. Alam, a Depart-

ment of Corrections engineer named in May to one of the two labor seats.

Empty was the labor seat from which Bob Hanna, former president of the California State Council of Carpenters, resigned last month when the commission first approved and then reversed itself and rejected his motion to delay action for further study.

Also empty was the employer seat from which Douglas Cornford was ejected Wednesday when the one-year anniversary of his appointment by Wilson passed without Senate confirmation. Cornford was criticized during confirmation hearings for his opposition to adjusting the minimum wage.

There was no action on minimum wage at this morning's IWC session even though the wage board impaneled to make recommendations has delivered its report.

The Democratic legislators' letter arrived this morning with 30 signa-

tures including those of Senate President Pro Tem Bill Lockyer, Assembly Caucus Chair Richard Katz, Senate Industrial Relations Committee Chair Hilda Solis and Wally Knox, who chaired the Assembly Committee on Labor and Employment until the Republicans took control.

It was submitted by Dion Aroner, administrative assistant to Assembly Member Tom Bates.

"We believe the Legislature has been decisive in its actions clearly indicating its intent to preserve the eight-hour day as the standard for determining overtime premium pay in the state of California," the legislators stated.

They pointed to legislative rejection of Gov. Wilson's proposal to budget \$274,000 and four personnel years for rule-making to administratively "reform" 14 wage orders requiring overtime after eight hours in a day.

Also cited was rejection of a Republican-sponsored bill that would have overridden the existing IWC wage orders that require daily overtime after eight hours. It was after this bill was blocked that the governor asked his IWC appointees to start removing eight-hour-day requirements from the wage orders.

"In the light of this decisive action, using limited IWC General Fund resources to repeal the eight-hour day is misguided," the letter continued.

"Your \$427,000 annual budget can scarcely afford the approximately \$130,000 it will take to move ahead with this ill-advised plan. The Legislature is the proper forum for determining any significant changes in policy with regard to the eight-hour day. Once again, we urge you to immediately abandon this action."

Prop 210... (Continued from Page 1)

would exclude as many as 870,000 Californians.

"The Senate raise is a down payment," said Jack Henning, executive Secretary-treasurer of the California Labor Federation and president of the Liveable Wage Coalition. "This November California voters can complete the process by passing the Living Wage Initiative."

The federal proposal would mean only \$10,300 a year for a full-time minimum wage worker with two dependents—for instance a single parent with two children. On \$10,300 a year, such a family would left \$2,680 below the poverty line.

"The cost of living in California is much higher than in states like Alabama and Mississippi," said Richard Holober, Liveable Wage Coalition campaign manager. "The Living Wage Initiative will ensure that California working families get out of poverty. Action in Congress is proof of the strength of this issue. We are confident that we'll win in November."

A great irony of the current minimum wage is that many workers employed full-time still earn so little that they qualify for food stamps and welfare payments.

"This means that taxpayers are subsidizing low-wage employers who don't pay their workers enough money to keep themselves and their children fed, clothed and housed," Holober pointed out. "Taxpayers are keeping workers available to such employers. The current minimum

wage punishes hard work. Increasing it will reward work."

Purchasing power of the \$4.25 minimum wage is at a 40-year low. Its value has dropped 26 percent in the past eight years alone.

The \$8,840 that a full-time minimum wage worker earns at the current \$4.25 is \$4,000 below the poverty level for a family of three.

An increase would benefit the entire community as well as the workers and families directly involved, coalition leaders pointed out this week.

Because minimum wage workers spend their entire paychecks on food, clothing and other necessities, Proposition 210 would pump new money directly into the economy. The chief economist of the state Franchise Tax Board estimates that \$8 billion a year would be put into the pockets of wage earners, increasing sales and profits for private businesses, boosting taxes for public agencies and creating new jobs.

Henning-Gruhn Dinner Draws Labor Leaders

More than three dozen presidents of national and international AFL-CIO unions have joined the Dinner Committee for the tribute to Jack Henning and Albin J. Gruhn, retiring executive secretary-treasurer and president of the California Labor Federation, which will be held Sept. 6 at the San Francisco Hilton Hotel.

The dinner, sponsored by the federation's Executive Council, is shaping up as the biggest California labor event in memory. Proceeds will benefit the campaign for passage of Proposition 210, the minimum wage increase on the November general election ballot.

The tribute will open with a reception at 6:30 p.m. Dinner at 7:30 will be followed by a program highlighting the honorees' years of service to California wage earners.

Henning has been executive secretary-treasurer of the state AFL-CIO federation since 1970. He's been with the federation since 1949 with leaves of absence for state and federal service.

Gruhn, a union activist since 1934, was elected

vice president of the federation in 1940 and president in 1960.

AFL-CIO President John J. Sweeney heads the list of national and international union presidents who have signed onto the dinner committee.

U.S. Senators Barbara Boxer and Diane Feinstein are on the list of state and national elected officials who have added their names. Others include Lieut. Gov. Gray Davis, Superintendent of Public Instruction Delaine Eastin, State Controller Kathleen Connell, State Sen. President Pro Tem Bill Lockyer, Sen. Hilda Solis and Assembly Democratic Leader Richard Katz.

S.F. Mayor Willie L. Brown, Jr., former speaker of the Assembly, is on the committee list along with Art Torres, chair of the California Democratic Party.

Dinner tickets can be reserved by phoning Rick Wathen at (916) 848-7747 or Lou Segal at (310) 276-5876. Siegel is taking reservations for message spaces in the commemorative journal that will be distributed at the dinner.

Two Study Years For Labor Party

The newly established Labor Party will concentrate for two years on recruitment and organizing before deciding in 1998 when and how to start running candidates for elective office.

That decision came after two days of heated debate during the party's founding convention last month in Cleveland. Taking part were some 1,300 delegates representing unions, locals, councils and chapters of Labor Party Advocates, the party's predecessor organization.

Luisa Gratz, president of Los Angeles Local 26 of the International Longshoremen's and Warehousemen's Union, put one side of the argument into the form of a motion allowing the party to field candidates in the Nov. 5 general election.

"A labor party has to be an identifiable organization with candidates who commit themselves body and soul to our organization," Gratz argued.

One spokesperson for the opposite—and prevailing—view was Carl Rosen, president of UE District Council 11 in Chicago, who argued that the Labor Party has yet to establish anywhere.

"We have to organize first then run candidates," Rosen said. "If we run candidates now, we'll get slaughtered and we'll never recover."

The eventual compromise called for recruitment of members based year-round political activity focusing on the party's program, requiring candidates and office-holders to

respond to the program, and running candidates only after "recruiting and mobilizing workers with sufficient collective resources to take on an electoral system dominated by corporations and the wealthy."

The party's 16-point program aims at reframing the national debate on economic issues. It calls for guaranteed jobs for all workers at a living wage, universal health care, free education, and an end to corporate domination of the political process.

It supports affirmative action, supports full rights for all, and opposed discrimination based upon race, gender, sexual orientation, language, citizenship, immigration status, and other circumstances.

Obvious throughout was dissatisfaction with what was described as a

tacit assumption by Democrats that labor has no place else to go.

Tony Mazzochi, former head of the Oil, Chemical and Atomic Workers and founder of Labor Party Advocates, put it this way: "This is the only movement where they'll give you money, you can kick them in the ass, and they'll come back and give you more money. They were never afraid of us."

Delegates came from United Mine Workers, Brotherhood of Maintenance of Way Employees, American Federation of Government Employees, ILWU, OCAW, locals of many additional unions, a number of central labor councils, the California State Council of Carpenters, and the unaffiliated UE and California Nurses Association.

Embattled EOC Workers Win Support

The Economic Opportunity Council of San Francisco is under fire for using a labor law technicality as an excuse for refusing to recognize and negotiate with a union representing workers who provide a variety of services to the poor.

A resolution urging EOC to cease union bashing has been passed unanimously by the S.F. Board of Supervisors, which since 1964 has designated the council the local community action agency and charged it with addressing problems of poverty.

Rep. Tom Lantos has denounced

as unconscionable EOC's refusal to negotiate in good faith. Sen. Barbara Boxer has urged the council to negotiate in good faith.

And Mayor Willie L. Brown, Jr., has warned that the anti-union stance is jeopardizing years of good work.

Local 2345 of California Professional Employees, an affiliate of the International Brotherhood of Painters and Allied Trades, has negotiated three consecutive contracts with EOC covering workers who weatherize poor people's homes and provide day care services for working poor.

But the agency's management balked when workers in additional bargaining units organized and the union sought to negotiate for them.

When CalPro Local 2345 filed an unfair labor practices charge with the National Labor Relations Board, EOC management retaliated by cutting off negotiations for renewal of its existing contracts.

EOC contends that it doesn't have to talk to any union. It argues that it is exempt from the National Labor Relations Act and NLRB action because it is a quasi-public

organization.

And, the agency is claiming that presence of elected officials on its board of directors means it cannot be brought to the bargaining table under California's Public Employment Relations Act.

The NLRB argument is under appeal; the PERB argument is on hold.

Meanwhile, the union is appealing to public officials who sit on the EOC board, none of whom seem the least bit pleased about being embroiled in EOC's gambit.

Mayor Brown is one of them. So are District Attorney Terence Hallinan, Public Defender Jeff Brown, Municipal Judge John Deerman, Sheriff Michael Hennessey, and S.F. City College Director Lawrence Wong, among others.

"It is scandalous for this non-profit, public service agency to engage in hard-line, union-busting actions," said Christopher Graeber of CalPro. "We expect the public officials who have been dragged into this dispute to straighten out EOC's managers."