



# California AFL-CIO News

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## Member To Member

Thousands of union volunteers ringing union members' doorbells. Thousands more working phone banks and stuffing envelopes for mailing in union halls across California.

Members talking to members about what really counts in this general election. About how candidates stand on issues crucial to workers' jobs, the security and well-being of their families, the future of their communities. Showing them how one family's votes really can make a difference.

Labor's COPE campaign is the biggest coordinated effort in the state, and it is picking up momentum as the days count down to Nov. 5.

By Friday, Nov. 1, 250,000 California union members will have been contacted by fellow union members in person or by phone. In the final four days of the campaign volunteers will focus on persuading every one of them who has not cast a mail ballot to go to the polls on Tuesday, Nov. 5.

Precinct walkers return to union

halls with names of new volunteers eager to join the 5,000 already ringing doorbells.

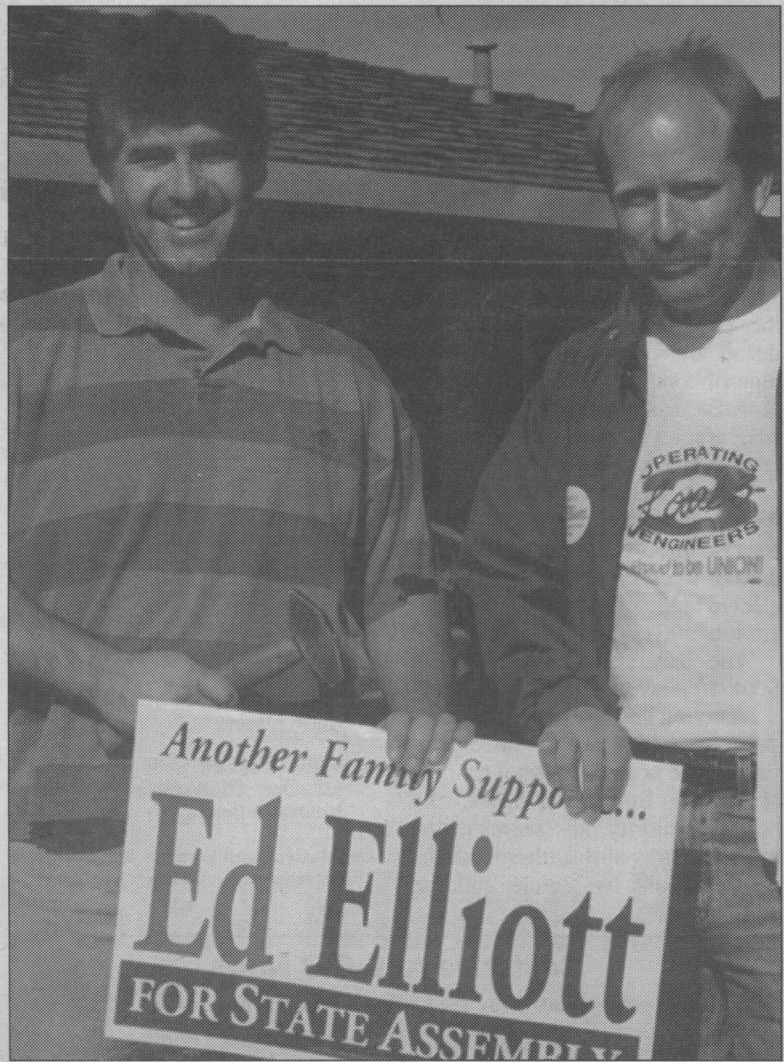
More than 1.5 million pieces of mail have gone out to members' homes since the statewide campaign began.

The number of volunteers has increased week by week. The last weekend before the election will be the biggest ever.

Saturday morning at IBEW Local 684 in Modesto. With 18 days until the election, there is a note of urgency as volunteers crowd into the hall for hot coffee, precinct lists and voter packets. It is a scene that is being enacted in scores of California union halls this bright autumn day.

Jim Biever, head of the Stanislaus and Tuolumne Counties Central Labor Council greets them. So do Ed Elliott, running in the 25th Assembly District, where precinct walkers will work today, and Dennis Cardoza, candidate in the

**COPE endorsements**  
—Page 4



Don Cogar, left, Teamsters Local 386, hammers an Ed Elliott sign into his lawn after hearing about incumbent George House's Assembly voting record from Tom Aja of Operating Engineers Local 3.



Kay Anderson of Machinists Local 1028 in Modesto talks with Art Pulaski about her Assembly member's voting record.

neighboring 26th Assembly District.

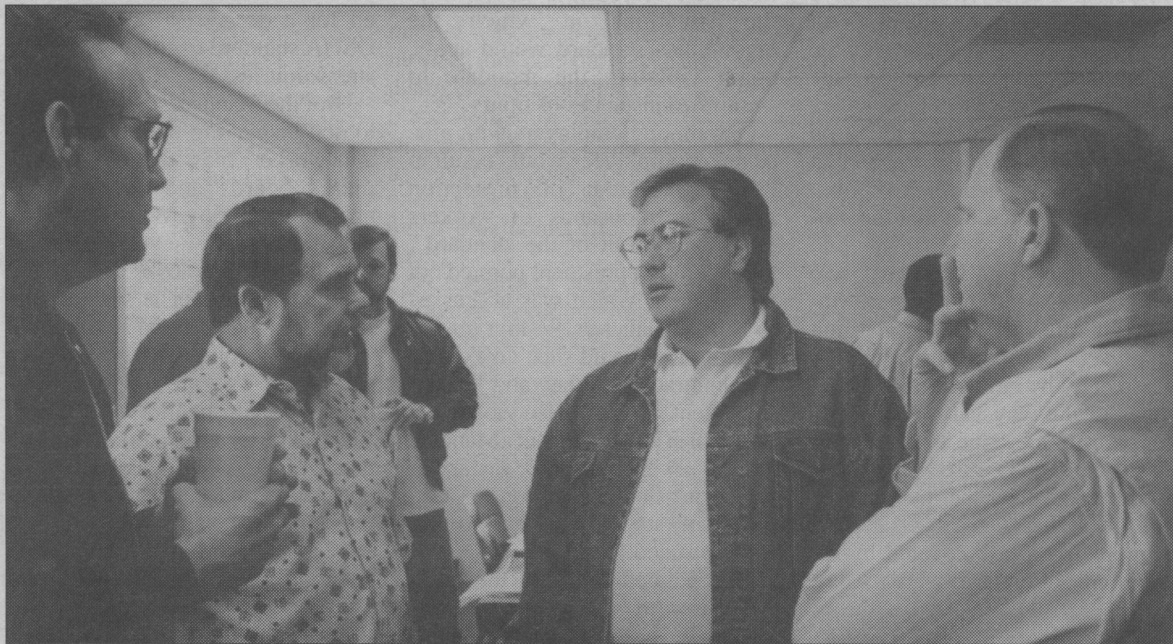
Three guest precinct walkers are introduced: Executive Secretary Treasurer Art Pulaski and President Tom Rankin of the California Labor Federation—architects of the statewide campaign—and President Bob Balgenorth of the State Building and Construction trades council. All three have been ringing doorbells in various parts of the state for weeks. Tomorrow Pulaski

will be walking precincts in Watsonville. The following weekend he'll be in Santa Maria, and Rankin will be in Monterey.

Pulaski reminds the precinct walkers of what's different about this COPE drive.

"Make it clear to the members you meet that you are not there to tell them how they should vote," the state AFL-CIO leader says.

*Continued on Page 4*



Tom Rankin, left, and Bob Balgenorth confer with Assembly candidates Dennis Cardoza and Ed Elliott at IBEW Local 684 in Modesto before setting out with other COPE volunteers to talk with union members about labor issues in the Nov. 5 general election.

## 210 Campaigners Blast Greed

Anger at Pepsico and other multi-billion-dollar corporations that are bankrolling the fight against Proposition 210 has boiled over into protest demonstrations in cities throughout California.

It started after political campaign contribution reports for July through September revealed that Pepsico and R.J. Reynolds were the top contributors to one of the organizations funding the fight against the minimum wage initiative on the Nov. 5 ballot in California.

Liveable Wage Coalition, the labor-backed sponsor of 210, promptly took out full-page ads in

**Proposition 204: Clean water builds a coalition**

**Proposition 211; Labor and seniors campaign**

**Proposition 212: Meaningful political reform**

—Page 3

the West Coast edition of the New York Times announcing that it was bestowing "Maximum Greed" awards on the CEOs of those two corporations "for bankrolling the campaign for poverty pay in California." Additional CEOs whose corporations contributed to the

fight against a liveable minimum wage were identified as "maximum greed runners up"

The awards were announced on National Boss' Day. This was viewed as especially appropriate since a minimum wage employee at one of Pepsico's fast food out-

lets would have to work 1,326 years to equal what PepsiCo CEO Roger Enrico was paid last year. Prop 210 would make it possible for the same worker to equal Enrico's annual income in 1,088 years.

Low-wage workers held Boss' Day protests at Los Angeles, Sacramento, San Francisco, Fresno, Riverside and San Diego. Targets were Pepsico-owned Chevy's, Taco Bell, Kentucky Fried Chicken and Pizza Hut restaurants, all of which use minimum-wage workers.

"Phillip Morris, the \$64 billion

*Continued on Page 3*



# IWC Chairperson Tips Her Hand

What's noteworthy about the public debate on the eight-hour day held last week in Sacramento is that the person who argued in favor of abolishing this venerable worker protection is none other than Robyn Black, chair of the state Industrial Welfare Commission.

The commission is supposed to safeguard California workers. Right now it is supposed to be waiting for recommendations from labor-management wage boards before deciding whether the eight-hour day standard ought to be stripped out of state regulations 80 years after grandfathers of present-day workers fought and in many cases died for it.

Black debated Barry Broad, Teamsters legislative advocate, before the Sacramento Chapter of the Industrial Research Association. The head of an important rule-making state commission declared publicly that her mind was made up before the case was complete about an issue upon which the

entire commission must vote.

The spectacle confirmed what most observers have long since concluded: that Black and other commissioners are ready to kill the requirement for overtime pay after eight hours a day in accordance with wishes of Gov. Pete Wilson, who appointed them.

Wilson failed to kill the eight-hour day in the Legislature. Assembly right-wing extremists were ready, but they were stopped by the one-vote majority that labor's friends hold in the Senate. Wilson then turned to the IWC, composed entirely of his own appointees.

The commission, established in 1913 under Liberal Republican Gov. Hiram Johnson, derives its powers from the Legislature. But as long as enemies of labor control the Assembly, or as long as Wilson holds veto power, legislative efforts to overrule the IWC are doomed.

The fourth of five wage boards met Wednesday to consider IWC proposals

for stripping eight-hour day protections out of regulations covering the mercantile industry.

Tom Rankin, president of the California Labor Federation put forth compromise proposals that were rejected by management, and the board adjourned without a recommendation.

The same thing happened earlier with boards considering manufacturing, housekeeping including hotels and hospitals, and jobs lumped under professional, technical, mechanical and similar occupations.

The transportation industry wage board is expected to do the same thing on Nov. 7. Then the IWC will be free to push ahead with abolishing the historic regulation that made eight hours the standard work day in California.

Serving with Rankin on the mercantile wage board this week were Joe Barragan, UFCW Local 1428, Claremont; Rod Diamond, UFCW Local 770, Los Angeles, and John Farrell of

the UFCW Southern California Region.

Management representatives insisted as usual that workers wish to be freed from what they described as restrictions imposed by the requirement that work after eight hours be paid at the overtime rate.

Rankin proposed that up to two hours of overtime work a week without overtime pay be allowed to achieve flexibility. This was rejected. After one of the management representatives related a story about an employer being forced by overtime regulations to prevent an employee from volunteering to teach school four hours a week, Rankin moved to allow four hours overtime work a week at straight-time pay at the worker's request to make up time off. This also was rejected.

The state federation president said the management side wanted flex time for employers but not for employees.

## Fed: Standards Board Ignores Law

Stripped-down, toothless ergonomics job safety regulations proposed by Gov. Pete Wilson's appointees on the Cal-OSHA Standards Board ignore both a court order and state law, President Tom Rankin of the California Labor Federation warned this week.

In fact, the latest version of the ergonomics standard that the board is supposed to enact before year's end seems to aim at minimizing the number of workers covered rather than at minimizing injuries, Rankin charges in a letter to the board chair.

This, Rankin points out, violates the 1993 law requiring the board to enact a standard "to minimize the instances of injury from repetitive motion." And it also violates a writ of mandate issued last year after the federation went to court to force the board to obey the 1993 law.

The board is expected to act on this latest version of the standard at a meeting scheduled for Nov. 14.

Rankin pointed out that the proposal would:

- Not apply until at least two workers had been injured performing "identical" tasks, enabling employers to escape responsibility completely by citing minute differences in the way various employees perform the same work activity.

- Require a "licensed physician" to certify that a repetitive motion injury had been caused "50 percent or more" by a task covered by the ergonomics standard.

- Excuse any employer with nine or fewer employees from coverage.

- Completely ignore computer terminal keyboard work, which is one of the greatest sources of repetitive stress injuries such as carpal tunnel syndrome.

"It is apparent that the board is seeking to accomplish for employers that which they have been unable to accomplish for themselves through their persistent efforts to amend our laws protecting workers on the job and providing adequate benefits to those who suffer work injuries," Rankin said of the "licensed physician" and "50 percent or more" provisions.

"Clearly, these new requirements are designed to further limit the situations in which the ergonomics standard would apply, again violating the mandate to 'minimize instances of injury.'"

Exempting employers with nine or fewer employees would result in "a dual system of protection excluding thousands of workers from the benefit of the standard," the federation president pointed out in his letter, which was addressed to Board Chair Jere W. Ingram.

Not only would such an exemption contradict the law and legislative intent, it would also violate the Superior Court Writ of Mandate issued in Sacramento last year when the state federation sued to force the standards board to act, Rankin stated.

He pointed out that the court

told Ingram:

"We command you and your members forthwith upon receipt of this writ to adopt standards for ergonomics in the workplace designed to minimize the instances of injury from repetitive motion as required by California Labor Code Section 6357..."

The Labor Code requirement for an ergonomics standard was passed in 1993 as part of the Workers' Compensation Reform package that was supported by the California Labor Federation. It was perceived as obvious by legislators that reducing workplace injuries is the most efficient way to reduce the cost of workers' compensation benefits.

This came after labor had striven for a decade to obtain a Cal-OSHA standard to curtail repetitive stress injuries.

But the Standards Board refused to act, displaying the unanimously anti-worker bias that commonly marks boards and commissions appointed by Gov. Wilson.

The board's seven members include two employer representatives. One member is supposed to represent the general public but invariably votes along with the employers. Two are supposed to be occupational health specialists. Their views also coincide with those of the employers, which is not considered unusual in view of the fact that they are corporate executives employed by Clorox and San Diego Gas and Electric.

The other two are representatives of organized labor, but they seldom if ever dissent. One is from the unaffiliated prison guard union to which Wilson frequently turns when he must fill a labor seat. The other, employed in the state agency that designs and builds prisons, is a member of an unaffiliated engineers union that also supplied the governor with a labor representative for the Industrial Welfare Commission.

These seven, faced with the court order, came up with an ergonomics standard in July that largely ignored the comprehensive proposal produced after months of work by a blue-ribbon panel including medical professionals, work safety specialists, employer spokespersons and labor representatives.

The inadequacies of this draft were pointed out by Executive Secretary-Treasurer Art Pulaski immediately after he and Rankin were elected at the California Labor Federation convention.

The latest draft, approved on Sept. 16 is even worse.

"Having ignored our earlier suggestions, which would have conformed the board's original proposal to the applicable laws, the board's majority now seems determined to stray still further from the path laid out by statute and the

court," Rankin states in his letter to Ingram.

The VDT computer terminal safeguards recommended by the blue-ribbon panel were relegated to an appendix in the board's July draft. They have disappeared entirely from the latest version.

The entire standard is cut down to a mere page and a half.

There are protests as well from occupational health activists.

"This proposal is arrogant," declared Fran Schriberg of the Worksafe! coalition. "It is contemptuous of the court that issued the mandate and it is contemptuous of workers."

### Datebook

**Labor in the Global Economy Conference:** Nov. 20-22, U.C.-Berkeley Center for Labor Research and Information.

**Standing Committee on Legislation of and its Advisory Committee:** 1 p.m. Tuesday, Dec. 10, Radisson Plaza Hotel, Manhattan Beach.

**Committee on Affiliations:** 8:30 a.m. Wednesday, Dec. 11, Radisson Plaza Hotel, Manhattan Beach.

**Executive Council:** 10:30 a.m. Wednesday, Dec. 11, Radisson Plaza Hotel, Manhattan Beach.

**Legislative Conference:** March 17-18, Sacramento Radisson Hotel.

### California AFL-CIO News

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## Executive Council Rescheduled

December meetings of the Executive Council, the Committee on Legislation and the Committee on Affiliations all have been moved back one day, Executive Secretary-Treasurer Art Pulaski of the California Labor Federation announced this week.

- The Standing Committee on Legislation will meet along with its Advisory Committee at 1 p.m. Tuesday, Dec. 10, at the Manhattan Beach Radisson Hotel.

- The newly established Committee on Affiliations will meet at 8:30 a.m. Wednesday, Dec. 11, at the same hotel.

- The Executive Council will convene at the hotel at 10:30 a.m. Wednesday, Dec. 11, at the Manhattan Beach Radisson.

These were the dates the federation initially requested, but they were reserved by another organiza-

tion. Subsequently the facilities have become available, Pulaski said.

This will be the second meeting of the full Executive Council since that body was expanded from 38 to 48 members by action of the federation convention last July. The council is expected to complete its business on Dec. 11.

Also this week, Pulaski announced that the restructured Legislative Conference will be held March 17 and 18 at Sacramento. It is sponsored jointly by the California Labor Federation and the State Building and Construction Trades Council of California. Registration will open on March 16.

The conference is being held two months earlier than in past years to bring participants to the State Capitol well before hearings have been held on bills important

to workers.

It is being reduced from three days to two in accordance with restructuring approved by the Executive Council at its quarterly meeting in September. The 1997 conference will include intensive workshops to acquaint participants with legislation affecting their jobs, families and communities. Also to be provided under the new two-day format are sessions on lobbying technique.

The Standing Committee on Legislation, composed of Executive Council members, will be preparing recommendations on legislative goals when it meets with its broad-based Advisory Committee Dec. 10 at Manhattan Beach. The recommendations are to be presented to the Executive Council on Dec. 11.



# 210...

*Continued From Page 1*  
tobacco giant, and PepsiCo, Inc., the \$30 billion owner of Taco Bell, Chevy's, KFC and Pizza Hut, each gave \$50,000 to a California political action committee opposing Proposition 210," Richard Holober, manager of the Yes on 210 Campaign, told a noon-hour crowd outside a Chevy's in San Francisco.

The protests take a new turn tomorrow when disabled activists join minimum wage members of Home Health Care Workers Local 616 of the SEIU for a news conference and demonstration at PepsiCo's Taco Bell outlet in Eastmont Mall, Oakland.

Proposition 210 would raise the California minimum wage to \$5.75 an hour by 1998. The current wage guarantees poverty; a full-time minimum wage worker's income is 25 percent below the poverty line



for a family of three. At \$4.75, the new federal minimum wage leaves a California family of three \$3,100 a year below the poverty line.

Although 210 continues to hold a significant lead in voter polls, there was ominous news in the latest political contribution report covering the three weeks subsequent to the report that revealed the PepsiCo and Phillip Morris money.

Anti-210 contributions passed \$402,000 for the three weeks, far outstripping the \$127,000 contributed to Yes on 210. Opposition collections are escalating.

"The No on 210 people have put out a call for \$1.1 million to finance an advertising blitz in the closing days of the campaign, and their rapidly rising contributions indicate they may be getting it," Holober said.

"We need to be able to respond. Our radio ads have been shown to be highly effective through focus groups and other testing. We believe our message is better than theirs, but it won't matter if we don't have the funds to buy broadcast time. Contributions are critical for us in the last week before the election," Holober added.

## Prop 204 Forges Formidable Coalition

Its endorers include the California Labor Federation and the Orange County Taxpayers Association; the Sierra Club and Newt Gingrich.

Proposition 204, the Safe, Clean, Reliable Water Supply Act, has had kind words from Bob Dole and Bill Clinton. So why are the sponsors concerned about Nov 5?

Because they are afraid that an anti-government attitude may prevail and that voters will dismiss the initiative without realizing just how much California needs the delta levee improvements, fish ladders, lake and river erosion control, parkways and local water recycling and conservation projects the \$959

million bond issue will finance.

The array of public works projects is badly needed in every county of California right now and in the future to meet the growing demand for water and the need to move it between wet and arid parts of the state, said Art Pulaski, executive secretary-treasurer of the California Labor Federation.

"We can't assume that Proposition 204 will sail through simply because the need is obvious and the investment will pay off in the future," Pulaski added.

"Labor's vote is crucial. We must make sure our members realize water is a resource we cannot take for granted in California."

## Labor, Seniors Support 211

Organized labor joined with senior citizens in support of Proposition 211, the retirement savings and consumer protection initiative, in voter education forums held last Sunday, Oct. 20, at Los Angeles, San Francisco and Sacramento.

Speakers pointed out that while persons over 65 make up only 12 percent of the population, they account for probably 30 percent of the victims of fraud committed by brokerage firms and collaborators.

The Proposition 211 provision making company officers and outside directors personally liable in fraud cases would enable such victims to recover their losses. The initiative also would make it easier to file class action suits in such cases, opening the courts to victims who couldn't afford to sue on their own.

Forum speakers also took apart misleading television ads that are part of the richly financed campaign to defeat 211.

Earlier last week, San Francisco labor and seniors leaders spoke out for 211 Thursday on the steps of the Pacific Coast Stock Exchange in a demonstration that was marred by appearance of a claque of anti-211 demonstrators laid on by the opposition in an attempt to disrupt the proceedings.

Yes on 211 demonstrators dis-

played enlargements of newspaper stories about Wall Street brokers and accountants who have been charged with fraud.

Speakers for the Sunday voter education sessions included Eddie Fox, chair of the Federation of Retired Union Members (FORUM), at L.A.; President Perry Kenny and Vice President Paul Gonzala Coke of CSEA and Labor Council Executive Secretary Rocky Oliveri at Sacramento, and, at S.F., Labor Council Secretary-Treasurer Walter Johnson and Bill Price, FORUM president and director of retiree affairs for the California Labor Federation.

## CSEA Elects Kenny, Targets Privatization

Delegates elected Perry Kenny president of the California State Employees Association and escalated their war against Gov. Pete Wilson's privatization campaign during the union's 59th General Council weekend before last at San Diego.

The delegates resolved to "follow the work" by organizing employees of any private companies that contracts to take over public services.

It is the first time that CSEA, Local 1000 of the Service Employees, has authorized its organizers to step into the private sector. The governor has announced that he aims to privatize up to half of all state services before his term ends in two years.

Kenny succeeds Yolanda Solari, who retired after three two-year terms. The new president has been serving as director of CSEA's Civil Service Division. He is on leave from his position as vocational training educator at Solidad Prison.

New people were elected to



**Perry Kenny**

every major office in closely-contested elections.

Kenny won the presidency in a four-way election. Paul Gonzalez-Coke was elected executive vice president over incumbent Gerald Striker, Gwendolyn Hooker beat

Betty Gotalli for the vice presidency, and Barbara Glass was elected secretary-treasurer over Fritz Walgenbach.

One single vote decided the race to succeed Kenny as director of the 82,000-member Civil Service Division. Jim Hard won over Margaret Dean, a former CSEA president and vice president of the California Labor Federation. Cathy Hackett, Nadine Savage and Salome Ontiveros were elected deputy division directors.

Unity prevailed when the delegates turned to the governor's plan to turn state services over to private entrepreneurs. Calling privatization a manifestation of private greed over public need, they affirmed the union's determination to fight it wherever it arises.

And they resolved to follow whatever work is privatized by sending organizers after contractors to ensure that state work continues to be done by well-trained, properly represented union workers.

"We're surrounded by forces that have reaped the rewards of trickle-down economics, of contracting out, downsizing and privatization," Kenny declared in his acceptance speech. "But we will not bargain away our hard-won rights. We will fight wherever and whenever needed to turn back their anti-union, anti-worker, anti-retiree agenda."

AFL-CIO President John J. Sweeney urged delegates to become politically involved. "America needs a raise, not just a raise in wages and benefits, but also in hope and in the level of appreciation for workers and the jobs they do," Sweeney said.

SEIU President Andy Stern focused on organizing. "You know as well as anyone that the only way we'll be able to bargain a pay raise, win a grievance or pass a progressive law is through strength—the membership strength—to make it happen."

The keynote address was by Art Torres, chair of the California

## Low-Wage Workers Rap Pepsi

Protesters at Chevy's in San Francisco hear Richard Holober of the Liveable Wage Campaign tell how PepsiCo Corp., owner of the Chevy's chain, is bankrolling the campaign to defeat Prop 210, the minimum wage initiative. PepsiCo protests were launched around the state on national Boss' Day, Oct. 16.

## Prop 212 Offers Real Reforms

Proposition 212, the political reform initiative endorsed by the state AFL-CIO, will empower Californians and shift power away from big business, says Art Pulaski, executive secretary-treasurer of the California Labor Federation.

Pulaski is critical of Proposition 208, the competing initiative on the Nov. 5 ballot, which has loopholes that would allow wealthy individuals and corporations to continue to funnel money to candidates, PACs and political parties.

Proposition 212, the state AFL-CIO leader noted, would require politicians to raise at least 75 percent of their campaign funds inside their districts.

"Politicians don't listen to the average working person back home in their districts," Pulaski said. "Instead they represent the handful of big businesses and wealthy people who fund their campaigns. It simply isn't fair. Prop 208 does little to change things. Prop 212 is tougher on big business and empowers Californians."

Besides requiring politicians to raise at least three-quarters of their money from constituents inside the districts they represent, 212 would place limits of \$100 (\$200 for statewide races) on the amount of money a candidate could take from one source. At these prices, working people could afford to participate.

It would set strict, mandatory campaign spending limits so that rich persons can't force their way into office.

It encourages average Californi-

ans who contribute \$25 or less to band together into Citizen Contribution Committees made up of at least 25 persons putting in no more than \$25 apiece and competing on an equal footing with the wealthy elite.

A potent provision would ban tax deductions for lobbying expenses, which currently enable corporations to write off hundreds of thousands of dollars spent influencing legislation while shifting the burden onto the taxpayers. Eliminating this tax break would mean about \$6 million more a year for state government, if the big contributors continued to spend at the same rate.

Proposition 212 bans contributions from corporations and lobbyists. It means corporations no longer will be able to buy influence.

The competing Proposition has been sold as a tough political reform measure but in reality is a sheep in wolf's clothing, says Wendy Wendlandt, associate director of California Public Interest Research Group and campaign coordinator for Yes on 212.

The other measure sets limits in one section and then nullifies them in another, Wendlandt says.

"Rules are carefully spelled out, but so are ways to bend them," she adds.

Carl Pope, executive director of the Sierra Club also supports 212 and warns against 208.

"Prop 208 would be much worse than the status quo," Pope warns.

Democratic Party.

Pulaski pointed out to the delegates that privatization of state jobs can't be put to rest until anti-worker extremists are voted out of the governor's office and the Legislature. He urged them to help this happen by participating in the state federation's campaign to motivate workers for Nov. 5 by showing them exactly how candidates stand on issues vital to works and their families.

CSEA's highest honor, the Don Gallagher Award recognizing contributions to the union and to the cause of state workers, was presented to Dick Mesa of Stockton, long time activist and chair of the Member Action Committee, the CSEA political arm.

The Woman of the Year Award was presented to Marilyn Ferrasco of San Jose, president of the union's District Labor Council 742, former director of the Civil Service Division, and a leader in the fight against privatization.



# Member to Member. . .

*Continued From Page 1*

"Remember that what we are doing is showing them how the issues, bills before the Legislature and Congress, affect their lives and their jobs.

"I've been walking precincts for a lot of years, and this is the first time that I have had people thank me for coming to their doors and talking with them about the election issues. People who have voted for anti-worker candidates in the past have told me that after considering the issues they are going to change their votes in this election."

Rankin points out that precinct walkers would be talking with constituents of Assembly Member George House, a right-wing radical who has been placed at the head of the crucial Committee on Labor and Employment by the conservatives now in control of the lower

house of the Legislature.

"Your work is immensely important," Rankin says. "We must regain the Assembly to stop the flood of anti-worker legislation that is being pushed through the committee House now chairs."

Balgenorth notes that House opposes prevailing wage, minimum wage and the eight-hour day, wants to weaken Cal-OSHA, has tried to lower fines for ranchers who fail to provide toilets and hand-washing facilities for workers harvesting food crops, wants to contract out work of public employees and has introduced legislation to make California a so-called right to work state.

Volunteers get their precinct assignments from Tom Aja of Operating Engineers Local 3. Computer-generated lists identify union members and tell which have

voted. Armed with these, precinct walkers spread out through residential streets of Modesto and its suburbs.

They return to the IBEW Hall in early afternoon and turn in their precinct sheets with notes that will help when it comes time to update the COPE computer lists.

They also compare the day's experiences over slices of pizza. Several remark that many of the people contacted had received COPE mailings including the voter guide with detailed explanations of issues important to working families, the first such guide distributed statewide by the labor movement.

"I think everybody I talked to understood the issues and understood how important it is for working people to vote for candidates who support them," said one volunteer.



AFL-CIO President John J. Sweeney, left, and Owen Marron, head of the Alameda Central Labor Council watch volunteers preparing voter information packets at Carpenters Hall in Hayward.

## State COPE Endorsements

Here are the Nov. 5 general election recommendations of the California Labor Federation Committee on Political Education (COPE) as approved by delegates to the biennial convention of the federation on July 31 in Los Angeles.

### Congress

- Dist.
1. Michela Alioto (D)
  2. Roberts A. Braden (D)
  3. Vic Fazio (D)
  4. Katie Hirning (D)
  5. Robert T. Matsui (D)
  6. Lynn Woolsey (D)
  7. George Miller (D)
  8. Nancy Pelosi (D)
  9. Ronald V. Dellums (D)
  10. Ellen O. Tauscher (D)
  11. Jason Silva (D)
  12. Tom Lantos (D)
  13. Fortney Pete Stark (D)
  14. Anna G. Eshoo (D)
  15. Dick Lane (D)
  16. Zoe Lofgren (D)
  17. Sam Farr (D)
  18. Gary A. Condit (D)
  19. Paul Barile (D)
  20. No Endorsement
  21. Deborah A. Vollmer (D)
  22. Walter Holden Capps (D)
  23. Robert R. Unruhe (D)
  24. Brad Sherman (D)
  25. Diane Trautman (D)
  26. Howard L. Berman (D)

27. Doug Kahn (D)
28. David Levering (D)
29. Henry Waxman (D)
30. Xavier Becerra (D)
31. Matthew G. Martinez (D)
32. Julian C. Dixon (D)
33. Lucille Roybal-Allard (D)
34. Esteban Torres (D)
35. Maxine Waters (D)
36. Jane Harman (D)
37. Juanita McDonald (D)
38. Rick Zbur (D)
39. R.O. (Bob) Davis (D)
40. Robert (Bob) Conaway (D)
41. Richard L. Waldron (D)
42. George E. Brown, Jr. (D)
43. Guy C. Kimbrough (D)
44. Anita Rufus (D)
45. Sally J. Alexander (D)
46. Loretta Sanchez (D)
47. Tina Louise Laine (D)
48. Dan Farrell (D)
49. Peter Navarro (D)
50. Bob Filner (D)
51. Rita Tamerius (D)
52. Darity Wesley (D)

### Propositions

- ✓ **Proposition 204**--A \$995 million bond issue for safe drinking water, increased water supplies, cleaning up pollution, and protection of fish and wildlife.....YES
- ✓ **Proposition 205**--\$700 million in bonds for local jails and juvenile detention facilities.....YES
- ✓ **Proposition 206**--\$400 million in bonds for CalVet home and farm loans.....YES
- Proposition 207**--Attorney fee restrictions.....No Recommendation
- ✓ **Proposition 208**--Campaign contribution limits that would cripple union COPE programs.....NO
- ✓ **Proposition 209**--Attack on affirmative action.....NO
- ✓ **Proposition 210**--The Living Wage Initiative sponsored by the California Labor Federation.....YES
- ✓ **Proposition 211**--Bans pension fund investment rip-offs.....YES
- ✓ **Proposition 212**--Campaign reform without the ban on union COPE contributions contained in Prop. 208.....YES
- ✓ **Proposition 213**--Protects insurance companies from paying certain auto accident claims.....NO
- ✓ **Proposition 214**--Stops HMOs from rewarding doctors for withholding information or treatment; requires HMOs to disclose profits and executive pay.....YES
- ✓ **Proposition 215**--Legalizes marijuana for medical purposes...YES
- ✓ **Proposition 216**--Another HMO regulation initiative; worse for workers than Prop. 214.....NO
- Proposition 217**--Repeals Gov. Pete Wilson's tax cut for the rich.....YES
- ✓ **Proposition 218**--Makes it even harder for local governments to finance needed improvements.....NO

## Sweeney Energizes Volunteers

President John J. Sweeney of the AFL-CIO checked out Monday Night Football in Hayward and liked what he saw.

And 200 trade unionists at Carpenters Local 713 Union Hall liked what Sweeney had to say about their efforts on behalf of ballot issues vital to workers.

It was the Monday night campaign work session, a regular event this election season at Local 713 and other California union halls.

Food is served, and a big-screen television shows the Monday night game while volunteers stuff envelopes with campaign mailings, assemble lawn signs, and put together kits containing voter guides and other information to be distributed by precinct walkers.

There was energetic applause when Sweeney praised their efforts to advance labor's issues.

Also among the speakers were Senate President Pro Tem Bill Lockyer, Executive Secretary-Treasurer Art Pulaski of the California Labor Federation, President Bob Balgenorth of the State Building and Construction Trades Council and Executive Secretary-Treasurer Owen Marron of the Alameda County Central Labor Council.

Unfortunately, the 49ers--with many fans present--lost to the Packers

## Job Can't Keep You From Voting

Your job can't prevent you from voting on Nov. 5.

California law says that if a worker does not have sufficient time to vote outside working hours, he or she can take enough time off to do so without loss of pay.

Up to two hours with pay can be added to whatever free time the worker has available to provide time enough to get to the polls.

Except by mutual agreement the time off is to be taken at the beginning or end of a regular shift, whichever provides the most time for voting and requires the least time away from work.

The worker must give two days' notice if it is known or is considered likely that time off will be required on election day. Employers are required to post notice 10 days before every statewide election that time off with pay is available.

The regulations apply to both public and private employment.

## California Assembly

- Dist.
1. Virginia R. Strom-Martin (D)
  2. John L. Growney (D)
  3. Irene Perry (D)
  4. Erike J. Young (D)
  5. Eileen Burke-Trent (D)
  6. Kerry Mazzoni (D)
  7. Valerie K. Brown (D)
  8. Helen Thomson (D)
  9. Deborah Ortiz (D)
  10. Matt Moretti (D)
  11. Tom Torlakson (D)
  12. Kevin Shelley (D)
  13. Carole Migden (D)
  14. Dion Louise Aroner (D)
  15. Gail Murray (D)
  16. Don Perata (D)
  17. Michael J. Machado (D)
  18. Michael Sweeney (D)
  19. Lou Papan (D)
  20. Liz Figueroa (D)
  21. Ted Lempert (D)
  22. Elaine White Alquist (D)
  23. Mike Honda (D)
  24. Ed Foglia (D)
  25. Ed Elliott (D)
  26. Dennis A. Cardoza (D)
  27. Fred Keeley (D)

28. Lily Cervantes (D)
29. Mike McGonigle (D)
30. Brian Setencich (R)
- (Write-in)
31. Cruz M. Bustamante (D)
32. Open
33. Betty Sanders (D)
34. Lionel M. Dew (D)
35. No Endorsement
36. David Cochran (D)
37. Jess Herrera (D)
38. Jon M. Lauritzen (D)
39. Tony Cardenas (D)

40. Bob Hertzberg (D)
41. Sheila James Kuehl (D)
42. Wally Knox (D)
43. Scott Wildman (D)
44. Jack Scott (D)
45. Antonio Villaraigosa (D)
46. Louis Caldera (D)
47. Kevin Murray (D)
48. Roderick Wright (D)
49. Diane Martinez (D)
50. Martha M. Escutia (D)
51. Edward Vincent (D)
52. Carl Washington (D)

53. Debra Bowen (D)
54. Gerrie Schipske (D)
55. Dick Floyd (D)
56. Sally Havice (D)
57. Martin Gallegos (D)
58. Grace F. Napolitano (D)
59. Brent A. Decker (D)
60. Susan Amaya (D)
61. Paul Vincent Avila (D)
62. Joe Baca (D)
63. No Endorsement (R)
64. Grace Slocum (D)
65. Shirley A. Morton (D)
66. Patsy Hockersmith (D)
67. No Endorsement
68. Audrey L. Gibson (D)
69. Lou Correa (D)
70. Shirley W. Palley (D)
71. Jack Roberts (D)
72. No Endorsement
73. Robert D. Wilberg (D)
74. Fred Clayton (I)
75. Adrian Kwiatkowski (D)
76. Susan A. Davis (D)
77. Janet Gastil (D)
78. Howard Wayne (D)
79. Denise Moreno Ducheny (D)
80. Steve Clute (D)

## State Senate

- Dist.
1. Thomas (Tom) Romero (D)
  3. John L. Burton (D)
  5. Patrick Johnston (D)
  7. Jeff Smith (D)
  9. Barbara Lee (D)
  11. Byron D. Sher (D)
  13. John Vasconcellos (D)
  15. Rusty Areias (D)
  17. Steven A. Figueroa (D)
  19. John Birke (D)

21. Adam Schiff (D)
23. Tom Hayden (D)
25. Teresa P. Hughes (D)
27. Betty Karnette (D)
29. Tommy Randle (D)
31. Gary George (D)
33. No Endorsement
35. No Endorsement
37. Hans Alfred Schroeder (D)
39. Deirdre (Dede) Alpert (D)