



2002 CONVENTION PROCEEDINGS

★ **PRE-PRIMARY ELECTION**

★ **PRE-GENERAL ELECTION**

★ **24TH BIENNIAL CONVENTION**

**CALIFORNIA
LABOR
FEDERATION,
AFL-CIO**

Executive Council

California Labor Federation, AFL-CIO

Art Pulaski

Executive Secretary-Treasurer

Tom Rankin

President

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Mary Bergan

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Chuck Mack

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Summary
of the
Proceedings
of the
2002 Pre-Primary Election
Convention
Wilshire Grand Hotel
Los Angeles
November 28, 2001

Delegates throughout California convened at the Wilshire Grand Hotel in Los Angeles on November 28, 2001 to endorse candidates and propositions appearing on the March 5, 2002 primary election ballot. They numbered more than 550 from unions representing more than 30 internationals and councils.

Opening Ceremonies

The delegates were led in the Pledge of Allegiance by Dan Terry, President of the California Professional Fire Fighters. President Tom Rankin, now serving as Chairperson of the Convention, presented a check to President Terry to establish a new fund to assist the victims of the World Trade Center disaster of September 11.

Following the invocation by Salam Al-Marayati of the Southern California Islamic Center, the delegates were welcomed to Los Angeles by Miguel Contreras, executive secretary-treasurer of the Los Angeles County Federation of Labor.

Basic Vegetable and ConAgra Victories

Union victories are not just in the halls of the Legislature, but also on the picket line, said Chuck Mack, a delegate from Teamsters Auto, Truck Drivers Local 70 and a vice president of the State Federation.

He thanked the Federation and its affiliates for their help and support given to Teamsters Local 890 in their two-year struggle at Basic Vegetable and ConAgra. It was a victory, not just for Teamsters members, he said, but for the entire labor movement as well. The workers went back with a contract, gave no concessions and got rid of the scabs who replaced them during the strike.

Still, he said, Teamsters Local 601 needs the same kind of support at Diamond Walnut in Stockton. That dispute has been going on for ten years, he said.

Rules Committee Report

Chairperson Rankin called on Eliseo Medina, Chair of the Committee on Rules and Order of Business for a report. His motion to adopt the Convention's Standing Rules was adopted.

Partial Report of Credentials Committee

Next, Yvonne Wheeler, chairperson of the Committee on Credentials made a partial report to the Convention. Her motion to adopt the report was carried.

Following the Rules and Credentials Committees' reports, Chairperson Rankin addressed the Convention as follows:

Address

TOM RANKIN

President

California Labor Federation, AFL-CIO

It was four years ago in San Francisco that we last gathered for a Pre-Primary Convention involving a gubernatorial election. We were in very high spirits at that time. We were about to take on the enemies of Labor in defeating Proposition 226,

we were about to elect a Democratic Governor to end the 16 years of vetoes and attacks on Organized Labor by Republican governors.

We were also in good economic times. The recession of the

early 1990s had faded away. Remember, we once had an unemployment rate of almost 10 percent, which lasted almost a year. That seems like a distant memory in 1998.

The results of this spirit were great. Miguel outlined a lot of them already. We defeated 226 soundly. We elected our gubernatorial candidate, Gray Davis. We won the Primary, and then went on to win the general election. We increased our margins in the state Legislature and won every statewide office except one.

This was all due, in large part at least, to the efforts of the people in this room and our members around the state. The results of this political activity in the Legislature were amazing. Miguel also outlined a number of them.

Daily Overtime and Prevailing Wages

We started out by winning back what Pete Wilson had taken away from us: daily overtime and prevailing wages. Those are now in statute and now it is much harder to play around with them.

We also won great advances in other areas. We strengthened Cal-OSHA. We passed anti-sweatshop legislation, a landmark right-to-organize bill and a right-to-picket bill which also protects unions from liability for acts of members of picket lines.

We passed the family sick leave bill and bills on union security that, for the first time, gave the unions at the University of California the power they need to deal with that most difficult of employers.

We passed major social insurance bills. For the first time, after many efforts, we got state disability benefits tied to workers' compensation benefits and indexed.

We passed the best unemployment insurance bill that's ever been enacted in this state.

Each of the Federation's affiliates, I am sure, has its own list of bills that it worked on and got passed. The results were quite amazing, but I want to remind people that they were not all easy achievements. A lot of them required much grass-roots lobbying. Many of them were signed only after they were vetoed once, and many were the result of compromise.

But none of them would have happened had we had a Pete Wilson, a George Deukmejian, or a Dan Lundgren as Governor. Of course, there are some areas where we still have not been successful yet. Workers' compensation comes to mind and I am sure John Burton is going to have something to tell us about that when he speaks later this morning.

But we cannot forget, despite all these victories, that Big Business still has power in Sacramento. They might no longer have an automatic veto over labor legislation, but they are still very capable of getting what they want the most.

Since 1998, employers have gotten legislation enacted that

will give them, by the end of the next fiscal year, well over \$5 billion in new tax breaks. They are still strong.

Now we are about to embark on our endorsement process and on the ensuing political campaigns, the process and campaigns which are going to determine our ability to protect and expand the rights and the economic status of California workers for the next four years.

We are in quite a different situation today than we found ourselves in 1998. September 11 has affected us all. We have all felt this personally, and we know from yesterday's newspapers officially what we have known for a long time--that the economy is in recession.

So how do we respond to this new situation? Do we temper our demands? Some people would have us temper our demands, but let us remember that the most far-reaching social and labor legislation that has been passed in this country was during times that were much harder than the times we face today.

Social Security, unemployment insurance, the Fair Labor Standards Act and the National Labor Relations Act were all passed during the Depression. OSHA was signed by President Nixon during the middle of the Vietnam War.

We also need to remember that business does not temper its demands just because there is an economic crisis. They are trying to get \$100 billion in tax breaks at the national level despite the multi-billion dollar budget deficit we face at the state level. They are still trying to get \$450 million in new tax credits from the Legislature and Governor in Sacramento. They try to take advantage of this crisis for their own ends.

It is our job to take advantage of the crisis and the new attitude of the public towards government as an agent that can help them push our agenda to help the working people in the state of California. The Federation has crafted a legislative agenda to do just that.

No More Tax Breaks

We believe that it will take renewed consumer confidence and better economic stability for workers to get us out of this recession, not more tax breaks.

We will expect our endorsed candidates to enact our program, but we have to remember that the only way to ensure that they will do this is to get our members activated in the political arena and to keep them active in the lobbying arena after the elections. That is how we won a lot of our legislation.

We have won a lot in the last four years. We are going to win a lot in the next four years if we all get together, campaign hard, and keep working after that election.

Thank you very much. (Applause)

Announcements: Battles and Victories

Secretary-Treasurer Pulaski asked the delegates to help AFSCME United Nurse's Assn. and SEIU Local 535 to get a contract after gaining union recognition for nurses at the Garfield Lakewood Hospital.

Congratulations were extended to United Teachers of Los Angeles, SEIU Local 99 and the Los Angeles County Federation of Labor, who campaigned successfully to defeat Measure D, a threat to neighborhood schools in the city, prov-

ing that solidarity, not secession is the answer to community problems.

Thanks were given to Federation Vice President Eddie Powell and Chief Officer of I.A.T.S.E. California State Theatrical Federation, Steve Flint of I.A.T.S.E. Local 600, and members of I.A.T.S.E. Local 33, for assisting with the Convention's stage setup, lighting and sound.

Delegates Hear Burton and O'Sullivan

Following an introduction by Secretary-Treasurer Pulaski, State Senator Pro Tempore John Burton addressed the Convention.

Having thanked Senator Burton for his address, Secretary-Treasurer Pulaski next introduced Terence O'Sullivan,

General President of Laborer's' International Union of North America. O'Sullivan also addressed the Convention.

Secretary-Treasurer Pulaski then took the podium to address the Convention as follows:

Address

ART PULASKI

Executive Secretary-Treasurer

California Labor Federation, AFL-CIO

Chairman, Delegates, thank you. President O'Sullivan, thank you for being the tester of the microphone for me.

I am very grateful to Terry for joining us today. He is a busy man, and it is really terrific that he would take time to join us. Thanks, Terry.

This is our political convention. Last night I was thinking about what politics is. Then I picked up the late newspaper yesterday. As I looked at it I wondered how many people in this room today needed to read that newspaper.

How many of you needed to see the story about a recession having begun in America? How many needed to see graphs to convince us that unemployment started to dip in March? And that eight months ago of the recession of the 2000s hit. Nobody here needs a newspaper to tell us of the people we know losing their jobs.

There are others who don't need news flashes ... a woman that Terry O'Sullivan and I met last week. Her name is Erlinda Velasquez. She is a security screener at San Francisco airport.

Erlinda got the scoop two weeks in advance of the *New York Times*, when she got her notice that she did not have a job anymore. She talked to us about that, and she doesn't know what she is going to do.

On Sunday, I met Joanne, a flight attendant at LAX, who, after her last flight Sunday, is going to be on indefinite mandatory furlough. She doesn't know what she is going to do either.

This morning I was served by a nice waiter, Isaiah. He said, "You know, in this hotel, we got a lot of people working one day, or two days a week." He did not know that I was a union member, but he said, "You know what? My union's fighting hard to make sure those folks keep their health care." His union is HERE Local 11.

So many folks got the scoop on the stories of this recession before the business section of the newspapers. We do not need to read the *Chronicle*, or the *Times*, or the *Tribune*, or the *Mercury*, or the *Bee* because we are with real people out in this real world everyday.

That is what politics is to me. Politics is about getting these people a job, getting them a living wage, getting them health care, pensions and education.

We do not need the politicians to tell us that there is a recession. What we want is for the elected officials to do something about it and to get these people back to work.

Remember that this labor union movement is non-partisan. Neither party is doing enough. We need to let them know

that, because we are tired of waiting for those people.

Now, we have to be smart about it. We have to understand that some politicians are a heck of a lot worse than others. We have to remind them that politics is really about these people who are in trouble.

We have to get rid of the worst first, and then teach a lesson to those who are remaining. Let's be strategic about it. And it's pretty simple to me.

It starts with an economic stimulus package. These bastards came up with a \$20 billion bailout of the airline industry when there are 200,000 workers within that industry who just lost their jobs and are not getting a nickel of that bailout money.

In fact, because you read the newspapers, you know that United Airlines took a lot of their bailout money, went to Europe and bought new aircraft from foreign-manufactured air buses. Those new aircraft did nothing to contribute to this economy. They did nothing to use that stimulus package for any job creation, or any support for the people of the United States.

More Wealth for the Rich

Every person in this room knows that the vast majority of the \$100 billion stimulus package that came out of Congress goes to business.

It goes to big business, it goes to rich business, and it goes to global corporations.

It is going to General Electric, Hewlett-Packard, Chevron and Enron. The stimulus package for them is to stimulate their fancies. That is what it is all about.

That package has \$30 billion for individuals. We think perhaps there is an opportunity here for someone who really needs it. Then we see that the vast majority of that \$30 billion has a single qualifier to it. You need to be a millionaire.

While people are suffering, while they are out of jobs, I don't know, but I think somebody ought to burn in hell for that.

But that's not our job. Our job ought to be to find those people and give them some real living hell while they are here waiting to go. That is what politics ought to be to us in the trade union movement.

We know who's behind it. We know it is George W. Bush and his right-wing pals in the Congress. And we know they are never going to learn. What it takes is getting them out of office.

More about the Airline Security bill and the airport security workers. Congress nationalized those airline workers. But they did not want them to be in a union. So when they passed the bill, it made them second-class workers.

There is no guarantee that those workers will ever have health care. There is no guarantee that those new federal second-class workers will ever have a pension. They are trying to guarantee that those workers will never have a right to join a union. That is outrageous. And it is up to us.

The Union is the Only Hope

There is only one hope for America right now, and that is the union. We are the only entity with enough people and power. We are the only organization with enough smarts, and we are the only institution in America with the kind of commitment to do something about this.

With two million people out of work, and 20 million people getting lousy wages and no health care, each of us has a responsibility in politics as union organizers.

We each must understand that for every individual member who we organize as a volunteer in the politics of 2002, each of them can save someone's job. That is what we must believe.

Each person we organize to volunteer can save a job. If we organize, we win at the polls. If we organize, we win at politics. But most importantly, if we organize, we win for Joanna, the flight attendant; for Erlinda, for Isaiah, and for those who you know and who you are going to meet.

The union is our only hope for economic justice. The union is our only hope for America. And it is on our shoulders, Brothers and Sisters. From the labor movement's point of view, this political season starts today.

Let's throw the bastards out! Let's send them to their just rewards. Let's give Erlinda, Joanna and Isaiah and those other people some justice.

Thank you very much. Now we are going to start the proceedings of this Convention.

Report and Recommendations of the Executive Council

(Standing Committee on Political Education)

to the

PRE-PRIMARY ELECTION CONVENTION

of the

CALIFORNIA LABOR FEDERATION, AFL-CIO

Oakland, January 6, 2000

The Executive Council of the California Labor Federation, AFL-CIO, met at the Wilshire Grand Hotel, November 26 and 27, 2001, to consider local central body COPE recommendations for the election of candidates to the offices of the United States House of Representatives, the State Senate, and the State Assembly, and to make Executive Council recommendations for the offices of Governor, Lieutenant Governor, Secretary of State, State Controller, State Treasurer, State Attorney General, Superintendent of Public Instruction, State Insurance Commissioner, the State Board of Equalization, and positions on the statewide ballot propositions, in a statewide primary election on Tuesday, March 5, 2002.

In the following instances a recommendation for U.S. House of Representatives, the State Senate, or Assembly has been made by the Executive Council without consideration of the local central labor body COPE:

- No recommendation was received for the office in a party by the local central labor body COPE with jurisdiction for the district.
- No recommendation was received for the office in a party from one or more local central labor body COPEs that share jurisdiction of a district.
- Failure of local central labor body COPEs that share jurisdiction of a district to agree on a recommendation for the office in a party.

Such Executive Council recommendations are preceded by an asterisk (*).

In certain instances recommendations of the local central body COPE of the appropriate areas were rejected by the Executive Council by at least a vote of two-thirds of the membership of the Executive Council, present and voting, and recommendations were then made by the Executive Council. These recommendations, if any, are preceded by a double asterisk (**).

The following recommendations are accordingly submitted by the Executive Council. There are no recommendations for endorsements for any other candidates of any party other than those listed below:

Governor

Gray Davis (D)

Lieutenant Governor

Cruz Bustamante (D)

Secretary of State

Kevin Shelley (D)

State Controller

Johan Klehs (D)

State Treasurer

Phil Angelides (D)

Attorney General

Bill Lockyer (D)

Superintendent of Public Instruction

Jack O'Connell

State Insurance Commissioner

Open (D)

Board of Equalization

District 1

Carole Migden (D)

District 2

No Endorsement

District 3

No Endorsement

District 4

John Chiang (D)

Candidates recommended for the statewide offices of Governor, Lieutenant Governor, Secretary of State, State Treasurer, Attorney General, Superintendent of Public Instruction, State Insurance Commissioner and Board of Equalization were approved by the delegates without debate.

Secretary-Treasurer Pulaski's motion to endorse Johan Klehs (D) for the office of State Controller was seconded.

Following discussion from the floor, the Executive Council's recommendation was adopted by the necessary two-thirds vote.

Hahn and Perez Address Convention

After being introduced by Secretary-Treasurer Pulaski, Los Angeles Mayor James Hahn welcomed the delegates to his city. He told how Los Angeles has been on the cutting edge of many fights shared with the labor movement, emphasizing good jobs, housing and education.

Especially important, he said, was the living wage battle to increase the minimum wage and added benefits for city workers. It was in Los Angeles, he pointed out, that home health care workers were unionized in one of the largest organizing drives in California.

John Perez, director of the Federation's Labor 2002 Political Plan was introduced next. Perez outlined the 2002 program,

called "Ready, Set, GOTV." Among the main goals to achieve, he said, will be increasing the number of registered union members this year by 85,000. We need to mobilize thousands of members to hit the streets and inform people about the issues at stake, he said. Union member turnout must be increased by five percent.

Labor 2002's Ten Point program can accomplish what we need to link our political activity and our organizing and representation work.

By taking advantage of the electoral process we will continue to build the strength of our unions, he said.

United States Representatives in Congress

<u>District</u>	<u>District</u>
* 1. Mike Thompson (D)	28. Howard L. Berman (D)
* 2. No Endorsement	29. Adam Schiff (D)
3. Robert Dawa (D)	30. Henry A. Waxman (D)
4. Mark A. Norberg (D) Bill Kirby (R)	31. Xavier Becerra (D)
5. Robert T. Matsui (D)	32. Hilda Solis (D)
6. Lynn Woolsey (D)	33. Diane Watson (D)
7. George Miller (D)	34. Lucille Roybal-Allard (D)
8. Nancy Pelosi (D)	35. Maxine Waters (D)
9. Barbara Lee (D)	36. Jane Harman (D)
10. Ellen Tauscher (D)	37. Juanita Millender-McDonald (D)
* 11. No Endorsement	38. Grace F. Napolitano (D)
12. Tom Lantos (D)	** 39. Linda Sanchez (D) (Triple) Sally Havice (D) Hector De La Torre (D)
13. Fortney (Pete) Stark (D)	40. Christina Avalos (D)
14. Anna G. Eshoo (D)	* 41. No Endorsement
15. Mike Honda (D)	* 42. No Endorsement
** 16. Zoe Lofgren (D)	* 43. Joe Baca (D)
17. Sam Farr (D)	* 44. No Endorsement
18. Dennis Cardoza (D)	45. Ellie Kurpiewski (D)
* 19. No Endorsement	46. Gerrie Schipski (D)
20. No Endorsement	47. Loretta Sanchez (D)
21. No Endorsement	48. No Endorsement
* 22. No Endorsement	* 49. No Endorsement
23. Lois Capps (D)	50. No Endorsement
24. No Endorsement	51. Bob Filner (D)
* 25. No Endorsement	52. No Endorsement
* 26. No Endorsement	53. Susan A. Davis (D)
27. Brad Sherman (D)	

Congressional District 39 was set aside by request.

Recommendations Adopted

Secretary-Treasurer Pulaski's motion to adopt the Executive

Council's recommendations for U.S. Representatives in Congress was carried by the necessary two-thirds vote, with the exception of District 39.

Congressional District 39

Following debate from the floor, Secretary-Treasurer Pulaski's motion to adopt the Executive Council's recommendation of Linda Sanchez (D), Sally Havice (D) and Hector De La Torre (D), was defeated.

Secretary-Treasurer Pulaski's motion to endorse Linda Sanchez (D) and no other Democrats resulted in a Division of the House.

Division of the House

The motion to endorse Linda Sanchez (D) in the 39th CD

lost by a vote of 254 Yes to 151 No, failing to get the necessary two-thirds.

After more floor discussion, Secretary-Treasurer Pulaski's motion to adopt the Executive Council's recommendation of Linda Sanchez (D), Sally Havice (D) and Hector De La Torre (D), was carried by the necessary two-thirds.

Recommendations Adopted as a Whole

The Executive Council's recommendations for the U.S. House of Representatives were adopted as a whole.

State Senate

District

- * 2. Wesley Chesbro (D)
- * 4. Marianne Bopp Smith (D)
- 6. Deborah Ortiz (D)
- 8. Jackie Speier (D)
- 10. Liz Figueroa (D)
- * 12. Rusty Areias (D) (Dual)
Larry Morse (D)
- * 14. William Walter Fjellbo (D)
- 16. Dean Florez (D)
- * 18. No Endorsement
- 20. Richard Alarcon (D)

District

- 22. Gilbert A. Cedillo (D)
- 24. Gloria Romero (D)
- 26. Kevin Murray (D)
- 28. Debra Bowen (D)
- 30. Martha M. Escutia (D)
- 32. Nell Soto (D)
- 34. Joe Dunn (D)
- * 36. No Endorsement
- 38. No Endorsement
- 40. Denise Moreno Ducheny (D)

State Senate District 38 was set aside by request.

Recommendations Adopted

Secretary-Treasurer Pulaski's motion to adopt the Executive Council's recommendations for the State Senate was carried by the necessary two-thirds vote, with the exception of District 38.

State Senate District 38

Secretary-Treasurer Pulaski's motion to adopt the Executive Council's recommendation of No Endorsement in the 38th Senate District was seconded.

Philip G. Hanneman (D) Endorsed

Following discussion from the floor, Secretary-Treasurer Pulaski recommended his motion be defeated.

His new motion to endorse Philip G. Hanneman, Democrat, for election to the 38th Senate seat was seconded and carried by the necessary two-thirds vote.

Recommendations Adopted as a Whole

The Executive Council's recommendations for the State Senate were adopted as a whole, and as amended.

State Assembly

<u>District</u>	<u>District</u>
* 1. Patty Berg (D)	** 29. Richard Martinez, Jr. (D)
* 2. Doug Kinyon (D)	* 30. Jim Crettol (D) Nicole Parra (D) (Dual)
* 3. Stuart Randall King (D)	31. Sarah Reyes (D)
4. Scott Warren (D)	32. Mike Maggard (R)
5. Eric Ulis (D)	33. Laurence D. Houlgate (D)
6. Joseph Nation (D)	34. Virginia R. Gurrola (D)
7. Patricia Wiggins (D)	35. Hannah-Beth Jackson (D)
8. Christopher Cabaldon (D)	36. No Endorsement
9. Darrell Steinberg (D)	37. No Endorsement
10. Katherine E. Maestas (D) Jon Bagatelos (R)	38. No Endorsement
11. Joseph E. Canciamilla (D)	39. Cindy Montanez (D)
12. Leland Yee (D)	* 40. No Endorsement
13. Harry Britt (D)	41. Fran Pavley (D)
* 14. Loni Hancock (D) (Dual) Charles Ramsey (D)	42. Paul Koretz (D)
15. Donna C. Gerber (D)	43. Dario J. Frommer (D)
16. Wilma Chan (D)	44. Carol Liu (D)
17. Barbara S. Matthews (D)	45. Jackie Goldberg (D)
18. Ellen M. Corbett (D)	46. Fabian Nunez (D)
19. Gina Papan (D) (Dual) Gene Mullin (D)	47. Herb Wesson (D)
20. John A. Dutra (D)	48. Mark Ridley-Thomas (D)
21. Joe Simitian (D)	49. Judy Chu (D)
22. Rod Diridon, Jr. (D) Sally J. Lieber (D) (Dual)	50. Marco Antonio Firebaugh (D)
23. Manny Diaz (D)	51. Jerome E. Horton (D)
24. Rebecca Cohn (D)	* 52. Mervyn M. Dymally (D) (Dual) Alexandra Gallardo-Rooker (D)
* 25. Denise Smith (D)	53. George Nakano (D)
26. Tom Hallinan (D)	54. Alan Lowenthal (D)
27. John Laird (D)	55. Jenny Oropeza (D)
28. Simon Salinas (D)	56. Rudy Bermudez (D)
	57. Ed Chavez (D)

District

- 58. Ronald S. Calderon (D)
- 59. Patrick D. Smith (D)
- * 60. No Endorsement
- 61. Gloria Negrete McLeod (D)
- 62. John Longville (D)
- 63. Susan D. Pepler (R)
- 64. Robert Melsh (D)
- * 65. No Endorsement
- * 66. David G. Bostrom (D)
- 67. William R. Orton (D)
- 68. Al Snook (D)
Ken Maddox (R)
- 69. Lou Correa (D)

District

- * 70. No Endorsement
- * 71. Bea Foster (D)
Todd Spitzer (R)
- 72. G. Nanjundappa (D)
- * 73. No Endorsement
- 74. No Endorsement
- 75. Connie Witt (D)
- 76. Christine Kehoe (D)
- 77. No Endorsement
- 78. Vincent H. Hall (D)
- 79. Juan C. Vargas (D)
- * 80. Joey Acuna, Jr. (D) (Dual)
Gregory S. Pettis (D)

State Assembly Districts 12, 14, 36, 65, 68 and 71 were set aside by request.

District, was seconded and carried by the necessary two-thirds vote.

Recommendations Adopted

Secretary-Treasurer Pulaski’s motion to adopt the Executive Council’s recommendations for State Assembly was carried by the necessary two-thirds vote, with the exceptions of Districts 12, 14, 36, 65, 68 and 71.

District 12

After floor debate, Secretary-Treasurer Pulaski’s motion to adopt the Executive Council’s recommendation of Leland Yee, Democrat, in the 12th Assembly District, was seconded and carried by the necessary two-thirds vote.

District 14

Secretary-Treasurer Pulaski’s motion to adopt the Executive Council’s recommendation of Loni Hancock, Democrat and Charles Ramsey, Democrat, a dual endorsement, in the 14th Assembly District, was seconded and carried by the necessary two-thirds vote.

District 36

There being no discussion from the floor, Secretary-Treasurer Pulaski’s motion to adopt the Executive Council’s recommendation of No Endorsement in the 36th Assembly

District 65

Darrel Scholes, Democrat Endorsed

Following discussion from the floor, Secretary-Treasurer Pulaski’s motion to adopt the Executive Council’s recommendation was defeated.

His new motion to endorse Darrel Scholes (D) in the 65th Assembly District, was seconded and carried by the necessary two-thirds vote.

District 68

Al Snook, Democrat Endorsed

Secretary-Treasurer Pulaski’s motion to adopt the Executive Council’s recommendation of Al Snook, Democrat, and Ken Maddox, Republican, in the 68th State Assembly District, was seconded.

After discussion from the floor, the motion failed.

A new motion was made and carried by the necessary two-thirds vote to endorse Al Snook, Democrat in the 68th State Assembly District.

District 73
No Endorsement, Democrat
No Endorsement, Republican

Following debate from the floor, Secretary-Treasurer Pulaski's motion to adopt the Executive Council's recommendation of Bea Foster, Democrat and Todd Spitzer, Republican in the 73rd Assembly District, failed.

A new motion for No Endorsement (D), and No Endorsement (R), carried by the necessary two-thirds vote.

Recommendations Adopted as a Whole

The Executive Council's recommendations for the State Senate were adopted as a whole, and as amended.

Energy Crisis Video Shown

The proceedings were halted for a few minutes to allow the showing of a video on the campaign conducted by Labor and

its allies against the real culprits in California's energy crisis during the summer of 2001.

Governor Gray Davis Addresses Convention

In introducing Governor Davis, Secretary-Treasurer Pulaski recounted the many advances enjoyed by workers in California since Davis's election in 1998.

We are well on the way, he said, to recovering from 16 years of staggering losses suffered at the hands of Republican administrations. Labor's endorsement of Davis, he said, was well deserved.

In his address, Governor Davis told the delegates how his administration gave state workers their first raise in five years, as well as a substantial pension increase.

He signed agency shop bills at the University of California, Cal State University, and K through 12 schools; restored the eight-hour day; raised the minimum wage a dollar above the federal level; improved sick leave, disability insurance, workers' compensation, funding for labor law enforcement and workplace safety.

The centerpiece, though, was the largest increase in unemployment insurance benefits in the state's history, and a promise next year to provide retroactive U.I. benefits for people affected by the layoffs in the aftermath of September 11th.

Rankin on Fast Track and Stimulus Package

Chairperson Rankin appealed to the delegates for help in persuading California congresspeople to vote No on the Fast Track bill scheduled for a vote on December 6.

Those key U.S. Representatives who need convincing are all Democrats, he said: Susan Davis of San Diego, Jane Harman of Los Angeles, and Ellen Tauscher of Contra Costa.

He also referred to the Democratic economic stimulus pack-

age designed to assist unemployed workers with improved U.I. benefits and health insurance premiums. It is in danger of being scuttled by Republicans using procedural maneuvers with the goal of giving the money to the rich and the corporations, he pointed out.

He asked the delegates to please call California Democratic Senators Barbara Boxer and Dianne Feinstein for their assistance in getting the economic stimulus package passed.

Recess

The lunch recess was taken prior to taking up the Ballot Proposition recommendations.

Report of Committee on Credentials

The motion to adopt the final report of the Credentials Committee, posted on the side wall, was seconded and carried.

Ballot Proposition Recommendations

of the Executive Council for the March 5, 2002 Primary Election

Proposition 40

California Clean Water, Clean Air, Safe Neighborhood Parks, and Coastal Protection Act of 2002

Recommendation: Vote YES

Legislative Counsel's Digest:

Under existing law, programs have been established pursuant to bond acts for, among other things, the development and enhancement of state and local parks and recreational facilities.

This measure would enact the California Clean Water, Clean Air, and Safe Neighborhood Parks, and Coastal Protection Act of 2002, which, if adopted, would authorize, for the purpose of financing a program

for the acquisition, development, restoration, protection, rehabilitation, stabilization, reconstruction, preservation, and interpretation of park, coastal, agricultural land, air, and historical resources, as specified, the issuance, pursuant to the State General Obligation Bond Law, of bonds in the amount of \$2,600,000,000.

The measure would declare that it is to take effect immediately as an urgency statute. (AB 1602)

Proposition 41

Voting Modernization Bond Act of 2002

Recommendation: Vote YES

Legislative Counsel's Digest:

This measure would enact the Voting Modernization Bond Act of 2002 (Shelley-Hertzberg Act), which, if approved, would authorize, for purposes of assisting counties in the purchase of updated voting systems, the issuance, pursuant to the State General Obligation

Bond Law, of bonds in the amount of \$200,000,000.

The measure would provide for submission of the act to the voters at the March 5, 2002, statewide election.

This measure would declare that it is to take effect immediately as an urgency statute. (AB 56)

Proposition 42

Transportation funding: sales and use tax revenues

Recommendation: No Recommendation

Legislative Counsel's Digest:

The Sales and Use Tax Law imposes a tax on the gross receipts from the sale in this state of, or the storage, use, or other consumption in this state of, tangible personal property. That law requires revenues derived from those taxes to be deposited in the Retail Sales Tax Fund. Existing law requires the balance of that fund remaining after various specified allocations to be allocated to the General Fund.

This measure would, for the 2003-04 fiscal year and each fiscal year thereafter, require all moneys that are collected during the fiscal year under the Sales and Use Tax Law, with respect to the sale or use of motor vehicle fuel, and that are required to be transferred to the General Fund pursuant to that law, to instead be transferred to the Transportation Investment Fund. This measure would, for the 2003-04 to 2007-08 fiscal years, inclusive, require moneys in that fund to be allocated for transportation purposes as provided in a specified statute. This measure would, for the 2008-09 fiscal year and each fiscal year thereafter, require moneys in the fund to be allocated only for transportation purposes specified by this

measure, and would specify the allowable percentage amount to be allocated for each specified transportation purpose.

This measure would allow the Legislature to suspend or modify these requirements under certain circumstances, if the act so providing is approved by 2/3 of the entire membership of each house of the Legislature.

(ACA 4)

Proposition 43

Right to have vote counted.

Recommendation: Vote YES

Legislative Counsel's Digest:

The California Constitution requires the Legislature to define residence and provide for registration and free elections.

This measure would specify that a voter who casts a vote in an election shall have that vote counted.

Resolved by the Assembly, the Senate, That the Legislature of the State of California at its 2001-02 Regular Session commencing on the fourth day of December 2000, two-thirds of the membership of each house concurring, hereby proposes to the people of the State of California that the Constitution of the State be amended by adding Section 2.5 to Article II thereof, to read: SEC. 2.5. A voter who casts a vote in an election in accordance with the laws of this state shall have that vote counted. (ACA 9)

Proposition 44

Insurance fraud

Recommendation: Vote YES

Legislative Counsel's Digest:

(1) The Automotive Repair Act pro-

vides for the licensing and regulation of automotive repair dealers, including auto body repair shops, by the Bureau of Automotive Repair in the Department of Consumer Affairs.

This measure would require the bureau to undertake a pilot program under which the bureau would inspect insured vehicles that have undergone auto body repair for the purpose of identifying work that has not been done according to specifications in the final invoice. This measure would require the pilot program to be completed by June 30, 2003, and would require a report to the Legislature by September 1, 2003.

The measure would appropriate \$100,000 from the Vehicle Inspection and Repair Fund to the Department of Consumer Affairs for allocation to the Bureau of Automotive Repair for the implementation of this pilot program.

(2) The Medical Practice Act, the Chiropractic Act, and the State Bar Act provide for the licensing and regulation of physicians, chiropractors, and attorneys, respectively. Under these and other related insurance fraud provisions, certain activities involving the engaging of runners, cappers, steerers, or other persons to procure patients or clients are a crime, and with respect to physicians and attorneys, are grounds for disciplinary action.

This measure would increase the penalties for these violations, as specified, thereby imposing a state-mandated local program. This measure would require a person licensed under the Medical Practice and Chiropractic Acts to have his or her license to practice the profession revoked for a period of 10 years upon the 2nd conviction or upon conviction of multiple counts, as specified, of certain insurance fraud offenses. This measure would provide that engaging in any conduct prohibited under specified provisions related to false or fraudulent insurance claims or statements shall constitute cause for disbarment or suspension of an attorney from the State Bar. This measure would require the applicable licensing boards

to investigate a licensee against whom an information or indictment has been filed that alleges a violation of specified provisions prohibiting conduct involving false or fraudulent insurance claims or statements, if the district attorney does not otherwise object to initiating an investigation. This measure would also require a business organization that holds itself out to the public as an organization practicing medicine, or that a reasonably informed person would believe is engaged in the practice of medicine, to be owned and operated only by physicians, with certain exceptions, as specified. This measure would also require a district attorney to notify the State Board of Chiropractic Examiners whenever a chiropractor is charged with a felony, as specified.

(3) Existing law provides for the licensing and regulation of insurers by the Insurance Commissioner. Existing law provides for the funding of various activities relating to insurance fraud through assessments on insurers, including an assessment of \$1,000 annually per insurer to fund the costs of administration and operation of the Bureau of Fraudulent Claims in the Department of Insurance.

This measure would increase that assessment to \$1,300. This measure would require insurers that issue automobile liability or collision policies to inspect a statistical sampling of the vehicles for which claims are approved for auto body repairs to determine whether the work paid for was appropriately done, as specified. This measure would require an insurer issuing auto policies to provide each insured with an Auto Body Repair Consumer Bill of Rights developed by the department containing specified elements. This measure would authorize the Insurance Commissioner to declare a region of the state as an auto insurance fraud crisis area, which declaration would be in effect for no more than 2 years unless extended by the commissioner, thereby providing for various steps to be taken by insurers with regard to the payment of auto insurance claims.

This provision of the measure would remain in effect only until January 1, 2006, unless extended. This measure would also provide for a doubling of fines applicable to certain insurance fraud offenses committed in an auto insurance fraud crisis area.

(4) This measure would enact other related provisions. This measure would state the intent of the Legislature with respect to this act, which would be known as the Anti-Auto Theft and Insurance Fraud Act of 2000.

(5) This measure would require the provisions relating to the powers and duties of the State Board of Chiropractic Examiners, which was created by an initiative statute, to be submitted to the voters for approval consistent with that initiative statute.

(6) This measure would provide that the changes proposed by this measure to Section 650 of the Business and Professions Code, Section 750 of the Insurance Code, and Section 549 of the Penal Code shall not become operative if AB 2594 is also enacted and becomes operative, on or before January 1, 2001, as specified, and that bill also amends those sections.

(7) The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.

This measure would provide that no reimbursement is required by this act for a specified reason. (SB 1988 of the 2000 Legislative Session)

Proposition 45

Legislative Term Limits.

Local Voter Petitions.

Initiative Constitutional Amendment

Recommendation: Vote YES

Official Summary:

Allows registered voters in an Assembly or Senate district to submit petition signatures to permit their incumbent state legislator to run for re-

election and serve for an additional four years maximum, if a majority of voters approves. This option would only be permitted once per legislator, petitions would be filed before the end of legislator's final term, and petition signatures would be subject to specified requirements. Summary of

estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: This measure would result in unknown, probably minor, costs to local governments for signature verification and minor costs to the state government.

Delegates Adopt All Ballot Prop Recommendations

Only Propositions 42 and 43 were debated from the floor. No other propositions were discussed.

All recommendations as presented by the Executive Council for all ballot propositions were approved by the delegates.

All Executive Council Recommendations Adopted as Amended

Secretary-Treasurer Pulaski's motion to adopt all recommendations before the delegates during the day's proceedings, as a whole and as amended, was seconded and carried.

Adjournment

The 2002 Pre-Primary Election Convention was adjourned on Secretary-Treasurer Pulaski's motion at 3:53 p.m.

Convention Committee Rosters

SERGEANTS AT ARMS

Carl Jaramillo, Chair
Gloria Carter
Monica Hogan
Roman Pinal
Paul Rich
Paul Rosenstein
Neil Silver
John Spaulding
Kirk Vogt
Yvonne Wheeler

COPE ADVISORY PANEL

Sean Harrigan, Chair
Ken Burt
Julie Butcher
Jerry Butkiewicz
Tim Cremins
Randy Ghan
Richard Guerrero
Giev Kashkooli
Matt McKinnon
Ralph Miller
Judy Perez
Sergio Rascon
Linda Sanchez
Marilyn Valenzuela

RULES

Eliseo Medina, Chair
Mary Bergan

Tony Bixler
Pat Caccamo
Miguel Contreras
Enrique Fernandez
Dennis Kimber
Marvin Kropke
Barry Luboviski
Gunnar Lundeberg
Sonia Moseley
Arturo Rodriguez
Dan Terry
William Waggoner
Nancy Wohlforth

CREDENTIALS

Yvonne Wheeler, Chair
Lou Colatrisano
Robert Dhondrup
Leonard Engleman
Jayne Faria
Steve Flint
Robert Guillen
Michael Hardeman
Mickey Harrington
Monica Hogan
Howard Owens
Marina Secchitano
Cindy Tuttle
Marilyn Valenzuela
Dave Wilson

Standing Rules of Order

1. *ROBERT'S RULES OF ORDER.* The Convention shall be governed by Robert's Rules of Order on all matters not provided for by the Constitution or specified in these Rules.

2. *RULES-ADOPTION OF STANDING RULES.* The adoption of the standing rules shall require an affirmative vote of a majority of the duly qualified delegates to the Convention, present and voting. Once adopted, such standing rules shall remain in effect, unless suspended or amended as provided in these rules.

3. *AMENDMENT OF STANDING RULES.* No standing rule of the Convention shall be amended except by an affirmative vote of a majority of the duly qualified delegates to the Convention, present and voting. No such amendment shall be considered until it has been referred to and reported by the Committee on Rules.

4. *CONVENING OF THE CONVENTION.* The Convention shall convene at 10:00 a.m.

5. *COMMITTEE REPORTS.* Whenever there is a majority and minority division on any Committee, both the majority and minority shall be entitled to report to the Convention. The discussion and vote of concurrence or non-concurrence shall be first on the minority report.

6. *COMMITTEE QUORUM.* A majority of any Committee shall constitute a quorum for the transaction of its business.

7. *PASSAGE OF COMMITTEE REPORTS BY CONVENTION.* A majority of the delegates present and voting shall be required to act on a Committee report. No motion shall be acted upon until an opportunity to speak has been given the delegate making the same, if he or she desires.

8. *ROLL CALL VOTE.* At the request of 30 percent of the delegates present and voting, any motion shall be voted on by roll call per capita vote of the delegates. When a roll call has been ordered, no adjournment shall take place until the result has been announced.

9. *PRECEDENCE OF MOTIONS DURING DEBATE.* When a question is under debate or before the Convention, no motions shall be received but the following, which shall take precedence in the order named:

First: To adjourn;

Second: To recess to a time certain;

Third: For the previous question;

Fourth: To set as a special order of business;

Fifth: To postpone to a stated time;

Sixth: To postpone indefinitely;

Seventh: To refer to, or re-refer to Committee;

Eighth: To divide or amend;

Ninth: To lay on the table.

10. *MOTIONS IN WRITING.* Upon request of the Chair, a motion shall be reduced to writing and shall be read to the Convention by the Chair before the same is acted upon.

11. *CONTENTS OF MOTIONS.* No motion, whether oral or written, shall be adopted until the same shall be seconded and distinctly stated to the Convention by the Chair.

12. *MOTION TO RECONSIDER.* A motion to reconsider shall not be entertained unless made by a delegate who voted with the prevailing side, such motion shall require a two-thirds vote to carry.

13. *MOTION TO TABLE.* A motion to lay on the table shall be put without debate.

14. *RECOGNITION AND DECORUM OF DELEGATES.*

(a) Delegates when arising to speak shall respectfully address the Chair and announce their full name and the identity of the organization that they represent.

(b) In the event two or more delegates arise to speak at the same time the Chair shall decide which delegate is entitled to the floor.

(c) No delegate shall interrupt any other delegate who is speaking, except for the purpose of raising a point of order or appealing from a ruling of the Chair.

(d) Any delegate may appeal a decision of the Chair, without waiting for recognition by the Chair, even though another delegate has the floor. No appeal is in order when another is pending, or when other business has been transacted by the Convention prior to the appeal being taken.

(e) Any delegate who is called to order while speaking shall, at the request of the Chair, be seated while the point of order is decided, after which, if in order, the delegate shall be permitted to proceed. The same shall apply while an appeal from the Chair is being decided.

(f) No delegate shall speak more than once on the same subject until all who desire to speak have had an opportunity to do so; nor more than twice on the same subject without permission by a majority vote of those delegates present and voting; nor longer than five minutes at a time without permission by a majority vote of the delegates present and voting.

(g) Any delegate may rise to explain a matter personal to herself or himself and shall forthwith be recognized by the Chair, but shall not discuss a question in such explanation. Such matters of personal privilege yield only to a motion to recess or adjournment.

15. *VOTING NOT TO BE INTERRUPTED.* When once begun, voting shall not be interrupted. No delegate shall be allowed to change his or her vote, or to have his or her vote recorded after the vote is announced.

16. *RECOMMENDATIONS FROM THE FLOOR.* (As provided for in the Constitution of the California Labor Federation, AFL-CIO-Article XIV, F, Section 4) No recommendation may be presented from the floor of the convention for action on any office unless the recommended action concerning such office has already been rejected by convention action.

17. *TWO-THIRDS MAJORITY VOTE.* (As provided for in the Constitution of the California Labor Federation, AFL-CIO, Article XIV, F, Section 5) All endorsements shall be by at least a two-thirds majority vote of the delegates present and voting, in accordance with the per capita formula specified.

Roll of Delegates

AUTO WORKERS, UNITED

United Auto Workers, Reg. 5 C.A.P. (3227)
Beth Rayfield, 404
Frank Souza, 404
Dwayne Lamothe, 404
Lorenzo Young, 403
Debbie Williams, 403
Carl Jaramillo, 403
Ricardo Gonzalez, 403
Elizabeth Jones, 403

COMMUNICATIONS WORKERS OF AMERICA

Communications Workers No. 415 (1412)
Kathleen Kinchius, 471
William Harvey, 471
Monica Hogan, 470
Communications Workers No. 421 (1639)
Jerry Briggs, 1639
Communications Workers No. 423 (1743)
Louie Rocha, 349
Stephanie Olvera, 349
Nora Morris, 349
Dan Rodriguez, 348
Lisa Smith, 348
Communications Workers No. 505 (2089)
Mary Hicks, 697
Marcia Hill, 696
Eric Norwood, 696
Communications Workers No. 509 (2077)
Judith Beal, 347
John Young, 346
Don McCollough, 346
Lorraine Darrington, 346
Jeff Finley, 346
Clairanne Ranney, 346
Communications Workers No. 510 (2572)
John Natoli, 1286
Mike Milliman, 1286
Communications Workers No. 575 (1234)
Janine Romano, 309
Lisa Shafer, 309
Wendy Dowl, 308
Ami Riggs, 308
Communications Workers No. 9000 (539)
Stu Tropp, 180
Robert Henderson, 180
Cummie King-Johnson, 179
Communications Workers No. 9404 (485)
Carol Whichard, 485
Communications Workers No. 9408 (627)
Nadine Cox, 314
Georgia Johnston, 313
Communications Workers No. 9412 (820)
C. Cookie Cameron, 820
Communications Workers No. 9416 (218)
Doris Cruz, 218
Communications Workers No. 9417 (354)
Sandra Carter, 354
Communications Workers No. 9573 (377)
Karen Macias, 189
Steve Maldonado, 188
Communications Workers No. 9400 (540)
Michael Hartigan, 270
Judy Perez, 270
Communications Workers No. 9503 (207)
Ramon Miranda, 104

Pandora Allen, 103

Communications Workers No. 9586 (802)
Yvonne Wheeler, 268
April Lloyd, 267
Judith Ra'Pue, 267
Communications Workers No. 9588 (79)
James Dudley, 40
Rosa Bernal, 39
San Jose Newspaper Guild No. 39098 (729)
Luther Jackson, 729

ELECTRICAL WORKERS (IBEW)

Electrical Workers No. 6 (1002)
Gerald McDermott, 1002
Electrical Workers No. 11 (4609)
Marvin Kropke, 1537
Paul Rosenstein, 1536
Julie Hazuka, 1536
Electrical Workers No. 18 (3859)
Gus Corona, 1930
Barry Poole, 1929
Studio Electricians No. 40 (414)
Philip Baer, 414
IBEW No. 47 (3363)
Patrick Lavin, 421
Ron Delgado, 421
Jeff Flory, 421
Monica Watson, 420
Donald Holler, 420
Stan Stosel, 420
Melora Stockwell, 420
Randy Heldoorn, 420
Electrical Workers No. 332 (746)
Terry Tanner, 249
E. Paul Shaimas, 249
Salvador Ventura, 248
Electrical Workers No. 340 (286)
A. C. Steelman, 143
Roy Ridley, 143
Electrical Workers No. 413 (235)
Joseph Furino, 118
Steve Lopez, 117
Electrical Workers No. 441(850)
Doug Chappell, 213
Chuck Downing, 213
Dave Tschann, 212
Paul Rich, 212
Electrical Workers No. 465 (777)
David Moore, 389
Jerry Butkiewicz, 388
Electrical Workers No. 569 (1167)
Allen Shur, 292
Jennifer Badgley, 292
Emily Davis, 292
Nephi Hancock, 291
Electrical Workers No. 952 (349)
David Tilmont, 349
Electrical Workers No. 1245 (14335)
John Mendoza, 2867
Ed Mallory, 2867
Mike Davis, 2867
Jim Findley, 2867
James McCauley, 2867
Electrical Workers No. 1710 (347)
Henry Chavarria, 174
Manuel Del Valle, 173

FARM WORKERS OF AMERICA, UNITED

United Farm Workers, AFL-CIO (4254)
Giev Kashkooli, 532
Christine Chavez Delgado-Espinoza, 532
Rudy Gonzalves, 532
Michael Moreno, 532
Rosalinda Guillen, 532
Eva Royal, 532
Roman Pinal, 531
Gustavo Aguirre, 531

FIRE FIGHTERS, INT'L ASSN. OF

LA City Fire Fighters No. 112 (1926)
Kenneth Buzzell, 1926
Los Angeles County Fire Fighters No. 1014 (2141)
Richard Guerrero, 1071
Gerardo Silva, 1070
Orange City Fire Fighters No. 2384 (101)
Richard Alarcon, 101
CA Dept of Forestry Firefighters No. 2881 (2927)
Tom Gardner, 2927
Orange County Professional Fire Fighters No. 3631
(572)
Joe Kerr, 572

FLIGHT ATTENDANTS, ASSN.

Assn. Flight Attendants Cncl 11 (817)
Noreene Koan, 817

FOOD & COMMERCIAL WORKERS UNION

United Food & Comm Wkrs No. 101 (2819)
John Ulrich, 2819
United Food & Comm Workers No. 135 (4213)
Norman Bell, 1054
Laureen Redden, 1053
Rosalyn Moore, 1053
Mickey Kasparian, 1053
United Food & Comm Workers No. 324 (8298)
Greg Conger, 830
John Perez, 830
Rick Eiden, 830
Maggie Land, 830
Brett Midkiff, 830
Shari Bolam, 830
Jack Butler, 830
Jamie Sessions, 830
Debbie Watts, 829
Jule Broadddus, 829
United Food & Comm Workers No. 1167 (5903)
Bill Lathrop, 1476
Linda Basham, 1476
Joseph Duffle, 1476
Sean Harrigan, 1475
United Food & Comm Workers No. 1179 (2939)
Barbara Carpenter, 980
Michael Ross-Smith, 980
Gregg Davidson, 979
UFCW Retail Clerks No. 1288 (5467)
Gregory Don Hunsucker, 1367
Kirk Vogt, 1367
David Wilson, 1367
Jerry Martin, 1366
United Food & Comm Workers No. 1428 (1765)
Dan O'Brien, 589
Donna Griggs, 588
Hector Delgado, 588

**GOVERNMENT EMPLOYEES
(AFGE)**

AFGE No. 2297 (56)
Lula May Jones, 56

**HOTEL EMPLOYEES &
RESTAURANT EMPLOYEES**

Hotel & Restaurant Empls No. 11 (6071)
Maria Elena Durazo, 608

Sylvia Carranza, 607
Martha Santamaria, 607
Ron Garcia, 607
Hipolito Morales, 607
Silda Pineda, 607
Marco Alcala, 607
Frank Gutierrez, 607
Rocio Rojas, 607
Alvaro Manzano, 607

Hotel & Restaurant Empls No. 19 (2351)
Enrique Fernandez, 588

Rose Rodriguez, 588
Arthur Fernandes, 588
Lisa Spann, 587

Hotel & Restaurant Empls No. 49 (1116)
Joseph McLaughlin, 1116

Laborers No. 67 (290)
Jerry Rodarate, 145
Jerry Payne, 145

Laborers No. 89 (1155)
William Smith, 289
Ernie Ordonez, 289
Harry Jordan, 289
Ernesto Marmolejo, 288

Hotel & Restaurant Empls No. 340 (2315)
Ignacio Contreras, 1158
John Martin, 1157

Hotel & Restaurant Empls No. 681 (3087)
Ada Torres, 441
Bob Barisoff, 441
Salvador Guillen, 441
Carlos Vargas, 441
Pedro Rabadan, 441
Pedro Navarro, 441
Rosario Espinosa, 441

Hotel & Restaurant Empls. 814 (1754)
Tom Walsh, 351
Ichiro Takahashi, 351
Carlos Jaurequi, 351
Noel Rodriguez, 351
Lotus Perez-Silva, 350

IRON WORKERS, INT'L ASSN.

Iron Workers No. 229 (827)
Bill Tweet, 414
Charley Fouquette, 413

Iron Workers No. 624 (71)
Douglas Ballis, 71

**LABORERS' INTERNATIONAL
UNION**

Laborers No. 185 (830)
Stan Swiger, 208
Armando Calzada, 208
Martin Skraber, 207
Cedric Porter, 207

Construction & General Laborers No. 261 (985)
Oscar De La Torre, 985

Laborers No. 270 (3470)
Manuel Velasco, 1735
Gerardo Esparza, 1735

Laborers No. 291 (429)
Harry Harris, 215
Don Buffington, 214

Laborers No. 300 (2556)
Sergio Rascon, 366
Jaime Hernandez, 365
Luis Robles, 365
Seferino Reyes, 365
Jim Hilfenhaus, 365
Sergio Ramos, 365
Frank Zavala, 365

Construction & General Laborers No. 304 (1132)
Rick Smith, 378
Marco Sanroman, 377
Charles Center, 377

Laborers No. 326 (344)
Ronald Puls, 344

Laborers No. 402 (415)
Owen Betts, 208
Jose Mejia, 207

Laborers No. 585 (774)
Leo Valenzuela, 774

Laborers No. 591 (156)
Kenneth Casarez, 78
Pablo Lino, 78

Laborers No. 777 (236)
Fred Lowe, 118
Victor Gordo, 118

Shipyard & Marine Laborers No. 886 (320)
James Collins, 160
Don Hightower, 160

Laborers No. 1184 (2074)
John Smith, 2074

**LETTER CARRIERS NATIONAL
ASSOCIATION**

Letter Carriers Branch No. 214 (379)
John Beaumont, 379

**LONGSHORE AND WAREHOUSE
INT'L UNION**

SF Inlandboatmen-Marine Div. ILWU (80)
Marina Secchitano, 40
Terry Miyashiro, 40

Ship Clerks Assn., ILWU No. 34 (149)
Lee Sandahl, 149

MACHINISTS & AEROSPACE WORKERS

Machinists Lodge No. 720-J (49)
Dick Amemiya, 25
Jim Byard, 24

Machinists Lodge No. 1125 (111)
Carl Cobb, 56
Wayne Ihrig, 55

Peninsula Auto Machinists No. 1414 (2252)
Donald Barbe, 376
Manny Francis, Jr., 376
Glenn Gandolfo, 375
Shelley Kessler, 375
Art Pulaski, 375
Charles Netherby, 375

East Bay Auto Machinists No. 1546 (1977)
Donald Crosatto, 659
R. V. Miller, 659
David Asplin, 659

IAM Electronic-Journeyman & Production Lodge
No. 1584 (860)
Chris Rasmussen, 860

Machinists No. 1596 (497)
Thomas Brandon, 497

Air Transport Empls No. 1781 (7053)
Raymond Perry, 2351
Peter Zachos, 2351
Michael Tower, 2351

Machinists, Mechanics Lodge No. 2182 (601)

James Beno, 601

OFFICE & PROFESSIONAL EMPLOYEES

Office & Prof. Empls No. 3 (1426)
Nancy Wohlforth, 1426

Office & Prof. Empls No. 29 (2928)
Yvonne Caisee, 976
Linda Gilmore, 976
Barbara Banford, 976

Office & Prof. Empls No. 45 (485)
Franklin Kase, 243
Daniel Fulmer, 242

OPERATING ENGINEERS, INT'L

Operating Engineers No. 3 (17482)

Walt Powers, 1749
Don Doser, 1749
John Bonilla, 1748
Frank Herrera, 1748
T. Robert Miller, 1748
Garland Rosauero, 1748
Cindy Tuttle, 1748
Rob Wise, 1748
Carl Goff, 1748
Russ Burns, 1748

Operating Engineers No. 12 (7881)

William Waggoner, 789
Robert Burns, 788
Mickey Adams, 788
Dale Vawter, 788
Fred Young, 788
Steve Billy, 788
John Spaulding, 788
Chrissie Unruh, 788
Bob Waggoner, 788
Patrick Henning, 788

Operating Engineers No. 39 (1136)

Jerry Kalmar, 284
Perry Bonilla, 284
Donald Vincent, 284
Kevin Barry, 284

PAINTERS & ALLIED TRADES INT'L UNION

Sign & Display No. 510 (507)
Michael Hardeman, 507

Resil. Flr & Dec. Cov. Workers No. 1247 (173)
Jim Ramos, 87
Augustine (Gus) Rodriguez, 86

Painters No. 2345 (245)
Christopher Graeber, 123
Lisa Stephens, 122

**PLASTERERS' & CEMENT MASONS'
INT'L UNION**

Cement Masons No. 400 (110)
Ohnie Oakley, 55
Karl Bik, 55

**PLUMBING & PIPE FITTING
INDUSTRY (UA)**

Plumbers No. 78 (789)
John Hall, 395
Fernando Flores, Jr., 394

Pipefitters No. 250 (1784)
Edward Barnes, 357
George Vasquez, 357
Terry Martin, 357

Carmine Buonauro, 357
Arthur Guzman, 356

Plumbers & Pipefitters No. 345 (228)
Reuben Bautista, 228

Plumbers & Steamfitters No. 398 (253)
Dean Mc Gougan, 127
Ray Le Vangie, Jr., 126

Plumbers & Steamfitters No. 467 (730)
Gary Saunders, 730

Sprinkler Fitters U.A. No. 709 (475)
Sal Chiaravallotti, 238
Mike Swenson, 237

PROFESSIONAL AND TECH. ENGINEERS

Fed. Prof. & Tech. Eng. No. 21 (2745)
David Novogrodsky, 915
Ron Dicks, 915
Carol Isen, 915

ROOFERS, WATERPROOFERS AND ALLIED WORKERS

Roofers No. 95 (166)
Daniel Garcia, 83
Daniel Smith, 83

SEAFARERS' INT'L UNION

Pacific Coast Marine Firemen (415)
Henry Disley, 208
Anthony Poplawski, 207

Sailors Union of the Pacific (1773)
Gunnar Lundeberg, 296
Dave Connolly, 296
Mark Hurley, 296
Tom Larkin, 295
Mark Littlejohn, 295
Duane Nash, 295

Seafarers--Atlantic & Gulf Div. (854)
Heriberto (Herb) Perez, 285
Emiliano Garcia, 285
John Spadaro, 284

SERVICE EMPLS INT'L UNION, AFL-CIO

LA City & County Schl Empls, SEIU No. 99 (16953)

Janett Humphries, 1696
Tomas Montoya, 1696
Cecilia Duarte, 1696
Lawrence Keck, 1695
Alice Craft, 1695
Joanne Carrillo, 1695
James Kidd, 1695
Aly Puig, 1695
Samuel Gonzalez, 1695
Barbara Hunter, 1695

Health Care Workers No. 250, S.E.I.U. (26876)
Sal Rosselli, 6719
Pamela Martinez, 6719
Dan Martin, 6719
Paul Kumar, 6719

Service Employees No. 347 (5256)
T.K. Walton, 526
Luis Escontrias, 526
Charley Mims, 526
Art Sweatman, 526
Julie Butcher, 526
Richard White, 526
Joaquin Avalos, 525
Barbara Calhoun, 525
Linda Stone, 525
Jim Haas, 525

Service Employees No. 415 (1803)
Cliff Leo Tillman, Jr., 902
Edward Wang, 901

Social Services No. 535 (13638)
James Johnson, 6819
Doris Wallace, 6819

Service Employees No. 616 (2388)
Wayne Templeton, 398
Kathy Allen, 398
Lillie Simpson, 398
Eva Lozada, 398

N'Sombi Mohammed, 398
Jackie White, 398

LA County Service Empls No. 660 (22301)
Alejandro Stephens, 2231
Annelle Grajeda, 2230
Damon Moore, 2230
Mark Klein, 2230
Gary Cramer, 2230
Nancy Moris, 2230
Donna Meredith, 2230
Kathleen Austria, 2230
Rosie Martinez, 2230
Lupe Figueroa, 2230

Service Employees No. 715 (9527)
Kristina Sermersheim, 3176
Harry Adams, 3176
John Gutierrez, 3175

Service Employees No. 790 (17268)
Josie Mooney, 1919
Marshall Walker III, 1919
Rex Spray, 1919
Michelle Brown, 1919
Jim Kelly, 1919
Mynette Theard, 1919
Rebecca Miller, 1918
Larry Hendel, 1918
LaWanna Preston, 1918

Service Employees No. 817 (1602)
Joan Johnson, 321
Chauelo Hernandez, 321
Juanita Casiano-Ferrante, 320
Joe Salisbury, 320
Jim Lopez, 320

Service Employees No. 998 (2344)
Barry Hammitt, 1172
Andrea Colavita, 1172

CA State Empls Assn., SEIU No. 1000 (3152)
Perry Kenny, 394
Steven Alari, 394
Pauline Robinson, 394
Gwen Hooker-Patrick, 394
Maggie Blevins, 394
Don Daverin, 394
Ralph Robles, 394
Cornell Francois, 394

Solano Assn. Gov. Empls, SEIU No. 1280 (1009)
Rebecca Flanigan, 1009

Service Employees No. 1877 (11543)
Tom Csekey, 11543

Service Employees No. 2028 (3842)
Mary Grillo, 1281
Lois Balfour, 1281
Eliseo Medina, 1280

STAGE EMPLS & MOVING PICTURE TECHNICIANS

Theatrical Stage Empls No. 16 (581)
F. X. Crowley, 581

IATSE No. 33 (995)\
Thomas McAleer IV, 249
G. Lynd Bingham, 249
Joseph Doucette, Jr., 249
Peter Marley, 248

Property Craftspersons No. 44 (1660)
Sam Esposito, 830
Erik Nelson, 830

M.P. Grips No. 80 (1583)
Thom Davis, 317
William Sordal, 317
Melinda Gordon, 317
Russell Nordstedt, 316
Sharon Boggis, 316

IATSE No. 122 (112)
Daniel Espinoza, 112

IATSE Stagehands No. 158 (43)
Maurice Blanchard, 43

M.P. Photographers No. 600 (2489)
Bruce Doering, 1245
Steve Flint, 1244

Lab Film/Video Technicians No. 683 (1166)
Leslie Blanchard, 1166

IATSE Motion Picture Editors No. 700 (3996)
Catherine Repola, 3996

M.P. Costumers No. 705 (1209)
Rudolph Garcia, 605
Stephen Shubin, 604

Make-Up Artists No. 706 (992)
Leonard Engelman, 992

Studio Elect. Lighting Technicians No. 728 (1531)
Norman Glasser, 511
Michael Everett, 510
Paul Caven, 510

M.P. First Aid Employees No. 767 (181)
Cheri Larson, 91
Mitchel El-Mahdy, 90

IATSE Script Supervisors No. 871 (382)
Cassandra Barrere, 191
Lainie Miller, 191

M.P. Art Directors No. 876 (626)
Scott Roth, 626

IATSE Studio Teachers No. 884 (90)
L. Richard Wicklund, 45
Polly Businger, 45

STATE, COUNTY & MUNICIPAL EMPLS.

United Domestic Workers of America (2970)
Willie Pelote, Sr., 1485
Max Carbuccia, 1485

Sacramento Employees No. 146 (514)
Donna Rennie, 257
Gary Miller, 257

Contra Costa Cnty. Prof. Tech. Empls No. 512 (118)
Ellis "Pat" Patterson, 118

San Mateo County Empls No. 829 (1354)
Linda Gregory, 1354

Torrance Municipal Employees No. 1117 (238)
Alan Lee, 119
Dave Wallace, 119

UNAC Health Care Workers No. 1199 (3350)
Barbara Blake, 670
Sonia Moseley, 670
Cheryl Obasih-Williams, 670
Delima Mac Donald, 670
Cathy Ballester, 670

Metro. Water District Employees No. 1902 (576)
Robert Reeves, Sr., 192
Michelle Haight, 192
Wayne Lamkin, 192

East Bay Utility Clerical Empls. No. 2019 (326)
Rachel Vasquez, 163
Jim Prola, 163

East Bay Regional Parks Empls. No. 2428 (211)
Tom Rankin, 211

AFSCME No. 2620 (1639)
Sabina Virgo, 547
Teri Hart, 546
Henry Carreon, 546

All City Empls Assn. No. 3090 (1914)
Alice Goff, 319
Willie Pelote, 319
Adam Acosta, 319
Myra Vines, 319

Carmen Hayes-Walker, 319
Doug Moore, 319

STEELWORKERS OF AMERICA, UNITED

United Steelworkers No. 8844 (119)
Rolland Cory, 60
David Harris, 59

TEACHERS, AMERICAN FEDERATION OF

United Educators of SF No. 61 (3602)
Peggy Gash, 1801
Dennis Kelly, 1801
San Jose Federation of Tchrs No. 957 (75)
Ken Burt, 75
Berkeley Faculty No. 1474 (192)
Kirsten Spalding, 192

AFT College Staff Guild No. 1521 (1946)
Velma Butler, 325
Diane Hayes, 325
Dorothy Tyus-Rowe, 324
Lois Sidenfaden, 324
Peter Sidenfaden, 324
Yvonne Owens, 324

UCLA Faculty No. 1990 (225)
Alan Carr, 113
Rob Hennig, 112

SF Community College Fed. of Tchrs No. 2121
(706)
Alicia Wang, 706

Glendale C.C. Fed. of Tchrs No. 2276 (488)
Mona Field, 488

Fort Sage Fed. of Tchrs No. 4964 (12)
Michael McLaughlin, 6
Joseph Lanthier, 6

TEAMSTERS, INT'L BROTHERHOOD

Bldg. Material, Constr. Industry Teamsters No. 36
(153)
Arthur Cantu, 153

Teamsters, Auto Truck Drivers No. 70 (545)
Chuck Mack, 182
Joseph Silva, Jr., 182
Jack Peasley, 181

Freight, Construction, General Drivers No. 287
(408)
Douglas O'Neal, 204
Louie Bettencourt, 204

General Truck Drivers, Warehousemen No. 315
(302)
Dale Robbins, 151
Steve Gutierrez, 151

Sanitary Truck Drivers No. 350 (182)
Robert Morales, 91
Larry Daugherty, 91

General Teamsters No. 439 (83)
Bob Gamaza, 83

General Teamsters, Warehousemen No. 890 (190)
Franklin Gallegos, 95
Michael Johnston, 95

TRANSIT UNION, AMALGAMATED

Amalgamated Transit No. 256 (463)
Barry Broad, 232
Shane Gusman, 231

Amalgamated Transit No. 276 (147)
Vincent Contino, 74
Alan Wagner, 73

Amalgamated Transit No. 1225 (361)
Oscar Owens, 361

Amalgamated Transit No. 1277 (1625)
Neil Silver, 325
Dane Sheldon, 325

Tommy Elisaldez, 325
James Lindsay, 325
Sammy Hess, 325

Amalgamated Transit No. 1555 (587)
Jayne Faria, 294
Kevin Alexander, 293

Amalgamated Transit No. 1574 (301)
Ed Proctor, 301

Amalgamated Transit No. 1575 (296)
Anthony Withington, 296

UTILITY WORKERS UNION OF AMERICA

Utility Workers No. 132 (2340)
Marti Rodriguez-Harris, 2340

BLDG & CONSTR. TRADES COUNCILS

Alameda Bldg & Cnst. Trades Cncl (2)
Barry Luboviski, 1

Marin Bldg Const. Trades Cncl (2)
Randell Oyler, 1

S. Clara & S. Benito Bldg Tds Cncl (2)
Neil Struthers, 1

San Diego Bldg Cnst. Trades Cncl (2)
Xema Jacobson, 1
Bill Tweet, 1

San Mateo Bldg & Cnst. Trades Cncl (2)
William Nack, 1

San Francisco Bldg & Const. Trades Cncl (2)
Stanley Warren, 1
Randy Oyler, 1

Ventura Bldg Const. Trades Cncl (2)
Robert Guillen, 1

CALIFORNIA STATE COUNCILS

H.E.R.E., CA State Cncl of (2)
Jef Eatchel, 1

Letter Carriers, CA State Assn. (2)
John Beaumont, 1

Machinists, CA Conference of (2)
Gloria Carter, 1
Matthew McKinnon, 1

Oper Engineers, Cal/Nev Conf (2)
Dennis Bonnifield, 1
Tim Cremins, 1

Retiree State Cncl (3)
Howard Owens, 1
Margaret Sowma, 1
Miriam Ludwig, 1

SEIU California State Council (2)
Dean Tipps, 1
William Steck, 1

State Bldg & Cnst., CA Trades Cncl (2)
Robert Balgenorth, 1
Scott Wetch, 1

Theatrical, CA State Fed (2)
Edward Powell, 1
Ken Orsatti, 1

CENTRAL LABOR COUNCILS

Alameda Central Labor Cncl (2)
Judy Goff, 1
Robert Dhondrup, 1

Butte/Glenn Central Lbr Cncl (2)
Mickey Harrington, 1

Contra Costa Central Lbr Cncl (2)
John Dalrymple, 1
Pamela Aguilar, 1

Fresno/Madera/Tulare/Kings CLC (2)
Randy Ghan, 1
G. Don Hunsucker, 1

Kern/Inyo/Mono Cnties CLC (2)
Ward Wollesen, 1
Chuck Waide, 1

Merced/Mariposa CLC (2)
Jerry Martin, 1

Monterey Bay Cntrl Labor CLC (2)
Wren Bradley, 1

Napa/Solano Central Lbr Cncl (2)
Steve Harris, 1
Anes Lewis Partridge, 1

North Bay Labor Council (2)
Alexander Mallonee, 1

Orange County Central Lbr Cncl (2)
Linda Sanchez, 1
Rick Eiden, 1

Sacramento Central Lbr Cncl (2)
Bill Camp, 1
Ruth Holbrook, 1

San Bernardino/Riverside CLC (2)
Laurie Stalnakar, 1
Bill Lathrop, 1

San.Joaquin/Calaveras CLC (2)
Sandra Carter, 1
Louis Colatriano, 1

San Mateo County CLC (2)
Tim Paulson, 1
Linda Gregory, 1

South Bay AFL-CIO Labor Cncl (2)
Amy Dean, 1
Cristina Uribe, 1

Tri-Counties Central Labor Cncl (2)
Marilyn Valenzuela, 1

COUNCILS

Fire Fighters, Calif. Professional (2)
Richard Mayberry, 1
Teresa Ortiz, 1

CWA Northern CA/NV Council (2)
Tom Ramirez, 1
Tom Runnion, 1

DISTRICT COUNCILS

CWA Council District No. 9 (2)
Jim Weitkamp, 1
Jim Gordon, 1

ILWU, N. CA Dist. Cncl. (2)
Leroy King, 1
Fred Pecker, 1

Laborers, N. CA Dst Cncl of (2)
Jose Moreno, 1
Doyle Radford, 1

Laborers, S. CA Dist Cncl of (2)
Mike Quevedo, Jr., 1
David Key, 1

Painters District Cncl No. 36 (2)
Grant Mitchell, 1
Walt Petrovich, 1

Pipe Trades District Cncl No. 16 (2)
Tom FitzGerald, 1
Sid Stolper, 1

Public Empls., Pacific SW Reg District Cncl (2)
Terence O'Sullivan, 1
Rocco Davis, 1

Summary
of the
Proceedings
of the
24th Biennial Convention
of the
California Labor Federation, AFL-CIO

Fairmont Hotel
San Francisco
July 23 - 24, 2002

**Call to Order and
Opening Ceremonies**

More than 500 delegates convened at the Federation's 2002 Biennial Convention, determined to build the political, legislative and economic power of working families throughout California. They prepared to make important decisions affecting the course of the Federation's work and the outcome of elections for the next two years and beyond.

President Tom Rankin, serving as Chairperson of the Convention, called the meeting to order at 11:00 a.m. in the Grand Ballroom of the Fairmont Hotel, a capacious room bedecked with union banners from locals and councils around the state.

He then introduced Walter Johnson, secretary-treasurer of the San Francisco Labor Council who welcomed the delegates to the city. "Welcome to the city by the Bay, one of the best loved cities in the world," he told the delegates.

Chairperson Rankin then announced "This is a private meeting for authorized delegates and guests. It is not open to the general public."

The Presentation of the Colors and the Pledge of Allegiance

were performed. *America the Beautiful* was sung by Kenny Waggoner.

The morning's invocation was given by Pastor Elizabeth Ekdale of St. Mark's Lutheran Church of San Francisco.

Chairperson Rankin next introduced the members of the Federation's Executive Council, and acknowledged the presence of Albin Gruhn, President Emeritus, and Jack Henning, Executive Secretary-Treasurer Emeritus.

Committees Approved

On Executive Secretary-Treasurer Pulaski's motion, the Convention approved the Convention Committees as appointed by President Rankin.

Preliminary Report of Committee on Credentials

Yvonne Wheeler, chairperson of the Credentials Committee, reported. Her motion to adopt the report was carried by the delegates.

**Report of Committee on Rules
and Order of Business**

Alejandro Stephens, chairperson of the Rules and Order of

Reports Distributed to Delegates

All delegates received relevant Convention materials in their packets prior to the opening ceremonies. Included were: Reports of the Executive Secretary-Treasurer, Executive Council, Auditors and the

Business Committee, reported and introduced the committee members. His motion to adopt the Standing Rules as published in the materials received by the delegates, was carried.

(See Standing Rules, p. 50-51) Secretary-Treasurer Pulaski then introduced Tom Rankin, president of the Federation, for his address to the Convention.

Address

TOM RANKIN

President

California Labor Federation, AFL-CIO

Brothers and Sisters, conventions always give us an opportunity to review Labor's accomplishments and to chart our course for the future. We got a lot done since we met two years ago to endorse Gray Davis for Governor. We've restored daily overtime and prevailing wages by putting regulations into statute. We've passed the right-to-organize law.

We've greatly increased benefits in our three social insurance programs: state disability benefits, workers' compensation and unemployment insurance. We could go on and on reading the list but I recommend that you look in Book 1 in your packet in the Executive Secretary-Treasurer's report for a comprehensive review of all the legislation that we've passed and gotten signed in the last four years.

We've done a lot. But what I want to talk about today is not so much what we've done for working families. But about why it takes such a struggle in the state and federal level to get any legislation passed to benefit workers and their families. Why it's so difficult, and also what we can do about it.

Why did it take us four tries and the threat of an initiative to get a workers' compensation benefit bill signed, when benefits for injured workers haven't been increased since 1993 and for some haven't been increased since 1982?

Why did it take two tries and a recession to get an unemployment insurance benefit increase bill signed?

Why couldn't we get a bill enacted to require corporations who benefit from California tax breaks to report how many and what kind of jobs they're creating? That's supposed to be the purpose of those tax breaks, or some of them at least.

Why did a group of Assembly Democrats a couple of years ago see fit to form a Democratic business caucus—I think the first one in the history of the state? Why do over 20 Democrats now belong to its renamed version, the Moderate Democratic Caucus?

In the bigger picture on the federal level, why haven't we, in our great democracy, been able to get any significant social legislation passed since the 1960s when Medicare and civil rights legislation were passed?

Today I got the USA Today, which I never read, but it was

in front of my hotel room door. There was an interesting article on the front page about the value of the minimum wage. Why has the value of the minimum wage, if you look at it in today's dollars, dropped from \$7.43 in 1970 to \$5.15 today? Why is it so hard in the world's biggest and oldest democracy to pass laws that benefit the majority of people?

The answer is, I think, that even in periods of Democratic political control, the power of the corporations and the wealthy has come to dominate the political arena in America and California in the past two to three decades.

We all know business outspends us in politics 17, 18, 19, 20 to 1, and in lobbying it's even worse. We, for instance, have a handful of Labor lobbyists in Sacramento. They have hundreds of lobbyists and PR firms working for them. Anytime a bill comes up that they think adversely affects their interests, they hire every available contract lobbyist in Sacramento.

Last year the energy crisis lined the pockets of dozens of corporate lobbyists hired to protect the interests and the power of companies like Enron. This year the automobile and oil industry spent over \$5 million to try to kill the emissions control bill that the Governor signed yesterday.

But it's not just corporate money that's made life hard for me and other Labor lobbyists and good-cause lobbyists in the last 20 years. It's the pro-business culture that's developed, especially during the boom times of the 1990s. New high-tech jobs were being created, the stock market was booming, interest rates were low. Some people even thought that we were never going to see a business cycle again. Well, now we know better.

I just finished reading a great book by a guy named Kevin Phillips. Many of you might recognize his name. He was Nixon's chief strategist in 1968. He's an unusual Republican. His new book is called *Wealth and Democracy: A Political History of the American Rich*, and in his book he compares the last 20 years of American history to the period of the Gilded Age, the end of the 19th Century, the beginning of the 20th Century, the time of the Robber Barons, and also to the age of the 1920s.

He says, "Today we're experiencing the re-emergence of the

plutocracy," and he figured the disparity of wealth between the rich and the poor in the United States has now reached the level where it was in the Gilded Age when one percent of this country's people owned 60 percent of the country's wealth. He talks about a Forbes study of the 400 richest Americans showing that they were 10 times richer in 1999 than in 1990. In 10 years their average worth went up to \$2.6 billion.

During the 20-year period from 1975 to 1995, when things were supposed to be getting better for everyone, the top 1 percent of America captured 70 percent of all of the earnings growth. So much for the old theory that a rising tide lifts all boats.

Economic studies show that during this period, the incomes of the middle class and the poor remained basically stagnant. It looks like only the yachts were lifted.

Despite the depressing statistics and Phillips' evidence of how the rich and the corporations have used government to feather their own nests, the book, in the end, has an optimistic outlook.

Change Comes with Struggle

Because if history repeats itself, we should be standing on the edge of a new progressive era like the one in the late 19th and early 20th centuries that produced for us antitrust laws, child-labor laws, workers' compensation laws, the progressive income tax, and, for the first time, the popular election of U.S. senators.

And, like the New Deal that produced Social Security, the National Labor Relations Act, the Fair Labor Standards Act, unemployment insurance and more, periods of corporate corruption and excess like the one we now have, that in the past, produced periods of Democratic and egalitarian reform in reaction.

I hope Phillips is right, but I don't think it will happen automatically or easily. Power and privilege have never given up their rights without a struggle. You'd think that in light of all the recent corporate scandals, Enron, World Com, Global Crossing, you'd think they'd have had a huge political impact. When Ken Lay gets \$180 million by selling his stock options, and soon afterward thousands of Enron workers lose their jobs and their life savings, you'd think that would be enough to wake up the public and the politicians that something has to be done to rein in corporate greed.

Maybe it will be. Ninety-seven senators just voted in Washington for business reform. But there are other things going on in Washington that show that this change is not going to be easy.

And in Sacramento the results of corporate scandals don't seem to have hit home yet. Earlier in the year we had a bill to put the brakes on the accounting firms and control what they've been doing. It didn't make it out of the Assembly.

In Washington, last week there was a bill that was taken up very secretly in the House Subcommittee, a bill sponsored by some of America's top corporations: Microsoft, Cisco Systems, Eastman Kodak, Disney, Johnson & Johnson and others, which would restrict the authority of state and local government to tax national corporations. It would cost an estimated \$9 billion from state and local governments and give those corporations about \$9 billion a year. The hearing was held on such short notice that state officials couldn't even attend.

So while there may be something new going on the surface, there's a lot of the old going on behind the scenes at the same time.

I submit to you, Brothers and Sisters, that if we are to see a new progressive age in this country—and God knows we need one—it will have to be the Labor Movement that's going to lead it. That's how it was in the 1930s and that's how it can happen again. Unless we can take advantage of the current distrust of the public towards corporate America, the opportunity will slip through our fingers. We'll be pedaling faster just to stay in the same place, and working families will pay the price.

Now is the time to roll back the free-trade laws that have cost us our good jobs and are weakening our country.

Now is the time to restore a progressive tax system, especially in California. We tried this year to pass a bill to tax the rich as part of the solution to the state's budget problem. It failed. We're going to have to do it next year if we can't do it this year, because the budget problem next year is probably going to be even worse. And there's only one fair and reasonable solution to that problem, and that's to get more money from those who can afford to pay.

Now is also the time to make all employers pay their fair share of health care costs. I could go on and on about what needs to be done for working people and what can be done if we can, indeed, create a new Democratic era.

Our policy statements, if you look at those, would provide a great program for any Democrat to run on.

Lines are Drawn

Tomorrow we're going to make our political endorsements for the November elections. We all know from our experience that the lines between Republican and Democratic candidates are very clearly drawn. We know we no longer have any liberal Republicans left in California. We know that the lines are clearly drawn, and we know the Republicans oppose basically everything we stand for, and if elected will do everything in their power to continue the rule of the rich and the dominance of the corporations.

Some of the Democrats are with us a hundred percent, John

Burton being one of them. Most of them, however, like that Democratic Assembly Business Caucus, are with us only when they think it's in their political interest to be with us. And none of us is naive enough to think that an endorsement by Labor means that the endorsed candidate necessarily supports our program.

But the present crisis in Congress and the business community certainly should make those Democrats who are only with us for political reasons, pay a lot more attention to what we say. It's going to be our job in the next months and years

to make them pay attention, to organize to win this election, to organize to change the political climate, to organize to get legislation passed for a better future for working people.

We've got a great Labor Movement here in California, and I know we're all going to work together this fall, the rest of this summer, and in the coming years to bring about a progressive movement in California and in the rest of the country.

Thank you.

Report of Committee on Constitution

Mary Bergan, chairperson of the Constitution Committee, reported on two resolutions referred to the Committee. Her motion that the resolutions be adopted as presented was carried:

They were:

13–Newly Affiliated Union Delegates

14–General Fund Special Account

Chavez-Thompson and Gilbert Address Convention

Linda Gregory, AFSCME Local 829, and President of the San Mateo County Labor Council, introduced AFL-CIO Executive Vice President Linda Chavez-Thompson as the highest ranking woman in the American labor movement.

Chavez-Thompson rallied the delegates by lauding the benefits of political action and praising women unionists for their role in electing pro-worker candidates to office.

Secretary-Treasurer Pulaski introduced the next speaker,

Melissa Gilbert, president of Screen Actors Guild, as “America’s sweetheart ... we know her as something else, a fine, strong and great union leader.”

Gilbert drew parallels between workers today and the despair experienced by the Joad family of the 1930s in John Steinbeck’s *Grapes of Wrath*.

A film clip of the motion picture *The Grapes of Wrath* was shown following Gilbert’s speech.

Worker Testimony on the Right to Organize

One of the Federation’s top goals over the past few years has been to support organizing of new members, said Secretary-Treasurer Pulaski. That support might take the form of walking picket lines, lending support in collective bargaining, mounting boycotts, or passing new laws that advance organizing efforts, he said.

The Right-to-Organize law, Assembly Bill 1889, was one of the most important laws to come out of the Legislature in years, he noted. “ ... it tells companies that if they receive state funds they cannot use those funds to intimidate workers anymore, they cannot use those funds to oppose organizing anymore.”

He then introduced two of three workers being honored at the Convention for their courageous work to organize in the face of intimidation.

Mary Hillman of SEIU Local 250 Catholic Healthcare West, told of organizing work at the hospital over a five year period.

“We now have a wonderful first-time contract that guarantees health care benefits for health care workers and their families.” She thanked all those who helped in the victory.

Also recognized for her work in that struggle, was Christina Vasquez of SEIU Local 250.

Don Delice business agent of Amalgamated Transport Union Local 256 described how bus drivers and mechanics working for Laidlaw Transit approached the union for representation. A new contractor replaced Laidlaw and the workers got a decent contract because AB 1889 prevented the employer from interfering with the union’s organizing drive.

The union also successfully used the new organizing law to get a first contract for 400 New Mission Laundry workers, he said.

Chairman Rankin thanked both delegates for their stories. “It’s really great to see that something we do in Sacramento has an effect out there in the workplaces of California.”

Bill Lockyer, Attorney General State of California

Following Art Pulaski's introduction, Attorney General Lockyer addressed the Convention.

Defending the rights of working families is his main priority as the state's top law enforcement office, Lockyer said. He is currently defending the Right-to-Organize law in court against an employer's lawsuit, and said California is plagued by a growing gap "between the small number of wealthy elites" and the rest of us.

"We need a strong, vibrant middle class that buys all the stuff, spends money, sends their kids to college and buys a house, the things we want our kids and grandkids to be able to do without unnecessary burdens"

Two Late Resolutions Accepted

Resolutions 22-*Oppose Firings of Alia Atawneh and Hiam Yassine from Macy's of California*, and 23-*Oppose TIPS-Support Freedom*, although late, were accepted on Art Pulaski's motion and referred to the Resolutions Committee for action.

A motion was made and seconded to accept a third late resolution presented by the San Francisco Labor Council, titled *Oppose Delano II Prison Project*.

Division of the House

After a voice vote, a Division of the House was called for. Chairperson Rankin noted that a two-thirds vote of the members present and voting was required to accept a late resolution and refer it to Committee.

The Division of the House resulted in the motion failing 153 No to 131 Aye votes. Therefore, the resolution *Oppose Delano II Prison Project* was not referred to any committee.

Announcements

Secretary-Treasurer Pulaski thanked *The Working Group*, sponsors of the *Joadie Awards*, and producers of *We Do the Work* television program, for providing the *Grapes of Wrath* video.

Recess

The Convention was recessed for lunch and afternoon workshops. (See Workshops, p. 52-53)

Proceedings

of the

Second Day

of the

California Labor Federation, AFL-CIO

Convention

July 24, 2002

Chairperson Rankin called the Convention to order to commence the Federation's second day of its 24th Biennial Convention.

He announced the first item of the morning's business was to present the winner of the Federation's annual scholarship competition.

Scholarship Competition Winner

Tom Rankin announced the winner of the 2002 competition, Amanda Chojnacki, a graduate of Anzar High

School in San Juan Bautista.

Her essay, actually a script, he said, tells the story of San Francisco longshore workers in 1915. It is titled, *A Face of Change*.

He also thanked Federation staffer Alice Hobson, for her work on the scholarship program.

Ms. Chojnacki thanked the Federation and its co-sponsors for the award. She said it would help her to fulfill her dream of going to the University of San Diego to

Remarks on Ergonomic Standard

TOM RANKIN, President

California Labor Federation, AFL-CIO

Now we have another issue that has been a struggle. We've been engaged in this one for a long time. It involves health and safety. Many years ago—actually, it was 1993 when we passed the workers' compensation bill after a great fight under the Wilson Administration. It was a benefit increase bill, with so-called reforms, most of which were not too great for injured workers, but that was all we could do.

But we did get a significant provision inserted in that bill to require the CAL/OSHA Standards Board to adopt an ergonomics standard. Unfortunately, the standard they adopted was far from the protective standard we had asked for, and actually, was far from the standard that the head of CAL/OSHA, John Howard, had asked for at the time.

Remember, John Howard was under Pete Wilson, he was the head of CAL/OSHA, and also under Gray Davis. He just took a job with NIOSH, the National Institute of Occupational Safety and Health, in Washington. So he's no longer at CAL/OSHA.

He had actually proposed a good ergonomic standard to the Standards Board, which ended up taking a more right wing

position than the official Wilson Administration. They rejected Howard's proposal and adopted an inferior standard.

We were in court for years on this. We finally got a standard, but it has a major problem. It requires two injuries of people at the same workplace doing identical work before it goes into effect. It's basically useless.

So we have now, and in the past, petitioned the CAL/OSHA Standards Board for a better standard. Up until this June that board was dominated by Pete Wilson appointees and they rejected our position.

We now have a Gray Davis majority on that Standards Board. There are a couple Wilson holdovers, and we hope they'll be replaced soon. But we do have a majority.

So in August, we are again petitioning the Standards Board for a better ergonomic standard. We're actually asking for the standard that John Howard had developed back in the early nineties.

So we are passing out these postcards. They will go to the

executive officer of the OSHA Standards Board, John McLeod. They're being passed out now. We're asking you to sign them and indicate that you're joining the Labor Federation as a co-petitioner to the OSHA Standards Board in support of stronger state ergonomic standards. We will present these to the Standards Board at their August 18th meeting in Sacramento.

We really need do something about this problem. There are thousands of these repetitive motion injuries in California every year. The employers always complain to us about the

high workers' compensation costs. These injuries cost the workers' compensation system and the employers probably well over \$200 million a year.

A little prevention would go a long way to stop those costs and, more importantly, by stopping the pain of injured workers and stop those injuries from happening.

So please sign the cards. They should be then passed over to that end of the hall and we'll collect them and present them to the Standards Board on August 18.

Report of Committee on Credentials

Yvonne Wheeler, chairperson of the Credentials Committee, made her report to the Convention, and it was adopted.

Report of Committee on Legislation

Chairperson Bob Balgenorth noted that the Committee considered 10 resolutions, eight of which would be acted on during this session, and two at the COPE Convention. He then read the names of the Committee members.

He reported on the following resolutions and they were all adopted:

4—*We Stand in Solidarity With Besieged Colombian Trade Unionists and We Shall Not Be Moved* (There was a short discussion in support of Resolution 4)

6—*Support SB 1736, Life-Improving Change for California Farm Workers* (There was a short discussion

in support of Resolution 6)

11—*Support AB 60, Driver's Licenses for Immigrants*
This resolution was amended by adding two additional sponsors: California Teamsters Public Affairs Council, and Teamsters Local 890.

Resolution 11 was adopted as amended following discussion.

12—*Let Haiti Live!*

15—*Support Regional Tax Sharing* (There was discussion in support of Resolution 15)

16—*Oppose Free Trade Area of the Americas* (There was discussion in support of Resolution 6 prior to its adoption.)

17—*Condemn 'Dead Peasant' Insurance*

18—*Employer-Provided Health Care Coverage*

Address

ART PULASKI

Executive Secretary-Treasurer

California Labor Federation, AFL-CIO

Last week a woman was called to jury duty. She said to the judge, "Judge, I cannot serve. I do not believe in capital punishment." The judge said, "You don't understand, ma'am. This is not a capital case. It's not murder. It's a corporate case. It's merely securities fraud, a CEO bilking pension trusts."

She said, "Judge, now that I understand the case, I've changed my mind about the death penalty. Put me on the jury." (laughter)

Eighteen months ago California was riding high on a long economic boom, and many held a false hope of the possibility of shared prosperity. Hopes were dashed. The bust exposed the crooks of corporate crime: the same high society "A list" of the White House cocktail party set.

As the executive rip-off scandal brought down Wall Street,

a reluctant George W. Bush tried to tell us that he shared our outrage against his friends. But inside word had it that he was more steamed about that week's decision to end the All Star Game in a tie score.

He now finds himself trying to explain his own past corporate shenanigans. That memorable self-defense that would make any honest CPA's head spin, he said, "In the corporate world of accounting procedures, things aren't exactly black and white." A defense only an Arthur Andersen executive could love.

His "get tough with Wall Street" speech about 10 days ago became an unrestrained gush with his remarkable comment, "There is no capitalism without conscience. There is no wealth without character."

What? That's one of the most preposterous lies since the onset of the industrial revolution. Not a single CEO, not one, has shed a tear for the families they robbed of a job and life savings. A million out of work. Pension funds ransacked. IRAs and nest eggs bilked clean. Even common street criminals seek honor among thieves.

The best response to the president's sensibilities of right and wrong came from a drug dealer in Seattle. Interviewed by Time magazine, he told them that, "Not even pushers can lie as outrageously to clients as business has." He said, "People have to be able to trust you, to know that you're really selling what you say you are." He said, "If I lied like those CEOs, I'd be out of business so fast."

The corporate crooks lie to us when they tell us they must cut our workforce. They lie to us when they tell us they must cut our health coverage. And they lie to us when they tell us they have to cut our wages, go to a contingent workforce and go to part-time work. And they lie to us when they tell us that wealth has dried up.

Now much of the paper money may be gone. But in real terms, there is no less wealth in America. Just look at it. How do you define wealth? We are producing more than we ever have, we're purchasing as much as we ever have, and Americans are more productive now than at any time in our history, and any place in the world. So where is the wealth, really? There are many retirement funds in ruins while CEOs build their homes -- we saw those pictures in Newsweek. They're building castles big enough to tilt the earth off the balance of its axis.

A generation ago, maybe two, we thought it a bit excessive that some corporate executive perks included things like a nice country club membership. That was my level of outrage then. Now there are enough stock options and company-financed CEO loans to buy the state of New Jersey.

Today's paper, if you got a chance to look at it, said none of those white collar crooks are likely to go to jail. Wynona Ryder, it said, will spend more time in a hoosegow for shoplifting in Beverly Hills than any one of those who bilked us of billions, and still has the money locked away.

The system is raped. From the corporations, to the Congress, to the courts, to the President-- the national till is ransacked, and Bill Simon is one of them. The Simon family firms have "S&L scandal" written all over them.

You read about Simon's dubious offshore tax shelters. Bill, can't you invest in America? Bill Simon and friends put \$114 million into one of their offshore accounts. One hundred and fourteen million dollars in, and \$1.6 billion out. Imagine that. That's like you or I find a shelter, put in a hundred bucks, and tell Uncle Sam that we're going to have a tax write-off of

a thousand bucks. But here is \$1.6 billion, and they talk about government excessive spending.

Simon says that he's guided by Jesus to run government. Do you remember Richard Nixon said he thought he'd make a good Pope? It's the same thing. Let "Jesus" look at his tax returns if we can't, and then he'll probably go to hell before he ever makes Governor.

Simon has no vision for California. Read him carefully. There is no vision for California. He does have a plan. His plan is a business plan, and we don't want any more of their business plans. This one would slash minimum wage, daily overtime, workers' safety, workers' compensation, unemployment insurance and prevailing wage. Every issue that's important to us he has opposed. We know that he's got his guns aimed at our right to a voice at work as well.

Six days ago in this hotel he met with business leaders from around the country. He asked them to help him bring the right-wing revolution from Washington to the Governor's seat in California. The fix is in. And the system is broken. Most people have no hope to combat it.

There is one remarkably simple hope--the union. The best hope to save America from this crisis of epic proportion is simply, the union movement. We are the only force and strength to speak out and fight back. And everybody is relying on us.

Who can organize to win? In the sessions that we had yesterday, and the dinner last night, we understood that we must first recognize and support new workers to organize to win. Secondly, to win legislation to protect our right to organize. Thirdly, perhaps our highest calling of the moment, is to organize to win elections so we can pave the way to achieving justice again.

That next phase of our organizing begins today. Governor Davis will join us this afternoon as we choose our candidates. Tomorrow we go home, with only 102 days to the election. That's all we have.

Organize to win. Our worksite programs are key to our success. Use them. Participate in the precinct campaigns through your labor council, phone banks and get the word out in your newsletters. Help build an army, a force of people that spreads and spreads and cannot be stopped.

A unified statewide labor campaign with a unified message is the way we know best. We have learned this is the way to win the big race. And we're ready.

Except we're not yet fully organized. We need an Army of 10,000, 15,000, 20,000-- I hope even 25,000, to take the message to millions at work, to neighbors, to families and friends.

Bill Simon will be flanked on all sides. He won't keep up. He can't keep up. Bill Simon won't know what hit him. We've got the truth to tell, and we've got the people to tell it. The November elections are our first salvo to show them that we're fighting back, and that we'll turn out. The fix that's in against us is going to stop. It's going to stop beginning November.

Brothers and Sisters, the only way is for us to organize to

win, is to organize like you know how. Organize together, and organize in the streets. We'll see you in the streets and win in November.

Thank you very much.

HERE Local 2 is fighting to win, and on strike at the Marriott Courtyard and Fisherman's Wharf in San Francisco. Brothers and Sisters, some of them are here, to bring us their message.

Remarks

HERE Local 2 Members

Strike at Marriott Courtyard Hotel

Secretary-Treasurer Pulaski introduced three members of HERE Local 2, on strike at the San Francisco Marriott Courtyard Hotel since June 1. Each told of their experience at the hotel and their struggle to gain their first wage increase since 1998 and improve working conditions.

Tho Do, secretary-treasurer of Local 2, introduced Barrell White, a worker at the hotel for 24 years; Virginia Lopez, a 14 year employee, and Elly Bayona, a 17 year veteran.

They told how they had been fighting for their rights as

workers. Most Local 2 members make about \$11.17 an hour, below the union standard in the Fishermen's Wharf area. Sisters Lopez and Bayona were required to clean 16 rooms a day, while the standard in San Francisco is 14 rooms. In order to meet their room quota, they were required to skip breaks and work long hours.

Delegates offered contributions to the union's Solidarity Fund which added to the weekly strike benefit members received.

Correction Noted

Secretary-Treasurer Pulaski announced a correction to Resolution 22-*Oppose Firings of Alia Atawneh and Hiam Yassine from Macy's of California*. The word 'anti' should be added to the third Whereas, reading "... were fired after anti-Palestinian harassment from their sales jobs"

Report of Committee on Resolutions

Willie Pelote, chairperson of the Resolutions Committee, reported. The following Statements of Policy were adopted as presented separately:

1-*The Economy*

2-*Workforce and Economic Development*

3-*Protecting California Workers*

4-*Organizing*

5-*Prevailing Wage and the Underground Economy*

6-*Contingent Workers*

7-*Health, Safety and the Environment*

8-*Working Families*

Policy Statement 9-*Education*, was amended by adding the word "and" to the third sentence following the sub-

heading, *Higher Education*. The amended sentence would read: "We support tuition-free higher education and vast improvements in the financial aid provided."

The balance of the policy statements were then adopted without amendments.

10-*Civil Rights and Civil Liberties*

11-*Women's Rights*

12-*Immigration*

13-*Consumer Protection*

14-*Health Care*

15-*Welfare*

16-*Social Insurance for Injured and Unemployed Workers*

17-*Housing*

18-*Energy*

19-*Taxation*

20-*Public Employees*

21-*Trade Policy*

Chairperson Wesson then reported on two resolutions referred to the Committee. Both were adopted.

1-Support of Public Arts Funding (This resolution was adopted following discussion in support.)

2-Limit Military Funding

The Committee's report was interrupted in order to hear the address of Assembly Speaker Herb Wesson.

Herb Wesson, Speaker of the California State Assembly

Following an introduction by Secretary-Treasurer Pulaski, Speaker Wesson told the delegates that together we've accomplished a lot. But have we gotten everything we wanted and fought for? "No," he said, "but we're moving in the right direction."

Everything depends on the November elections, he said. "We've got to recognize that this year the turnout is going to be low. And when turnout is low," he pointed out, "we are

adversely affected."

"When we hang together, we cannot be defeated," he said.

All union people want is to "provide a better life for their children. They want to live comfortably ... that's the American dream, that's what it's all about."

Our work is cut out for us, he said. "Now, (my) family, it's time for us to circle the wagons."

Further Report of Committee on Resolutions

Chairperson Pelote continued his report:

20-Looking Ahead on AFL-CIO Policy Abroad

Following debate, the Committee's recommendation to substitute Resolution 20 for Resolution 3 was unanimously adopted.

Cruz Bustamante, Lieutenant Governor

State of California

Secretary-Treasurer Pulaski introduced Lt. Governor Bustamante who acknowledged that we are in difficult economic times, and that we need to make some changes. But we must never make changes in our principles, he declared.

"The character of a family is measured during the times that are difficult," he said. Labor fought hard in 1998 when its back was to the wall, but "I don't feel that same sense of mission for this November.

"We have to decide if we're going to hold on to the suc-

cesses that we've gained so we can work to improve the lives of those we represent," he said.

Bill Simon makes Pete Wilson look like a piker, he warned. "If you think that Bill Simon really cares if California's working families have good jobs with good wages, or affordable health care or access to education," you're mistaken, he said.

He called for a "collective resolve" to fight together like we always have when threatened.

Phil Angelides, State Treasurer

State of California

Secretary-Treasurer Pulaski introduced State Treasurer Angelides, who told the delegates he visualized a labor movement that gives hope and opportunity to millions of California's who haven't enjoyed the wealth and prosperity of this great state and nation—the janitors, hotel workers and those who toil in the fields.

He stressed a need for optimism in order to succeed. We've financed over a thousand new schools, financed over 60,000 affordable homes for working families, and now have plans for a high-speed rail system, he said.

But huge economic disparities continue, he warned. In 2000, the average CEO salary was 531 times that of the average worker.

We can use pension funds to create real, broadened wealth, he said. "California, with its \$300 billion pension fund, stands side by side with union pension funds as a new force in the marketplace."

In closing, Angelides promised to sign an executive order that called for not doing business with American companies that relocate to Bermuda or Cayman Is. in order to avoid US taxes.

Justice for Immigrant Workers

Mike Garcia, president of SEIU Local 1877, the statewide Justice for Janitors union, was introduced by Secretary-Treasurer Pulaski.

Garcia told the delegates about the AFL-CIO commitment to legalize the status of some eight million undocumented workers and people living and working in the US.

He noted that the American labor movement was largely founded on organizing immigrant workers, and they are now recognized to be great contributors to our economy and society.

Immigrant workers represent a great opportunity, he said, to reinvigorate the labor movement. A massive postcard campaign is in place to persuade President George Bush to focus on the need to legalize immigrant workers.

The campaign to legalize these workers, he declared, "... is also going to create a tremendous boost in our political power by adding millions of progressive and pro-Labor voters to our ballot box."

He referred the delegates to the postcards being distributed among the delegates, and asked them to sign them to help reach the goal of collecting 10 million signed cards by the end of September.

Garcia then called on Alfredo Laput, a member of SEIU Local 1877, who told how undocumented workers live in fear of deportation should they even try to claim unemployment benefits. Their workers' rights are frequently violated by companies will happily exploit their status to make a profit, he said.

"Every day each worker is afraid to be contacted by an immigration agent and asked for legal papers ...," justifying their being in this country, Laput said.

Further Report of Committee on Resolutions

Chairman Willie Pelote continued the report of the Resolutions Committee.

5—Path to Peace in the Middle East

The Committee recommended that the resolution be amended as follows:

Resolved, That this resolution be submitted to the AFL-CIO for study and concurrence so that labor may act jointly to urge the United States, Israeli, and Palestinian governments to take the necessary steps towards peace.

The resolution as amended was adopted after discussion in

support was heard from the floor.

7—Support the ILWU in Its Contract Negotiations

The Committee recommended the following amendment to Resolution 7:

WHEREAS, Negotiations continue between the ILWU and the PMA on the old contract which expired on July 1st; and

WHEREAS, The PMA has been conducting a campaign the past few months in various industry publications demanding elimination of clerks and other longshore jobs in the name of new technology, and is threatening to lockout the union if its demands are not met; and

WHEREAS, The right to bargain collectively is under attack by the Bush administration; and

WHEREAS, A setback to ILWU wage, job security, pensions and health benefits, would be a blow to all union standards in California and nationally; therefore be it

RESOLVED, That this 24th Biennial Convention of the California Labor Federation, AFL-CIO, express its full support to the ILWU in its current contract struggle with the shipping companies represented by PMA, and pledge to give any aid we can when called on; and be it further

RESOLVED, That the Convention call on the California Labor Federation to bring all waterfront unions together to provide mutual support in this and other struggles under the terms of the Federation's charter and be it finally,

RESOLVED, That this resolution be sent out to all affiliated locals of the California Labor Federation, the national AFL-CIO and to the media.

(See Secretary-Treasurer Pulaski's excerpted remarks, *A Call for Solidarity*, p 38.)

Following extensive debate from the floor, Chairperson Rankin declared the motion to adopt Resolution 7 as amended had carried.

Division of the House

A Division of the House was called for. As a result, the motion to amend the resolution failed 121 No to 92 Yes.

New Motion Carries, Replaces Resolution 7

A new motion from the floor was proposed:

Refer this issue to the Executive Council asking the Council to bring the affected unions together to resolve the jurisdic-

tional issues.

After discussion from the floor, the motion, duly seconded, was carried, replacing Resolution 7 in its entirety.

The Report of the Resolutions Committee continued:

8—*Civilian Review to Rein in Out-of-Control Police Conduct*

The Committee recommended substituting the following resolution for Resolution 8, as printed in the Convention materials:

Civilian Review of Police Conduct

WHEREAS, Everyone has a basic human right to be free to move about in their homes and neighborhoods, on the highways and in public places without being subjected to arbitrary and unreasonable policy searches, seizures, harassment, or detention; and

WHEREAS, While many believe that most police officers are doing a professional job, recent years have seen incidents of improper police conduct in cities across the country, including:

Racial profiling in traffic stops in various states

Recent revelations of police frame-ups and innocent people in Los Angeles and other cities

Revelations of police use of excessive force on persons in custody, including the cases of Rodney King and recent allegations of police misconduct in Inglewood, CA.

WHEREAS, the labor movement, as the most organized section of working people, has an obligation to take a stand with community groups who are organizing to assure that all citizens are treated equally; therefore be it

RESOLVED, By this 24th Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation join with other labor and community organizations in taking action to rein in police misconduct where it exists, including an effort to establish real community control of the police, including the establishment of civilian review boards, with enforcement powers, to take action on community complaints of police misconduct while protecting the due process rights of police officers.

The Committee's recommendation to adopt the substitute Resolution 8 was approved.

9—*Oppose the Bush Administration's Attack on Working People*

10—*No Confederate Flag To Fly From Public Buildings*

22—*Oppose Firings of Alia Atawneh and Hiam Yassine from Macy's of California*

The Committee's motion to adopt Resolutions 9, 10 and 22 was carried.

23—*Oppose TIPS—Support Freedom*

The Committee's recommendation to table Resolution 23 failed as a result of a Division of the House.

After some debate, Chairperson Pelote's motion to postpone consideration indefinitely failed to carry.

A new motion from the floor to adopt Resolution 23 as presented to the Convention, was carried following discussion.

Chairperson Pelote thanked the members of the Resolutions Committee and read their names. On his motion, the Committee was discharged.

Final Report of Committee on Credentials

Chairperson Wheeler gave an updated report of the Credentials Committee. Her report was approved by the delegates.

Committees Discharged with Thanks

Secretary-Treasurer Pulaski's motion to dismiss the Credentials, Resolutions and Constitution Committees with thanks was unanimously approved by the delegates.

2004 Convention City

San Diego was chosen by the delegates as the host city for the 2004 Biennial Convention on Secretary-Treasurer Pulaski's motion.

In Memoriam

Secretary-Treasurer Pulaski read the names of brother and sister unionists who had passed away during the two years since the last Convention.

Joe Barragan, UFCW Local 1428, Claremont

Steve Bradburn, UFCW Local 324, Buena Park

Earl Castillo, IBEW Local 6, San Francisco

Ron Cawdrey, CWA Local 9400, Paramount

Linda Chavez Rodriguez, United Farm Workers, Keene

Michael Day, Machinists District Lodge 190, Oakland
California Labor Federation, AFL-CIO

Al Dorsey, Laborers Local 139, Santa Rosa
Building Trades Council of Sonoma, Mendocino
and Lake Counties, Santa Rosa

Pat Groulx, Central Labor Council of Alameda County,
Oakland

Ron Hall, UFCW Local 101, South San Francisco

Thomas Herman, Machinists Lodge 755, San Diego

Lucile Kendall, HERE Local 2, San Francisco
ILWU, Local 6, Oakland

John Kinnick, OPEIU Local 29, Oakland

Charles Lamb, HERE Local 2, San Francisco
California Labor Federation, AFL-CIO

James McCormick, HERE Local 2, San Francisco

James McLoughlin, UFCW Local 428, San Jose
California Labor Federation, AFL-CIO

Nelly Pabst, UFCW Local 324, Buena Park

Anne Marie Polland, IATSE Locals 16 and 784,
San Francisco

R. R. Richardson, San Diego-Imperial Counties Central
Labor Council
Laborers Local 89, San Diego

Hazel Rodgers, OPEIU Local 3, San Francisco

Tim Sampson, United Professors of California, AFT
California Faculty Assn., CFA
California Labor Federation, AFL-CIO

Richard Schmechel, OPEIU Local 3, San Francisco
California Labor Federation, AFL-CIO

Marie Shelley, Carpenters Local 22, San Francisco

Al Smith, IBEW Local 6, San Francisco

Archie Thomas, No. California District Council of
Laborers, Richmond
California Labor Federation, AFL-CIO

Harold Treskunoff, HERE Local 2, San Francisco

Glenn Wilson, OPEIU Local 3, San Francisco
California Labor Federation, AFL-CIO

Adjournment

The Twenty-fourth Biennial Convention was adjourned upon Secretary-Treasurer Pulaski's motion.

Note: Two-thirds Vote Requirement

Whenever required during the proceedings, all motions were passed by the necessary two-thirds vote requirement.

A Call for Solidarity
By Art Pulaski
Remarks Excerpted from the Debate on
Resolution 7-Support ILWU in Its Contract Negotiations

Chairman, Delegates, I'll take the lead from Brother Jim Beno, the Director of the Machinists Union District 190 in Northern California.

This rally that we are to hold shortly was inspired by George W. Bush who, through his Administration, has created threats against the Longshore and Warehouse Union. Tom Ridge, the Director of Homeland Security, called the ILWU to say that if they dare to take any work actions at all, whether it be a strike, a slowdown or a stoppage, the Administration threatens to invoke the new practices of Homeland National Security and bring in the military.

Sisters and Brothers, let me say this. There is not a living trade unionist at this Convention—or in America today—who doesn't understand what happened to PATCO. I submit that there are few employers living today who also don't remember what happened, in a historical sense, to the trade union movement as a whole as a result of the PATCO situation.

Sisters and Brothers, we may be participants in history today in the decision that we make. We are inspired in this rally, as we go down this hill, over the question of whether an anti-union right wing, reactionary, corporate-bound Administration and Congress can even dare to threaten, let alone act, to invoke the military against trade unionists who seek to engage in their rights by national law, in collective

bargaining and collective action. (Applause.)

Sisters and Brothers, there are issues related to the Machinists Union and other trades and crafts at those docks. I've begun to understand them over the last 24 hours. Together, we must address those issues with the ILWU. There's no question about that.

We should not be engaged in supporting a union's issues that may cause some jurisdictional beef with another union. I understand that. I also understand the broader historical context of the act in which we are about to engage. We also need to realize that if, by God, the Administration and this guy Bush attempts to bring the military in, by God that means we bring our guns out too. (Applause.)

And so Sisters and Brothers, while we always have dilemmas in our work, we also have to think of the big picture in terms of what we must do to support Solidarity. We also must work behind the scenes to resolve those issues affecting our Sisters and Brothers in the Machinist's Union and the other trades.

In the meantime, let us give a message of Solidarity to those who seek to damn working men and women when they organize and collectively bargain. We know that's what we face here today.

Thank you very much.

Pre-General Convention Session Gets Underway

Chairperson Rankin called the Pre-General portion of the regular Biennial Convention of the California Labor Federation, AFL-CIO, to order. He then called on Bob Balgenorth, chair of the Legislation Committee, for a report.

Final Report of Committee on Legislation

Chairperson Balgenorth reported on two resolutions referred to the Committee.

19—*Oppose Ward Connerly’s “Racial Ignorance Initiative” Officially Titled the “Classification By Race, Ethnicity, Color or National Origin Initiative”*

The Committee’s recommendation to concur was adopted.

21—*Oppose the Breakup of the City of Los Angeles*

Chairperson Balgenorth noted that although the Committee recommended adoption of this resolution, the decision was not unanimous. Committee member Matt McKinnon, California Conference of Machinists abstained and asked to be so recorded, he said.

The delegates accepted the Committee’s recommendation to adopt Resolution 21.

Committee Discharged

Chairperson Balgenorth thanked the Committee members. His motion to discharge them was carried.

Report Adopted as a Whole

The Convention then adopted the Legislative Committee’s report as a whole.

Perez Addresses Convention

The Federation’s Political Director, John Perez, talked about the high stakes in the November elections.

A survey, he said, revealed that seventy percent of union members did not think the coming election was important. Of concern, he said, was that Governor Davis’s popularity with union members seemed to drop after 1998.

But the survey showed that our members understood that Governor Davis has been on the side of working people, he said. This was especially true when issues like unemployment insurance and minimum wage were at stake. The contrast between Davis and Simon then became clear. Then our members saw the election to be more compelling.

The point we need to remember, he said, was that we need to communicate with our members about the successes we’ve

had over the last four years with Gray Davis at the helm.

We must communicate with our members where the two candidates stand on the issues.

The best way to do that, Perez said, is at the worksite. But unfortunately, only eleven percent of our members are ever engaged in a worksite-based program.

The packets distributed to the delegates include worksite flyers, he said, show where the two candidates stand on the issues.

Perez invited the delegates to fill out orders for worksite flyers and the pledge campaign to get involved in coordinated activity with central labor councils throughout California.

Worksite Election Activities

Lloyd Williams of Plumbers Local 393, San Jose, told how his union’s worksite member-to-member program helped defeat Proposition 228 in 1998. The program worked, he said. “When we started out, our members were in favor of Prop. 226. We turned that around through the member-to-member program.”

He asked the delegates to take advantage of the Federation’s Worksite Action Kit. “It’s got everything you need to run a program”

Xema Jacobson, San Diego Building & Construction Trades Council, described how the Labor/Neighbor program has been a great success in San Diego, a Republican city. Labor now has five Democrats on the City Council, a majority.

Education on the issues is key, he said. It’s made for a unified labor community that understands prevailing wages, PLAs, contracting out, big-box development, and the right to organize, he pointed out.

Brian Wooten, IBEW Local 569, San Diego, explained how his union’s worksite program facilitates communication among members, resulting in more political clout.

Management, he said, initially did not like the program. “But now they know that better informed workers are safer, more conscientious workers.”

John Beaumont, State Association of Letter Carriers, stressed how important it is to get people released to work on a campaign. Working together on a campaign allows members to understand how trades and service unions can work together for a common purpose.

Always be willing to do anything you would ask a member to do, whether it be precinct walking or phone banking, he said.

Report and Recommendations of the Executive Council (Standing Committee on Political Education)

to the PRE-GENERAL ELECTION CONVENTION of the CALIFORNIA LABOR FEDERATION, AFL-CIO San Francisco, July 24, 2002

The Executive Council of the California Labor Federation, AFL-CIO, met at the Fairmont Hotel, July 22, 2002, to consider local central body COPE recommendations for the election of candidates to the offices of United States House of Representatives, the State Senate, and the State Assembly, and to make Executive Council recommendations for the offices of Governor, Lieutenant Governor, Attorney General, Secretary of State, State Controller, State Treasurer, State Insurance Commissioner, Superintendent of Public Instruction, State Board of Equalization, and positions on the statewide ballot propositions, in a statewide general election on Tuesday, November 5, 2002.

In the following instances a recommendation for U.S. House of Representatives, the State Senate, or Assembly has been made by the Executive Council without consideration of the local central labor body COPE:

- No recommendation was received for the office by the local central labor body COPE with jurisdiction for the district.
- No recommendation was received for the office from one or more local central labor body COPEs that share jurisdiction of a district.
- Failure of local central labor body COPEs that share jurisdiction of a district to agree on a recommendation for the office.

Such Executive Council recommendations are preceded by an asterisk (*).

If, in certain instances recommendations of the local central body COPE or the appropriate areas were rejected by the Executive Council by at least a vote of two-thirds of the membership of the Executive Council, present and voting, and recommendations were then made by the Executive Council, these recommendations are preceded by a double asterisk (**).

The following recommendations are accordingly submitted by the Executive Council for designated offices:

Governor

Gray Davis (D)

The Executive Council's recommendation of Gray Davis, Democrat, for the office of Governor, was unanimously adopted.

Address

**Gray Davis
Governor of California**

Governor Davis was introduced by Secretary-Treasurer Pulaski for an address to the Convention. Davis has put over \$1 billion into the pockets of working people in California, Pulaski said. "He's helped us create one million new jobs, as

well. "Governor Davis has signed historic legislation to increase unemployment insurance and workers' compensation benefits.

"Governor Davis has given us back daily overtime, expanded prevailing wages and signed the only law in the nation that strengthens workers' right to organize ...," allowing us to organize nearly a quarter of a million workers in the last four years.

"Brothers and sisters, we want four more years!"

Governor Davis then thanked the delegates for endorsing him. He told how four years ago he went from 11 points behind to a 20 point victory, all because of Labor's efforts.

We've come a long way, he said. "When I first became Governor, California was the seventh largest economy on the planet." Then we passed Italy, then France, to become the fifth largest economy in world, because we all worked so hard together.

In the four year interim, he pointed out huge gains in the quality of education, teacher training, and more affordable college education through more lucrative grants, scholarships and loans.

One million more children have health insurance today, he

said, than when he first took office.

Among our successes, he said, we've raised the minimum wage to the highest in America, increased workers' compensation, unemployment and disability insurance benefits.

We've preserved daily overtime after eight hours of work, rescued and expanded the prevailing wage law, and broadened the family leave program.

These are all gains Bill Simon opposes and wants to roll back, he said. It all comes down to political action in order to protect these advances. There's no place in California for reactionaries, he said.

"We don't want people who don't care about law enforcement, firefighters, AIDS patients, home care workers, plumbers, laborers, operating engineers, machinists, auto workers, or teachers."

It's important, Davis said, to send a message that despite the energy crisis and the budget shortfall, good things have happened in California for hardworking men and women.

Simon, he said, has tax and competency problems. He's not ready for prime time. We need to get that message out and move ahead for four more years, he said.

Lt. Governor

Cruz M. Bustamante (D)

Attorney General

Bill Lockyer (D)

Secretary of State

Kevin Shelley (D)

State Controller

Steve Westly (D)

State Treasurer

Philip Angelides (D)

State Insurance Commissioner

John Garamendi (D)

Superintendent of Public Instruction

Jack O'Connell

State Board of Equalization

1. Carole Migden (D)
2. No Endorsement
3. No Endorsement
4. John Chiang (D)

Recommendations Adopted

Secretary-Treasurer Pulaski's motion to adopt the Executive Council's recommendations for all statewide offices as a whole was carried by the necessary two-thirds vote. No districts were set aside.

United States Representatives in Congress

District

- * 1. Mike Thompson (D)
- * 2. Mike Johnson (D)
3. Howard Beeman (D)
- * 4. Mark A. Norberg (D)
5. Robert T. Matsui (D)
6. Lynn Woolsey (D)
7. George Miller (D)
8. Nancy Pelosi (D)
9. Barbara Lee (D)
10. Ellen O. Tauscher (D)
11. Elaine Shaw (D)
12. Tom Lantos (D)
13. Fortney (Pete) Stark (D)
14. Anna G. Eshoo (D)
15. Mike Honda (D)
16. Zoe Lofgren (D)
17. Sam Farr (D)
18. Dennis A. Cardoza (D)
19. John Veen (D)
20. No Endorsement
21. David G. Lapere (D)
22. No Endorsement
23. Lois Capps (D)
24. No Endorsement

District

- * 25. Bob Conaway (D)
26. Marjorie Musser Mikels (D)
27. Brad Sherman (D)
28. Howard L. Berman (D)
29. Adam B. Schiff (D)
30. Henry A. Waxman (D)
31. Xavier Becerra (D)
32. Hilda L. Solis (D)
33. Diane E. Watson (D)
34. Lucille Roybal-Allard (D)
35. Maxine Waters (D)
36. Jane Harman (D)
37. Juanita Millender-McDonald (D)
38. Grace F. Napolitano (D)
39. Linda T. Sanchez (D)
40. No Endorsement
41. No Endorsement
42. No Endorsement
43. Joe Baca (D)
44. Louis Vandenberg (D)
45. Elle K. Kurpiewski (D)
46. Gerrie Schipske (D)
47. Loretta Sanchez (D)
48. No Endorsement

District

- 49. **No Endorsement**
- 50. **No Endorsement**
- 51. **Bob Filner (D)**

District

- 52. **No Endorsement**
- 53. **No Endorsement**

Recommendations Adopted

Secretary-Treasurer Pulaski's motion to adopt the Executive Council's recommendations for U.S. Representatives in Congress as a whole was carried by the necessary two-thirds vote. No districts were set aside.

State Senate

- | | |
|---|--|
| * 2. Wesley Chesbro (D) | 26. Kevin Murray (D) |
| * 4. Marianne Bopp Smith (D) | 28. Debra Bowen (D) |
| 6. Deborah Ortiz (D) | 30. Martha M. Escutia (D) |
| 8. Jackie Speier (D) | 32. Nell Soto (D) |
| 10. Liz Figueroa (D) | 34. Joe Dunn (D) |
| 12. Rusty Areias (D) | 36. No Endorsement |
| 14. William Fjellbo (D) (write-in) | 38. Philip G. Hanneman (D) |
| * * 16. Dean Florez (D) = | 40. Denise Moreno Ducheny (D) |
| 18. No Endorsement | |
| 20. Richard Alarcon (D) | = Conditional upon the satisfactory outcome of a meeting with the leadership of the California Labor Federation, State Building & Construction Trades Council and affected local labor councils. |
| 22. Gilbert A. Cedillo (D) | |
| 24. Gloria Romero (D) | |

Recommendations Adopted

Secretary-Treasurer Pulaski's motion to adopt the Executive Council's recommendations for State Senate as a whole was carried by the necessary two-thirds vote. No districts were set aside.

State Assembly

- | | |
|--------------------------------|-------------------------------------|
| * 1. Patty Berg (D) | 8. Lois Wolk (D) |
| * 2. Doug Kinyon (D) | 9. Darrell Steinberg (D) |
| * 3. Stuart R. King (D) | 10. Katherine E. Maestas (D) |
| 4. Scott Warren (D) | 11. Joe Canciamilla (D) |
| 5. Eric Ulis (D) | 12. Leland Yee (D) |
| 6. Joe Nation (D) | 13. Mark Leno (D) |
| 7. Patricia Wiggins (D) | 14. Loni Hancock (D) |

State Assembly (continued)

District

15. Donna Gerber (D)
16. Wilma Chan (D)
17. Barbara S. Matthews (D)
18. Ellen M. Corbett (D)
19. Gene Mullin (D)
20. John A. Dutra (D)
21. Joe Simitian (D)
22. Sally J. Lieber (D)
23. Manny Diaz (D)
24. Rebecca Cohn (D)
25. E. Denise Smith (D)
26. Tom Hallinan (D)
27. John Laird (D)
28. Simon Salinas (D)
29. Richard Martinez, Jr. (D)
30. Nicole M. Parra (D)
31. Sarah Reyes (D)
32. No Endorsement
33. Laurence Houlgate (D)
34. Virginia Gurrola (D)
35. Hannah-Beth Jackson (D)
36. No Endorsement
37. No Endorsement
38. No Endorsement
39. Cindy Montanez (D)
40. Lloyd E. Levine (D)
41. Fran Pavley (D)
42. Paul Koretz (D)
43. Dario Frommer (D)
44. Carol Liu (D)

District

45. Jackie Goldberg (D)
46. Fabian Nunez (D)
47. Herb J. Wesson, Jr. (D)
48. Mark Ridley-Thomas (D)
49. Judy Chu (D)
50. Marco Antonio Firebaugh (D)
51. Jerome E. Horton (D)
52. Mervyn M. Dymally (D)
53. George Nakano (D)
54. Alan Lowenthal (D)
55. Jenny Oropeza (D)
56. Rudy Bermudez (D)
57. Ed Chavez (D)
58. Ronald S. Calderon (D)
59. Patrick D. Smith (D)
60. No Endorsement
61. Gloria Negrete McLeod (D)
62. John Longville (D)
63. Doris Wallace (D)
64. Robert Melsh (D)
65. Darrel R. Scholes (D)
66. David G. Bostrom (D)
67. William R. (Bill) Orton (D)
68. Al Snook (D)
69. Lou Correa (D)
70. No Endorsement
71. Bea Foster (D)
72. G. Nanjundappa (D)
73. No Endorsement
74. No Endorsement

State Assembly (continued)

District

75. **Connie Witt (D)**

76. **Christine Kehoe (D)**

77. **No Endorsement**

District

78. **Vince Hall (D)**

79. **Juan Vargas (D)**

80. **Joey Acuna, Jr. (D)**

Recommendations Adopted

Secretary-Treasurer Pulaski's motion to adopt the Executive Council's recommendations for State Assembly as a whole was carried by the necessary two-thirds vote. No districts were set aside.

BALLOT PROPOSITIONS

The Executive Council of the California Labor Federation, AFL-CIO, makes the following recommendations regarding the propositions which will appear on the November 5, 2002 General Election Ballot

PROPOSITION 46

Housing and Emergency Shelter

Trust Fund Act of 2002

Recommendation: Vote YES

Legislative Counsel's Digest:

Under existing law, there are programs providing assistance for, among other things, multi-family housing, emergency housing, farm worker housing, home ownership for low- and very low income households, and down-payment assistance for first-time homebuyers.

Existing law also establishes specified code enforcement programs. This bill would enact the Housing and Emergency Shelter Trust Fund Act of 2002, which, if adopted, would authorize, for purposes of financing various existing housing and code enforcement programs, and additional specified programs subject to the enactment of enabling legislation, the issuance of bonds in the amount of \$2,100,000,000 pursuant to the State General Obligation Bond Law.

This bill would provide for submission of the bond act to the voters at the November 5, 2002, statewide General Election in accordance with specified law.

The bill would enact additional provisions for the distribution of designated portions of the proceeds of the bond act and the administration of the programs pursuant to which those funds would be distributed. Those provisions would become operative only if the bond act is adopted by the voters. This bill would also delete obsolete provisions.

This bill would declare that it is to take effect immediately as an urgency statute. (SB 1227)

PROPOSITION 47

Education Facilities: Kindergarten--

University Public Education Facilities

Bond Act of 2002

Recommendation: Vote YES

Legislative Counsel's Digest:

(1) Existing law, the Class Size Reduction Kindergarten-University Public Education Facilities Bond Act of 1998, provides for the issuance, pursuant to the State General Obligation Bond Law, of state general obligation bonds in an amount not to exceed \$9,200,000,000, exclusive of refunding bonds, to provide aid to school districts, county superintendents of schools, and county boards of education in accordance with prescribed provisions, including, but not limited to, the Leroy F. Greene State School Facilities Act of 1998.

This bill would make certain adjustments in the facilities funding mechanism, including, but not limited to, provisions relating to multi-track year-round schools, supplemental apportionments for small schools, costs adjustments for projects in densely populated urban areas, the priority ranking mechanism, the state to local cost share for modernization, Field Act compliance for leased or purchased buildings, energy efficiency grant adjustments, older building modernization costs, hardship eligibility, and critically overcrowded schools, making some of these changes operative only for projects

funded pursuant to the proceeds of state bonds approved by the voters after January 1, 2002.

The bill would also establish the 2002 and 2004 state school facilities funds, for receipt of the proceeds of bonds approved by the voters for these purposes.

(2) This bill would enact the Kindergarten-University Public Education Facilities Bond Act of 2002, to become operative only if approved by the voters at the November 5, 2002, statewide general election, and would provide for its submission to the voters at that election.

The bill would also enact the Kindergarten-University Public Education Facilities Bond Act of 2004, to become operative only if approved by the voters at the 2004 direct primary election, and would provide for its submission to the voters at that election.

The bill would further enact a second Kindergarten-University Public Education Facilities Bond Act of 2004, to be submitted to the voters at the November 2, 2004, statewide general election only if the first 2004 bond act is not approved by the voters.

The bond acts, if approved by the voters, would provide for the issuance of state general obligation bonds in an amount not to exceed a combined total of \$25,350,000,000, exclusive of refunding bonds, consisting of a total of \$13,050,000,000, exclusive of refunding bonds, for the 2002 bond act and a total of \$12,300,000,000, exclusive of refunding bonds, for either of the 2004 bond acts.

The bill would provide that, of this amount, for each bond act, a prescribed amount would be deposited in the 2002 State School Facilities Fund and the 2004 State School Facilities Fund, as appropriate, to provide aid to school districts, county superintendents of schools, and county boards of education, and a prescribed amount would be deposited in the 2002 Higher Education Capital Outlay Bond Fund and the 2004 Higher Education Capital Outlay Bond Fund, as appropriate, which would be established by this bill, to provide aid for California public higher education facilities.

(3) Under existing law, the State Allocation Board consists of the Director of Finance, the Director of General Services, and the Superintendent of Public Instruction.

The board also includes two members of the Senate, appointed by the Senate Committee on Rules, and two members of the Assembly, appointed by the Speaker of the Assembly.

This bill would add to the board a person appointed by the Governor and an additional Member of the Senate and an additional Member of the Assembly, appointed as specified. The bill would specify that two of the Senators would belong to the majority party and one of the Senators would belong to the minority party, and that two of the Members of the Assembly would belong to the majority party and one of the

Members of the Assembly would belong to the minority party.

(4) Existing law authorizes a school district to levy a fee, charge, dedication, or other requirement against any construction within the boundaries of the school district for the purpose of funding the construction or reconstruction of school facilities.

The law authorizes a school district to increase the levy, as prescribed, if state funds for new school facility construction are not available, as defined.

This bill would suspend the operation of the provision authorizing the increased levy until the 2002 statewide general election, or if bonds are approved at the 2002 statewide general election, until the 2004 direct primary election.

This bill would exclude the availability of certain funds for the purpose of making the determination as to whether state school facility funds are available. The bill would also establish the Homebuyer Down Payment Assistance Program to provide assistance in payment of the school facilities fee on affordable housing development.

(5) This bill would appropriate the sum of \$651,289,000, from the Public Buildings Construction Fund to the California State Library, the University of California, the California State University and the California Community Colleges for construction of education facilities, including, but not limited to, library facilities, pursuant to a prescribed schedule, and would authorize the State Public Works Board to issue related lease-revenues bonds.

(6) This bill would declare that it is to take effect immediately as an urgency statute. (Bond Measure AB 16)

PROPOSITION 48

Court Consolidation

Recommendation: Vote YES

Legislative Counsel's Digest:

The California Constitution provides for the division of each county into municipal court districts, but also provides for the abolition of municipal courts within a county, and for the establishment of a unified superior court for that county, upon a majority vote of superior court judges and a majority vote of municipal court judges within the county. By July 2001, all 58 counties had merged the superior and municipal courts.

This measure would delete obsolete references to municipal courts from the California Constitution and make conforming and related changes. (ACA 15)

Recommendations Adopted

The delegates adopted the Executive Council's recommendations for Propositions 46, 47 and 48 without debate.

PROPOSITION 49

After School Programs. State Grants.

Initiative Statute

Recommendation: No Recommendation

Official Summary:

Increases state grant funds available for before and after school programs providing tutoring, homework assistance, and educational enrichment. Establishes priority for continued funding level for schools already receiving grants. Makes public elementary, middle and junior high schools, including charter schools, eligible for grants ranging from \$50,000 to \$75,000. Provides priority for additional funding for schools with predominantly low-income students. Declares that funding for before and after school programs shall be above Proposition 98 base funding, and at least \$85 million for first year increasing to \$550 million annually if state revenues grow.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: This measure would have a major fiscal effect of additional annual state costs for before and after school programs that could exceed \$400 million annually, beginning in 2004-2005.

Recommendation Adopted

Following floor debate, the Executive Council's recommendation of "No Recommendation" for Proposition 49 was adopted.

PROPOSITION 50

Water Quality, Supply and Safe

Drinking Water Projects. Coastal Wetlands Purchase and Protection. Bonds. Initiative Statute.

Recommendation: Vote YES

Official Summary:

Authorizes \$3,440,000,000 general obligation bonds, to be repaid from state's General Fund, to fund a variety of water projects including: specified CALFED Bay-Delta Program projects including urban and agricultural water use efficiency projects; grants and loans to reduce Colorado River water use; purchasing, protecting and restoring coastal wetlands near urban areas; competitive grants for water management and water quality improvement projects; development of river parkways; improved security for state, local and regional water systems; and grants for desalination and drinking water disinfecting projects.

Summary of estimate by Legislative Analyst and Director of

Finance of fiscal impact on state and local governments: If passed, the measure would result in state costs to repay the bonds, which, if the bonds were issued with a maturity of 25 years, would equal approximately \$5.7 billion to pay principal (\$3.44 billion) and interest (\$2.24 billion), with payments of approximately \$227 million per year. The measure would also result in potential costs of an unknown amount to state and local governments to operate or maintain properties or projects acquired or developed with these bond funds.

PROPOSITION 51

Transportation. Allocation of Sales and Use Taxes Raised From Sale or Lease of Motor Vehicles. Initiative Statute.

Recommendation: No Recommendation

Official Summary:

Reallocates 30% of certain state revenues collected on motor vehicle sales or leases from the General Fund to the Traffic congestion Relief and Safe School Bus Trust Fund. Allocates money for transportation programs including: high way expansion, specific freeway interchange improvements, mass transit improvements, purchasing buses, and expanding light and commuter rail. Provides funds for environmental enhancement, transportation impact mitigation programs, and transportation safety programs. Allocates money to 45 specific projects and for remainder specifies distribution percentages, restricts fund uses, and provides accountability measures.

Summary of estimate by Legislative Analyst of fiscal impact on state and local governments: About \$460 million in 2002-03 and \$950 million in 2003-04, increasing annually thereafter, for state and local transportation-related purposes.

Summary of estimate by Department of Finance of fiscal impact on state and local governments: Increases resources for state and local transportation-related purposes by about \$460 million in 2002-03 and \$950 million in 2003-04, increasing annually thereafter. Potentially increases resources for Proposition 98 purposes and reduces resources for other General Fund purposes by significant amounts that could exceed the amounts stated above.

PROPOSITION 52

Election Day Voter Registration. Initiative Statute.

Recommendation: Vote YES

Official Summary:

Allows persons who are legally eligible to vote and have valid identification to register to vote on election day at their

polling place. Increases criminal penalty for voter and voter registration fraud. Makes conspiracy to commit voter fraud a crime. Requires trained staff at polling places to manage election day registration. Creates fund to implement measure, including training and providing personnel for election day registration. Allows persons to register or re-register during 28 days preceding election day at their local elections office. Provides more time to county election officials to prepare voter registration lists.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: This measure would result annually in about \$6 million in state costs and no net costs to counties.

Recommendations Adopted

The delegates adopted the Executive Council's recommendations for Propositions 50, 51 and 52.

Executive Council Empowered

On Secretary-Treasurer Pulaski's motion, the delegates authorized the Executive Council to act on any additional

ballot propositions that might qualify for the November ballot after adjournment of the Pre-General Election Convention.

It was also noted that the Federation's Constitution extended authority to the Executive Council to take action on any race should an extraordinary event occur.

Rankin, Sergeants-at-Arms Thanked

A motion to thank Chairperson Rankin for his work and to dismiss the sergeants-at-arms for their service was unanimously carried.

Adjournment

All business having been concluded, the 24th Biennial Convention of the California Labor Federation, AFL-CIO, was adjourned while Solidarity Forever was sung by Reed Fromer.

Convention Awards Banquet

The Federation's third awards dinner was held immediately following the first day's proceedings on July 23, 2002.

Each year's Convention dinner features awards for those individuals who distinguished themselves by contributing most to California workers.

The evening's event was led by featured speaker Jim Hightower, who introduced guests and treated the delegates to his special brand of caustic commentary on the state of politics in the nation's capital.

John Burton Honored

Burton, Labor's champion in the State Senate, extended his influence during the last two years on behalf of workers by shepherding a wide array of bills through the Legislature.

His accomplishments included increasing aid for the elderly, blind and disabled, increasing payment for women and children on welfare and protecting prevailing wages.

Having served in the State Assembly from 1964 to 1974, and from 1988 to 1996, he also advocated for workers in Congress from 1974 to 1982. He was elected as State Senate President Pro-Tem in 1998.

Kudos for Gigante Workers

Heroes of the United Food & Commercial Workers Gigante Organizing Team at Grupo Gigante, a Mexican-based supermarket chain received special recognition. Their efforts paid off after a two-year battle in April of 2001 when workers voted overwhelmingly to ratify a four-year contract covering nearly 300 workers in Pico Rivera, Covina and Los Angeles. Future stores, as many as thirty planned by the company, will also be unionized as a result of this stunning effort.

Rick Eiden, UFCW Local 324's Organizing Director, accepted the award on behalf of the team. He was accompanied to the podium by Norman Bell, President of UFCW Local 135, and Bill Lathrop of UFCW Local 1167.

Convention Committees

CONSTITUTION COMMITTEE

Chair, Mary Bergan, Calif. Federation of Teachers
Pam Aguilar, Contra Costa CLC
Jim Beno, Machinists District Lodge 190
Rich Benson, UFCW Retail Clerks 870
Brian D'Arcy, Electrical Workers 18
Don Doser, Operating Engineers 3
Mike Garcia, Service Employees 1877
Judy Goff, Alameda CLC
Linda Gregory, San Mateo County Employees 829
Rosalinda Guillen, United Farm Workers
Robert Morales, Teamsters 350
Jeff Norvett, MP Photographers 600
Dan Terry, Professional Firefighters State Council
Leo Valenzuela, Laborers 585
Bill Waggoner, Operating Engineers 12
Lloyd Williams, UA Plumbers 393

LEGISLATION COMMITTEE

Chair, Bob Balgenorth, State Building & Construction
Trades Council
Tony Bixler, CWA State Council
Velma J. Butler, AFT College Staff Guild 1521
John Connolly, Los Angeles, AFTRA
Tim Cremins, Cal/Nev Conf. Operating Engineers
Ramiro Hernandez, UNITE Textile Processors 75
Deborah E. Johnson, Amalgamated Transit Union 192
Jerry Kalmar, Operating Engineers 39
David P. Kramer, Social Services Union 535
Pat Lavin, Electrical Workers 47
Charles Lester, LA County Federation of Labor
Fred Lowe, Laborers 777
Matt McKinnon, Calif. Conference of Machinists
Larry Mazzola, Plumbers & Pipefitters 38
Louie Rocha, Communications Workers 9423
Perry Zimmerman, Electrical Workers 1245

CREDENTIALS COMMITTEE

Chair, Yvonne Wheeler, Communications Workers 9586
Tom Brandon, North Bay CLC
Bill Camp, Sacramento CLC
Jayne Faria, Transit Union 1555
Mickey Harrington, Butte/Glenn CLC
Marlayne Morgan, Engineers & Scientists of CA, IFPTE 20
Bill Nack, San Mateo B&CTC
Bill Price, Calif. State Retiree Council
Gregory Reed, UFCW Retail Clerks 870
Nancy Romero, Electrical Workers 18
Marina Secchitano, SF Inlandboatmen-Marine-Div. ILWU
Cindy Tuttle, Operating Engineers 3

Marilyn Valenzuela, Tri-Counties CLC
Rich Waller, San Francisco CLC
Dave Wilson, UFCW Retail Clerks 1288

RESOLUTIONS COMMITTEE

Chair, Willie Pelote, AFSCME State Council
Mary Chambers, UFCW Retail Clerks 648
Wayne Clary, Steelworkers District 12
Don Crosatto, East Bay Auto Machinists 1546
Carol Isen, Federation of Professional & Tech. Engineers 21
Shelley Kessler, San Mateo CLC
Dennis Kimber, UFCW 428
Gunnar Lundeberg, Sailors Union of the Pacific
Chuck Mack, Auto Truck Drivers 70
Michelle Noia, Communications Workers 9410
Mike Nye, California Federation of Teachers
Sal Rosselli, Health Care Workers 250
Allen Shur, Electrical Workers 569
Alejandro Stephens, LA County Service Employees 660
Nancy Wohlforth, Office & Professional Employees 3

RULES COMMITTEE

Chair, Alejandro Stephens, LA Co. Service Employees 660
Mary Bergan, California Federation of Teachers
Miguel Contreras, LA County Federation of Labor
Don Doser, Operating Engineers 3
Enrique Fernandez, Hotel & Restaurant Employees 19
Shelley Kessler, San Mateo CLC
Dennis Kimber, UFCW 428
Marvin Kropke, Electrical Workers 11
Barry Luboviski, Alameda B&CTC
Gunnar Lundeberg, Sailors Union of the Pacific
Jose Moreno, No. Calif. District Council of Laborers
Sonia Moseley, UNAC Health Care Workers 1199
Dan Terry, Calif. Professional Fire Fighters
Arturo Rodriguez, United Farm Workers
Jim Santangelo, Wholesale Delivery Drivers 848
Nancy Wohlforth, Office & Professional Employees 3
Dick Zampa, District Council of Iron Workers

SERGEANTS AT ARMS

Chief, Claire Caldwell, Transport Workers 250-A
Steve Bristow, Service Employees 790
Gloria Carter, Machinists Lodge 947
Brenda Cohen, UNAC / UHCP 1199
Monica Hogan, Communications Workers
Ron Lind, UFCW 428
Lucille Palmer-Byrd, Stanislaus / Tuolumne CLC
John Spaulding, Operating Engineers 12
Ray Trujillo, State Bldg. & Const. Trades Council

Standing Rules of Order

1. **Robert's Rules of Order.** The Convention shall be governed by Robert's Rules of Order on all matters not provided by the Constitution or specified in these rules.

2. **Rules-Adoption of Standing Rules.** The adoption of the standing rules shall require an affirmative vote of a majority of the duly qualified delegates to the Convention, present and voting. When once adopted, such standing rules shall remain in effect, unless suspended or amended as provided in these rules.

3. **Amendment of Standing Rules.** No standing rule of the Convention shall be amended except by an affirmative vote of a majority of the duly qualified delegates to the Convention, present and voting. No such amendment shall be considered until it shall have been referred to and reported by the Committee on Rules.

4. **Convening the Convention.** The Convention shall convene at 11 a.m. the first day, July 23rd, 2002, and shall recess from 1:00 to 2:30 p.m. that day. Thereafter, it shall convene at 9 a.m. and shall recess from 12:00 until 1:30 p.m. The Convention shall recess at 5:00 p.m. or earlier each afternoon unless the delegates agree to extend the sessions or to call a special night session by a two-thirds vote of those present and voting.

On close of Convention business July 24th, 2002, a separate session of the Convention will be held, the business of which will be devoted to a pre-general election Convention, the business of which shall be confined to consideration of endorsement of candidates and statewide propositions and to appropriate resolutions pertaining to political action as provided in article XIV(a), Section 2(b) of the Federation's Constitution. This particular business of the Convention shall proceed until completed without regard to hours of recess otherwise stipulated under these rules.

5. **Resolutions Defined.** Whenever the word "resolution" is used in these rules it shall include Constitutional amendments.

6. **Committee Reports.** All committees shall report on all resolutions submitted to them. Whenever there is a majority and minority division on any committee, both the majority and minority shall be entitled to report to the Convention. The discussion and vote of concurrence or nonconcurrence shall be first on the minority report.

7. **Committee Quorum.** A majority of any committee shall constitute a quorum for the transaction of its business. At least a majority of all members present and voting shall be required to adopt a recommendation on a resolution.

8. **Passage of Resolutions and Committee Reports by Convention.** A majority of the delegates present and voting shall be required to act on a committee report or a resolution except the Constitutional amendment, which shall require a two-thirds vote of the delegates present and voting. No motion shall be acted upon until an opportunity to speak has been given the delegate making or introducing same, if he or she so desires.

9. **Roll Call Vote.** At the request of 30 percent of the delegates present and voting, any motion shall be voted on by roll call per capita vote of the delegates. When a roll call has been ordered, no adjournment shall take place until the result has been announced.

10. **Precedence of Motions During Debate.** When a question is under debate or before the Convention, no motions shall be received but the following, which shall take precedence in the order named:

First, to adjourn; second, to recess to a time certain; third, for the previous question; fourth, to set as a special order of business; fifth, to postpone to a stated time; sixth, to postpone indefinitely; seventh, to refer to, or re-refer to committee; eighth, to divide or amend; ninth, to lay on the table.

11. **Motions in Writing.** Upon request of the Chair, a motion shall be reduced to writing and shall be read to the Convention by the Chair before the same is acted upon.

12. **Contents of Motions.** No motion, whether oral or written, shall be adopted until the same shall be seconded and distinctly stated to the Convention by the Chair.

13. **Motion to Reconsider.** A motion to reconsider shall not be entertained unless made by a delegate who voted with the prevailing side; such motion shall require a two-thirds vote to carry.

14. **Motion to Table.** A motion to lay on the table shall be put without debate.

15. **Recognition and Decorum of Delegates.**

(A) Delegates, when arising to speak shall respectfully address the Chair and announce their full name and identity of the organization which they represent.

(B) In the event two or more delegates arise to speak at the same time, the Chair shall decide which delegate is entitled to the floor.

(C) No delegate shall interrupt any other delegate who is speaking, except for the purpose of raising a point of order or appealing from a ruling of the Chair.

(D) Any delegate may appeal from a decision of the Chair, without waiting for recognition by the chair, even though another delegate has the floor. No appeal is in order when another is pending, or when other business has been transacted by the Convention prior to the appeal being taken.

(E) Any delegate who is called to order while speaking shall, at the request of the Chair, be seated while the point of order is decided, after which, if in order, the delegate shall be permitted to proceed. The same shall apply while an appeal from the Chair is being decided.

(F) No delegate shall speak more than once on the same subject until all who desire to speak shall have had an opportunity to do so; nor more than twice on the same subject without permission by a majority vote of the delegates present and voting; nor longer than 5 minutes at a time without permission by a majority vote of the delegates present and voting.

(G) Any delegate may rise to explain a matter personal to himself or herself and shall forthwith be recognized by the Chair but shall not discuss a question in such explanation. Such matters of personal privilege yield only to a motion to recess or adjournment.

16. Voting Not to be Interrupted. When once begun, voting shall not be interrupted. No delegate shall be allowed to change his or her vote, or have his or her vote recorded after the vote is announced.

17. Recommendations from the Floor During Pre-General Election Convention. (As provided for in the Constitution of the California Labor Federation, AFL-CIO—Article XIV, F, Section 4) No recommendation may be presented from the floor of the Convention for action on any office unless the recommended action concerning such office has already been rejected by Convention action.

Workshops Map Labor Strategies

Using Public Funding to Build Labor's Economic Vision

Participants heard about the relationships between California's economy, union density trends, and organizing strategies. Speakers discussed how unions can leverage public dollars to increase members' economic opportunity, give union employers a competitive advantage, and stop anti-union employers from accessing those dollars.

YVETTE DE LA CRUZ, AFL-CIO

PAT WISE, Workforce and Economic Development Program, California Labor Federation

SARA HINKLEY, Workforce and Economic Development Program, California Labor Federation

Health Care in Crisis: What Are We Paying For?

Union leaders will discuss the impact of rising health care costs and diminishing access on their members, and contemplate a variety of approaches to reverse the trend. For some unions, maintaining health benefits has become the number one issue at the bargaining table. For others, the ability to continue to provide top-flight health care is now in doubt. Rachael Kagan will present California Labor's Health Care Quality Checklist - a new tool that can help labor set standards for health care.

RACHAEL KAGAN, Health Care Quality Project, California Works Foundation

JEAN ANN SEAGO, PhD, RN, Professor, UCSF School of Nursing

BILL LOCKYER, California State Attorney General

Organizing Using State Laws

Learn about all the neat and nasty state laws you can use to fight non-union employers.

PATTY GATES and DAVID ROSENFELD, Van Bourg, Weinberg, Roger, and Rosenfeld

University of California-based Resources in Service of Labor

This workshop will highlight historical development of labor research and education resources on UC campuses and focus on new resources embodied in the Institute for Labor and Employment.

PETER OLNEY, Institute for Labor and Employment, UC Berkeley

Union Service and Activism with Immigrant Workers

The events of September 11 have particularly affected the lives of immigrant workers and re-erected anti-immigrant policies. Increased background checks, new hiring practices based on citizenship, and the silence for legalization policies have all recently been implemented. The Supreme Court's decision in Hoffman Plastics has fueled confusion and further exploitation of immigrant workers. This workshop will highlight practical measures to protect and advance the rights of immigrant workers.

PAUL JOHNSTON, The Citizenship Project

PEDRO MENDEZ, IAM & AW District Lodge 190

ANTONIO RUIZ and PATTY GATES, Van Bourg, Weinberg, Roger, and Rosenfeld

ANGIE WEI, California Labor Federation

Yes on 52, Californians for Election Day Voter Registration

The Californians for Election Day Voter Registration campaign will speak about the initiative, which allows eligible voters with valid identification to register to vote on election day at their polling place. The initiative will be on the November 2002 ballot.

*CHRISTINA URIBE, Californians for Election Day
Registration*

Paid Family Leave

California workers are eligible for up to 12 weeks of unpaid family leave to care for a sick family member, spouse, or new child. But many workers cannot afford to take family leave if they are not paid for their time. This workshop will focus on the Federation's legislative proposal to win paid family leave.

LISA ECKS, Center on Policy Initiatives

*NETSY FIRESTEIN, Labor Project for Working
Families*

PAM HAYNES, California Labor Federation

Reaching Members at the Worksite

Worksite action is the number one priority for Labor 2002. Learn about this effective tactic for political education, including how to implement a worksite structure and recruit coordinators.

*JAY HANSEN, California State Building and
Construction Trades Council*

TEFERI GEBRE, California Labor Federation

Proposition 34 Briefing

Proposition 34 is a comprehensive set of contribution limits for political action committees (PACs), as well as new disclosure requirements for candidates and committees. Find out about changes to political

reporting laws under Proposition 34, from the expert who helped craft the law.

*LANCE OLSON, Olson, Hagel, Waters & Fishburn
LLP*

JOHN A. PÉREZ, Director, Labor 2002

Building the Army

Build political power through people power. Improve volunteer recruitment techniques to maximize your local's potential.

TAMAR SCHNEPP, SEIU State Council

MYUNG SOO SUEK, AFL-CIO Western Region

Crafting a Message

Learn from a panel of communication experts on how to create an effective and consistent union message around political issues and candidates.

JIM TABILIO, Winning Directions

*MARGARET HANLON-GRADIE, California Labor
Federation*

Local Leadership Briefing (for Chief Officers)

Geared toward chief officers of local unions. This session will review the political priorities for 2002 and examine the results from our recent poll.

DAVID BINDER, David Binder Research

JOHN A. PÉREZ, Director, Labor 2002

STATEMENTS OF POLICY

Overview

These are dark days for California workers. The September 11 attacks took a heavy toll on an already weakened economy. In the hotel, airline, and manufacturing industries, we have seen massive lay-offs. Federal regulation has cost some employees their jobs (such as non-citizen airport screeners) and others their union representation (including many federal employees).

Unemployment has skyrocketed. Public sector, transportation and construction workers are likely to be the next victims of the economic slow-down, as legislators try to eliminate a multi-billion dollar state budget deficit by cutting public jobs and slowing infrastructure projects.

Union organizing has slowed in the midst of a war on terrorism. Labor participation in anti-corporate and anti-globalization solidarity movements has faltered. Loud dissent is labeled unpatriotic. A frightened and angry nation has responded to terrorism with an upsurge in anti-immigrant rhetoric, scapegoating and violence. Plans for legalizing immigrant workers have stalled.

The Federal government has responded to the crisis with a crack-down on fundamental freedoms. Attorney General John Ashcroft has suspended basic liberties and curbed freedom of information. The Supreme Court under Chief Justice William Rehnquist seems likely to allow further restrictions on civil liberties in the name of national security. The new office of Homeland Security could be used to bypass constitutional restrictions on domestic law enforcement. And the anti-terrorism legislation passed by Congress jeopardizes many basic freedoms that we have fought long and hard to win. Their targets include workers' right to organize. In this historical moment, the labor movement must stand with civil libertarians to protect the rights of immigrants, minorities and others who might be scapegoated. We must continue to defend privacy rights, freedom of assembly, freedom of speech and freedom of information.

And yet, there are signs of hope. The attacks of September 11 brought the country together, as we rallied with grief and pride around the workers who gave their lives and the fami-

lies who mourn them—the janitors and dishwashers, the firefighters and police officers. The hubris of the 90s vanished overnight, and with it some of the greater excesses of materialism and consumerism. Today we witness a return to working class values, and a backlash against the wealthy and the corporations who believe they are above the law. The blow to our country united us as workers and neighbors.

At the same time, events on the business pages provoked a backlash against big business. During California's power crisis, power generators raised their prices literally hundreds of times while consumers sat in the dark. Then Enron went bankrupt, and we learned that upper level executives gave each other bonuses and golden parachutes, and colluded with accounting firms to cook the books, even as their employees lost jobs and pension funds. No surprise that the amount of money made by executives equals the money lost by workers from their retirement accounts. If we didn't know before that corporations are driven by greed and accountable to no one, we know it now. More than ever before, this is a climate in which it is possible to take back our state from big business.

In this time of insecurity, the California Labor Federation calls for economic security. We believe that a healthy economy is the foundation of a safe and free nation. Good jobs with decent benefits and a strong economic safety net are our best domestic defense against terror. We support national unity: we are united behind working people, immigrants, the poor, the homeless, the persecuted. The labor movement has a long and proud history of defending those who most need defense, and we will not waver in times of insurmountable conflict.

Terrorism should not be an excuse for diminishing our fundamental rights or our most basic protections. In the face of economic trouble, these rights are more important than ever. In a time of war, those protections remain vital. We can be safe and free.

These policy statements reflect the analysis and direction of the California Labor Federation, AFL-CIO. These policy statements are submitted by the Executive Council to the 24th Biennial Convention, in San Francisco, July 2002.

NOTE: All Statements of Policy in their final form can be viewed on the Federation's web site: www.calaborfed.org.

Summaries

The Economy

1 These are tough times for California workers. The economy is slowing, the terrorist attacks have eliminated tens of thousands of jobs, unemployment is up, and the budget has a multi-billion dollar deficit. In the hotel and airline industries, lay-offs have been massive since September 11. Public sector employees and their unions are likely to be the next victims of the economic downturn, as legislators seek to balance budgets by cutting public jobs and public spending programs. The Federation calls on California to take back our economy from giant corporations. We call for an economic stimulus package that would provide support for working class families. We should seek to revive the manufacturing sector.

Adopted, p. 33

Workforce and Economic Development

2 The Federation rejects the low road to economic growth. On this model, companies seek profits by cutting wages, slicing benefits, reducing the workforce, replacing full-time workers with temps and part-timers, and contracting work out to the lowest bidder. On the high road, by contrast, employers cooperate with unions on training, skill upgrades, and creating high performance workplaces with good wages and benefits—workplaces which out-perform the competition through higher quality goods and services. This choice is particularly crucial during difficult economic times. When jobs are scarce and business is slack, it is easy to jump at any policies that promote job creation and economic growth. But we must never ignore the important question of how we grow. The Federation will actively support high-road partnerships and oppose funding for low-road projects. Transportation spending and smart growth policies are a central part of this strategy.

Adopted, p. 33

Protecting California Workers

3 The Federation supports tougher actions against scofflaw employers. The new California Labor Agency is the product of years of effort by the Federation, and will coordinate labor and employment policy between the various state departments and agencies. We are optimistic that the new agency will help improve the enforcement of labor laws as well as provide coordination of employment training programs. We will work to ensure that all employers pay proper employment-related taxes and insurance premiums. We continue to support legislation that

ensures workers are paid their wages. Disclosure of labor law violations and greater public scrutiny of employers who fail to follow the law are vital tools.

Adopted, p. 33

Organizing

4 California unions continue to add new members, thanks to a revitalized and innovative culture of organizing. But federal labor law poses a tremendous obstacle to organizing and demands fundamental reform. While we support comprehensive labor law reform, changes in California law are far more likely in the current political climate. The state labor movement has recently won card check elections for public employees and a guarantee of neutrality from any employer receiving state funds. Better funding for labor law enforcement and other reforms would continue to move California in the right direction. We also support the increased commitment to organizing among many affiliates. Even in the face of legal structures that favor employers, California unions are finding creative ways to build the labor movement.

Adopted, p. 33

Prevailing Wage and the Underground Economy

5 Prevailing wages are at the heart of our state's prosperity. Far more than a slogan, prevailing wage laws are a vital policy tool to improve the economy of the state and the standard of living for working families. The Federation agrees with the State Building and Construction Trades Council that public funding of construction and development projects should go to projects that pay living wages to their workers, guarantee health and safety on the job, and provide high quality training and apprenticeship programs. Prevailing wage laws put us on the high road of economic development. The Federation will continue to work with the State Building Trades to crack down on the underground construction economy which impoverishes workers and depletes public services.

Adopted, p. 33

Contingent Workers

6 The growth in the contingent workforce is one of the dramatic challenges of the new economy. The Federation believes that all workers deserve basic workplace rights, whether they are temporary workers, part-timers, independent contractors or sub-contracted employees. We oppose efforts of employers to marginalize workers and deny them their rights through forcing them into contingent positions. We support legislation assuring that part-time and

temporary workers receive the same wages, benefits and workplace rights as their full-time co-workers.

Adopted, p. 33

Health, Safety and the Environment

7 The California Labor Federation recognizes the need for safe and healthy environments inside and outside the workplace. We call for legislation to strengthen Cal-OSHA and its Standards Board, but we also support policies that will empower workers to be their own advocates and inspectors for health and safety violations. Workers encounter environmental and public health hazards in the workplace every day. We support policies that protect workers, consumers and the planet from toxic substances. We encourage alliances with environmentalists to pursue common goals.

Adopted, p. 33

Working Families

8 California workers have the right to both a job and a family. Too often, workers face a stark trade-off between the demands of employers and their commitment to family and community life. The Federation supports family-friendly workplaces, and we endorse policies that help promote jobs, family-friendly jobs, from expanding the California Family Rights Act to increased funding for child care for low-income families, and protection of daily overtime pay. We believe California's workers have the right to paid family leave, high-quality and affordable child care and elder care, and flexible working schedules that accommodate family life.

Adopted, p. 33

Education

9 The California Labor Federation stands for full and equal access to all levels of public education. Public education is the foundation of a democratic society because it provides working people with the tools to participate in the political process and advance their interests culturally and economically. We believe that high quality education must be supported with adequate funding, for the sake of students, teachers and other school employees. And yet California's per-pupil spending is virtually the worst in the country, and our student-teacher ratio among the highest. Salaries are inadequate to allow school employees to own homes near the schools where they work. We must increase educational spending, build more schools, and turn our schools into learning communities that will guarantee our students' right to the best possible education.

Adopted as amended, p. 33

Civil Rights and Civil Liberties

10 In the context of the war against terrorism, protecting civil rights and civil liberties is critical. The Federation stands with people of color, gays and lesbians, the elderly, women, the disabled and other groups subjected to biased treatment, and calls for an end to discrimination. We support full economic, social and political justice, for all people, whatever their race, color, creed, ethnicity, national origin, sex, sexual orientation, gender identity, age, or physical disability. In this time of war, suspicion and heightened security measures, we should protect those fundamental rights more vigilantly than ever before. We also support the rights of workers in the workplace in the face of new technologies for surveillance and monitoring.

Adopted, p. 33

Women's Rights

11 The California Labor Federation supports women's struggle for equality at work and at home, in our unions and in our communities. Despite centuries of struggle, women still face discrimination, lower pay, and lost opportunities. For women to be successful, we will need to stamp out sexual harassment and discrimination, and support family-friendly policies and pay equity laws. The labor movement is one of the best vehicles to fight for women's rights, for we are today the largest women's movement in the country. Women must be a visible and growing part of the union movement's leadership and public face on all issues, not just on a narrow set of women's issues.

Adopted, p. 33

Immigration

12 The Federation stands for the equality and rights of all workers regardless of documentation. All workers, immigrant or native-born, must be free to work and move about as they please, to join unions and to exercise their labor rights. In the shadow of September 11, it is vital that we affirm these basic rights. The war against terrorism has created a nationalistic climate that is often hostile to foreign-born workers. Non-citizens today face an upsurge in anti-immigrant rhetoric, scapegoating, violence and even legalized discrimination. The Federation strongly opposes such immigrant-bashing. It is more important than ever that our unions defend the cause of foreign-born workers and residents.

Adopted, p. 33

Consumer Protection

13 The California Labor Federation reaffirms its support for a broad range of consumer protection legislation. There is no basis to the conservative claim that the free market will insure consumer product protection without government intervention. Moves to relax consumer product safety requirements and consumer rights and protections are greedy attempts to raise business profits at the direct expense of consumers. The Federation calls for stronger anti-trust laws and stricter enforcement, to prevent corporate mergers which fail to serve the interests of consumers and which cost thousands of California jobs.

Adopted, p. 33.

Health Care

14 Our nation's health care system is in a state of collapse. More than seven million Californians are uninsured. Managed care has boosted corporate profits at the expense of patient care, and has undermined working conditions for healthcare workers. Insurance companies preside over soaring medical costs, which encourage employers to shift the cost burden onto employees. The California Labor Federation supports policies that will guarantee quality health care for those who need it, and provide decent wages and benefits for the workers who provide it. The Federation continues to support the establishment of a single-payer system and the incremental expansion of access to children, working families and the elderly. We also call on employers to pay their fair share of insurance coverage, and support legislative incentives that encourage them to do so. We support a voice for healthcare workers in patient care and their freedom to choose a union without intimidation, as well as their right to decent pay and staffing levels.

Adopted, p. 33

Welfare

15 California's experiment in welfare reform has been a failure. The number of families on welfare has fallen dramatically, but the number of poor families has fallen much more slowly. The ranks of the working poor have swelled. Former welfare recipients who work for a living face a huge struggle: loss of health coverage, poverty-level wages, economic uncertainty. The Federation opposed Clinton's welfare reform, and continues to back efforts to mitigate its harsh effects on California children and families. Any welfare program must be committed to the rights of welfare workers to join a union and earn decent wages. We must also assure that workers have access

to training and job support, and adequate childcare.

Adopted, p. 33

Social Insurance for Injured and Unemployed Workers

16 Workers' Compensation and Disability Insurance provide a safety net for workers who cannot work because of illness or injury. Unemployment Insurance provides compensation for workers who have fallen on hard times due to no fault of their own. The labor movement has fought long and hard to win, maintain and expand these programs, and will continue to support them as a basic component of workers' rights in California. After many years of low benefits, California workers will finally receive decent compensation if they are injured on the job. This year, the Governor signed legislation increasing workers' compensation benefits. Since state disability insurance is now tied to workers' compensation benefits, due to our 1999 bill, payments will increase as well for workers who cannot work due to injuries or illness that are not job-related. In future years, unions will no longer need to battle in the legislature for cost-of-living adjustments, because workers' compensation benefits are now indexed to the state's average weekly wage. Unemployment Insurance benefits will also go up each year over the next three years, under the first increase bill signed since 1989. We will continue to work to index UI benefits to the average weekly wage and to expand access to them.

Adopted, p. 33

Housing

17 The American dream of home ownership has become a nightmare in California. Housing prices and rental units are more expensive here than anywhere else in the country. Homelessness is increasing, even among the employed. Fortunately, the state legislature has showed new leadership in providing funds for affordable housing. The Federation calls on federal and state government to adopt programs to provide decent, affordable housing for everyone. In the meantime, government must provide adequate shelter for the homeless.

Adopted, p. 33

Energy

18 Safe, reliable and affordable power is an essential service, and must be regarded as a universal right. The recent energy crisis in our state is an object lesson in the dangers of deregulating a vital industry. While out-of-state generators reaped windfall profits, consumers and workers paid the price. The scandal cost

consumers and taxpayers billions of dollars in higher energy bills, jeopardized thousands of jobs and endangered lives with rolling blackouts. The Federation is committed to regulatory mechanisms that can protect the public interest from potential abuses by energy service providers and assure safe and reliable power. We successfully won the creation of the California Power Authority. We must now assure that the utilities are managed so that any profits are shared with workers, taxpayers and ratepayers, while further costs are born by the generators. California can no longer afford to be dependent on unaccountable corporations from out of state. We are proud to help take back our energy policy so that it benefits California's environment, ratepayers and workers.

Adopted, p. 33

Taxation

19 As the state of California faces the consequences of a recession and a budget deficit, we urge our legislature to look seriously at the tax policies that have produced the shortfall. Our tax burden has shifted increasingly toward low-income taxpayers and away from the wealthy. Corporations have reduced the taxes they pay, though their incomes have risen significantly. As California workers pay an increasing share of tax, we also receive less in state investments, tax credits, and infrastructure. The California Labor Federation supports tax reforms to raise adequate revenues for needed programs, and to shift the tax burden back to those most able to pay: the wealthy and the corporations. We support legislation to rein in unaccountable corporate tax breaks, and insure that companies only receive these tax expenditures if they are actually creating or preserving high quality jobs.

Adopted, p. 33

Public Employees

20 Now that California is once again in recession mode, we can expect renewed attack on public employees and their salaries. But public sector workers are not responsible for budget shortfalls, and their pay and benefits should not be sacrificed to make the numbers balance. We oppose contracting out of public sector jobs, the privatization of public sector work and the growing use of contingent labor in the public sector. The Federation supports legislation making it easier to organize public sector workers. Labor has had some important victories in this area, including vital legislation providing card check recognition for local agency public employees. We will continue to defend the rights and jobs of public employees.

Adopted, p. 33

Trade Policy

21 The Federation supports international trade and rejects protectionism, but we oppose so-called "free trade" regimes such as NAFTA, the WTO and the FTAA. These systems have been designed by corporate interests around the world as a way to insure their access to markets. We believe the benefits of trade should be distributed fairly, so that economic integration benefits workers, consumers and the environment, not just large corporations. Fair trade should raise labor and environmental standards, not lower them. It should create jobs, not destroy them. In the wake of the September 11 attacks, we reject the idea of fighting terrorism through free trade, and instead call for more meaningful connections across borders, like global unionism and international solidarity. We also oppose Fast Track trade negotiating authority: trade agreements demand more scrutiny, not less.

Adopted, p. 33

STATEMENTS OF POLICY

The Economy

1 These are tough times for California workers. The economy is in a downturn, the terrorist attacks have eliminated tens of thousands of jobs, unemployment is up, and the state budget has a multi-billion dollar deficit. In the hotel and airline industries, lay-offs have been massive since September 11. Public sector employees and their unions are likely to be the next victim of the economic slow-down, as legislators seek to balance budgets by cutting public jobs and public services.

Meanwhile, union organizing has slowed in the midst of a war on terrorism. The possibility of legalizing immigrants has been put on the back-burner, as the country seethes with anti-immigrant sentiment. Labor participation in anti-corporate and anti-globalization solidarity movements has faltered, as loud dissent is labeled unpatriotic. And federal legislation has cost the jobs of airport screeners who are not US citizens, among others. These are difficult times indeed.

Nationwide, more than two million workers have lost their jobs since the beginning of 2001. Almost half a million of the most recent layoffs have been announced in the manufactur-

ing sector, which bodes badly for our economy: Manufacturing jobs are important to a nation's economy because for every person working in manufacturing, there are several others working to support their work. November was the sixteenth consecutive month of manufacturing job loss. Total manufacturing employment is down to its lowest level since 1963.

While the official jobless rate dropped a little in January 2002, the number of people looking for jobs and those too discouraged to look rose more than a percentage point to 10.5 percent. A stunning one in 10 US workers wants work but cannot find it.

A legacy of inequality

If the events of September 11 were a horrifying surprise, the bleak picture of our economy preceded them. We live in a state where a growing number of workers are in low-quality jobs: low wage, no benefits, sub-standard working conditions. Average wages have declined in real terms since 1979, especially for the bottom 20%. More and more employers are replacing full-time workers with contingent ones: temps, part-timers, "independent contractors" and sub-contractors. (See Contingent Workers.)

While California's economy grew steadily during the 90s, not everyone benefited. Indeed, in the late 1990s, California ranked fifth out of the fifty states with the largest gap between rich and poor. The income of the poorest fifth of families in our state fell by almost \$3,000 or 19% in the last two decades, while the income of the richest 5% grew by \$81,000 or almost 50%. During the post-war boom that established California as the golden state, our community grew together. Since the early 1970s, we have grown apart.

Inside the workplace, the gap between top and bottom is growing, too. The average CEO makes 531 times more than the average blue-collar worker. If worker pay had risen at the same rate as executive pay during the last decade, the federal minimum wage would be \$22.08 an hour.

This rising economic inequality directly corresponds with decreasing rates of unionization. California's union density has been declining rapidly over the past decades. In 1983 California's workforce was 23% union. Today, only 16.4% of the workers in the state are union members. Our current level of organizing (adding about 100,000 new union workers per year on average) has kept this proportion steady, but fails to overcome the number of new non-union jobs that are created.

There are other causes for the growing imbalance in our state. Globalization has hurt traditional manufacturing as corporations shift production overseas. (See Trade Policy.) The booming part of our economy has been the service sector, which relies on low-end, low-paying service jobs. A recent

study by the California Budget Project reveals that seven of the top ten fastest growing jobs pay, on average, less than \$11 per hour. California's tax system has become increasingly regressive during recent decades, so it has worsened the situation, not improved it. (See Taxation.)

Backlash against corporate America

Among the dark clouds, however, there is a silver lining. The attacks of September 11 filled us with sadness and anger, but also with pride for the workers who died—from janitors and dishwashers to firefighters and police officers. Today we witness a return to working class values, and a backlash against the wealthy and the corporations who believe they make the law. The blow to our country brought us together as workers and neighbors, and dealt a blow to some of the greater excesses of wealth and material consumption. Working families now share a growing outrage against unaccountable corporations. The Enron scandal demonstrated the arrogance and contempt with which corporate executives treat their employees, not to mention regulators and shareholders. As a country, we seem to have woken up to the fact that corporate America is out of touch with the values of the public.

The Federation calls for Californians to take back our economy from big business. We urge corporations to pay their employees better wages and pay their fair share of the state budget. We demand greater accountability from corporations who receive state tax breaks or tax credits. We support efforts to impose labor rights criteria on investments of CalPERS money in emerging foreign markets. We support tax and economic development politics that avoid bidding wars, in which corporations pit communities against each other, extorting subsidies and tax breaks, in return for the location of plants. (See Taxation.)

Corporations who lay off a significant percentage of their workforce should notify state agencies and issue a state WARN notice. Businesses that intend to close plants must be required to bargain over alternatives to those decisions. In cases of closure, they must provide ample severance pay and income maintenance programs, extended health benefits, high-quality retraining for real jobs, and early retirement. Local governments must calculate the social cost of closures, and corporations must be required to pay these costs.

We also support innovative new legislation to provide fair severance packages to workers. Under our proposed bill, California corporations that offer management severance packages would be required to provide a proportional package to laid-off workers. Legislation of this sort would help prevent cases like Mattel or Enron, in which executives received golden parachutes while employees walked away with nothing, in some cases not even their pension funds.

Minimum wage and living wage

We must raise the minimum wage. The Federation resorted to the initiative process and passed Proposition 210 to raise the minimum wage to \$5.75 in 1998. In 2000, the Federation led a coalition of unions, community organizations, and religious groups in a massive lobbying campaign to persuade the Industrial Welfare Commission to raise it once again. The IWC voted to raise the wage to \$6.25 in 2001 and \$6.75 in 2002.

And yet, just to reach the federal poverty line requires an hourly wage of \$8.70. To afford the basic necessities of life for a family of three in California costs over \$20 an hour, according to a recent analysis. The declining purchasing power of the minimum wage is a major factor for the growing wage gap between rich and poor. We call on the state to raise the minimum wage once again and to index it to California's rising cost of living. Indeed, a decent minimum wage should close the gap with the federal poverty level. We will support legislation and a coalitional lobbying effort at the IWC to raise the minimum wage once more.

We also support living wage ordinances. Living wage ordinances require employers who receive funds, contracts or tax breaks from government to provide decent pay and benefits to their employees. In recent years, we have seen successful living wage campaigns in cities and counties throughout the state, including Los Angeles, Santa Monica, San Jose, Berkeley and other localities. Some of the new laws include worker retention clauses, insuring that if a city contract changes hands, employees must be retained for 90 days. Some demand full compliance on labor laws. Some insist on neutrality agreements or even card-check union elections for businesses that get city or county work, while others prohibit companies from hiring union-busters. We are also interested in zone living wage laws, which demand compliance from all businesses in a region, not just those who receive government contracts or subsidies.

Living wage campaigns at the city and county levels have succeeded in opening organizing opportunities, repealing privatization trends, leveraging health insurance for low paid workers, and changing the political environment. They also have a side benefit: most are the product of coalitions that bring together union members with immigrant communities, religious organizations, health care advocates, seniors and other groups. This is exactly the sort of solidarity we need to build to make real changes in California's economy. The Federation will introduce legislation to enact a statewide living wage law and lead a coalition of unions and community groups to advocate its passage.

Economic stimulus

In these uncertain times, we urge Congress to undertake a

major economic stimulus program to give workers and the economy a much-needed boost. After September 11, Congress has acknowledged the need for economic stimulus, but has instead passed legislation full of tax breaks for big business. Corporate pork is not what this country needs to boost our economy. The Federation calls on Congress to put working people ahead of corporate tax breaks.

We follow the AFL-CIO in seeking immediate relief for working people hurt by the fall-out from September 11 and the economic downturn. The federal government should use its resources to expand basic safety net programs such as unemployment insurance and health care coverage, to prevent the economic security of millions from unraveling. We support tax relief for those who are most likely to need it and most likely to spend it: low- and moderate-income working families. And we call on the federal government to provide an infusion of federal aid to state and local governments. California's budget is billions of dollars in the red, and we are pinched still further by the high costs of maintaining security levels that respond to the threat of terrorism.

We also support major investments in infrastructure, both physical and economic. Spending today will shore up national security and improve our capacity to respond to national emergencies. It will also create jobs and improve the overall quality of life for a generation to come. We advocate investment in manufacturing, the public health system, transportation, energy production and supply, the water system and our public schools. Government spending on these building blocks laid the foundation for California's tremendous post-war boom. Without this sort of spending, our economy will continue to languish. We urge the federal government to chart a better course for the nation.

Adopted, p. 33

Workforce and Economic Development

2 There are two different paths for economic growth: the high road or the low road. On the low road, companies cut wages, slice benefits, reduce the workforce, replace full-time workers with temps and part-timers, and contract work out to the lowest bidder. On the high road, employers cooperate with unions on training, skill upgrades, and creating high performance workplaces with good wages and benefits—workplaces which out-perform the competition through higher quality goods and services. The Federation is committed to promoting high-road economic development.

This choice is particularly crucial during challenging economic times. When jobs are scarce and business is slack, it is

easy to jump at policies that promote job creation and economic growth. But we must never ignore the important question of how we grow. The Federation will actively support high-road partnerships and oppose funding for low-road projects.

The low road is one we know all too well. Workers are pitted against employers. Enron exemplifies a company in which the interest of workers and the interest of employers diverged dramatically, but there are plenty of examples closer to home. Minimum wage jobs, forced overtime, excessive use of contingent labor, poor working conditions and an unsafe workplace can all be used to pad a company's bottom line.

In the high-road model, companies and workers succeed at the same time. We grow together, not apart. Smart growth requires careful long-term planning. It requires attention to tax policy and economic development policy. It requires partnerships with business and governments. But in the end, it is worth the work.

The Federation has retooled our Workers' Assistance Program and converted it to the Workforce and Economic Development department. The new department assists unions in creating high-skill training programs and high-road partnerships to keep union workers well trained and competitive. We also help affiliates make use of government programs such as the Workforce Investment Act, the Employment Training Panel and other economic development grants.

Some of our affiliates are already leaders in this arena. In San Francisco, HERE Local 2 has developed a comprehensive program to develop skills for workers in the hospitality industry. The negotiated partnership program includes a trilingual training program and aims to provide better jobs for workers, along with high-quality, cost-effective services for member hotels. Also in the Bay Area, the South Bay Labor Council has developed a comprehensive labor-community strategy for upgrading skills and living standards throughout their region, including labor-community alliances and a labor-community leadership education institute. They have participated in workplace modernization strategies and high-skill work systems and passed living wage ordinances for local workers.

In Los Angeles, SEIU Local 660 is improving job security for members with retraining for the future while negotiating a no-layoff clause. And at Kaiser Permanente, through a national labor-management partnership, more than two dozen unions negotiated a first-of-its-kind agreement creating a process to adapt the organization to change, while providing an unprecedented level of employment and income security to workers.

We propose the following policies:

- **Smart growth.** Economic development plans should aim to build healthier communities. We support zoning ordinances that design residential areas close to mass transit, retail establishments and businesses. We should develop our urban areas more densely (in-fill development) rather than turning pristine green hills into faceless suburbs that are miles from a downtown. This development model has obvious environmental and lifestyle benefits: it reduces commute times, sprawl, traffic congestion and air pollution. It preserves open space for recreation, habitat preservation and agriculture. It improves the quality of life for low-wage workers, who can now reach work and shops without owning a car.
- **Targeted investments.** The Federation supports channeling investment into the communities that need it the most, and insuring that it goes to high-wage, high-skill jobs with real career paths.
- **Transportation spending.** Transportation may be expensive, but it is cheaper than the alternative. Without adequate transportation spending, our economy languishes, and California's transportation infrastructure has declined dramatically in recent decades. We support spending to improve roads and highways, build and improve public transit systems, upgrade bridges, introduce light rail in crowded city centers, modernize buses and trains and keep our ports and waterways ship-shape.
- **High-road partnerships.** Partnerships between unions, employers and government can help lead our state along the high-road. We can use these partnerships to raise wages, improve job quality, raise productivity and build a stronger community.
- **Higher expectations of employers.** The Federation supports efforts to require employers to act responsibly and pursue high-road strategies by providing benefits, such as health insurance, pensions and parental leave. Legislative strategies can encourage worker-friendly employers, by tying government subsidies, tax breaks, grants and contracts to good behavior. Living wage ordinances are a good example. So is AB 1889, which prevents recipients of state funds from using that money to interfere with union organizing and elections.
- **Capital strategies.** Unions can use our money to promote good investment. We can set criteria for the companies that receive our pension funds or other union investments, and insure that our money goes to the places that need it. The Federation supports recent efforts to impose labor rights criteria on investments of CalPERS money in emerging foreign markets.

Adopted, p. 33

Protecting California Workers

3 California's labor protection laws are worthless unless they are enforced. And yet hundreds of thousands of California workers continue to be exploited in the underground economy. The Federation supports tougher actions against scofflaw employers.

Thanks to the hard work of California unions, the Governor will create a state Labor Agency modeled after the federal agency. This agency will coordinate labor and employment policy between the various state departments, commissions, councils, and boards that deal with labor relations, social insurance and workplace issues. It will consist of the Department of Industrial Relations, the Employment Development Department, the Agricultural Labor Relations Board, the California Workforce Investment Board, the Employment Training Panel and the various commissions, appeals boards and councils that currently fall under these entities. The Agency will provide a coordinated strategy to prepare California's workers for the future, connect them with employers, and ensure a safe and healthy workplace. We support this integrated approach to workers' concerns.

We will work to ensure that all employers pay proper taxes and social insurance premiums. We continue to support legislation that ensures workers are paid their wages, eliminating barriers to collecting after wage judgment issued via the Labor Commissioner process or through court. The Federation believes that substantial shareholders of a corporation should be held liable for unpaid workers' wages.

We also support increased state funding to enforce labor laws. California unions have worked for generations to protect the rights of employees with some of the toughest standards in the country—regarding wage and hour, health and safety, workplace conditions and others. But these laws are meaningless unless they are enforced. Enforcement also requires that workers can communicate with public agencies in the language they speak. The Federation will continue to work for better resources, including increased bilingual staffing, for labor law enforcement.

Employers who violate wage and hour or health and safety laws are likely to be violating other state laws. The Federation is sponsoring a bill that would require that repeat labor law violators be audited by the Franchise Tax Board. This will be one further tool for enforcing labor laws.

We want to empower workers who demand their own rights by reporting wage and hour, workers' compensation and health and safety violations. Often, employers retaliate against these workers to punish their vigilance and deter other workers. We support legislation requiring employers to prove that they are not retaliating if they fire workers who have filed labor claims.

The Federation and the State Building Trades are also sponsoring legislation to develop an enforcement database of companies that violate state labor laws. This bill would create a statewide database of labor law violations that anyone—from union researchers to employees—could access. Public scrutiny of scofflaw employers can be useful in organizing campaigns, corporate campaigns and contract negotiations.

The Federation won landmark legislation in 1999 that guaranteed joint liability for garment manufacturers. That meant that employers were liable for the wage and hour violations of their subcontractor. We support extending joint liability to all industries that profit by using middlemen to accomplish work in our agricultural, construction and janitorial industries. The Federation continues to support efforts by the United Farm Workers and California Rural Legal Assistance to establish that every farm operator is jointly and severally liable for violations of housing, transportation, wage and hour and health and safety laws as they relate to agricultural workers. Farm labor contractors should not be able to provide a shield for grower liability when the work is done on the grower's land and according to the grower's terms and conditions. (For more on this issue, please see *Contingent Workers*.)

Adopted, p. 33

Organizing

4 California unions are growing again. After falling from a high point in 1974, when 27% of the state's workforce belonged to a union, labor's decline bottomed out around 1997, only to start inching gradually upwards again. In 2001, California unions gained 100,000 net new members. Today, 16.4% of the workers in the state are union members. This remarkable achievement is the result of an increased commitment and a new culture of organizing.

But federal labor law has become a tool for anti-union employers and a huge obstacle to organizing. The Federation supports comprehensive labor law reforms, including severe and immediate penalties for employers who fire workers for union activity or who interfere with employees' free choice. Banning permanent replacements for strikers is essential for equitable labor relations. We back prompt resolution of representation questions; union certification based upon determination of majority support through card check; arbitration of unresolved first contracts at the request of the union involved; and the prohibition of corporate reshuffling, including double breasting, bankruptcy and ownership changes, which are used to evade contractual rights and end union representation.

Progressive labor law reform at the federal level remains

unlikely. The National Labor Relations Board is no friend of labor, and neither is the present US Congress. Given the current administration, we cannot wait for legal reforms from Washington. Thus it is incumbent on California unions to promote labor law reforms here at home, and to work creatively within the existing legal structures.

In September of 2000, the Governor signed into law Assembly Bill 1889, prohibiting companies from using state funds to interfere with workers' right to organize. Since then, California unions have begun to use the new law in their organizing campaigns, demanding neutrality from employers who operate on state property or receive state contracts, reimbursements, grants and service contracts.

The Federation also supported successful legislation guaranteeing card-check elections for public employees. If a majority of employees at a public agency sign cards saying they wish to join the union, they can achieve automatic union representation without an NLRB election. Another bill strengthens the capacity of workers to make complaints, by allowing the Labor Commissioner to reopen some cases when a worker alleges retaliation for complaining about unsafe work conditions.

The Federation supports many other reforms that could improve California's climate for organizing, including:

- Increased state funding to enforce labor laws. Our hard-won labor laws cannot protect workers' rights and safety unless they are vigorously enforced. While the number of workers in the state has tripled since 1960, funding for labor law enforcement has not kept pace, allowing repeated violations by scofflaw employers. We support increased funding for the Department of Industrial Relations.
- Enforcement database. We support legislation to create a statewide database of labor law violations accessible to the public.
- Disclosure of working conditions. Current law permits workers to discuss their wages with each other. We support legislation allowing workers to discuss their working conditions without fear of discipline or reprisal.

Even in an unfriendly legal climate, many California unions have made a renewed commitment to organizing. Our unions are spending more of their budgets on organizing. Organizing committees are springing up across the state, part of a new culture among affiliates. The Federation supports these efforts and urges our affiliates to expand them.

While we work for stronger labor laws, California organizers have adopted new and innovative organizing strategies to bypass structures that keep us down. Some of our most successful experiences have involved challenging the traditional limitations of organizing drives to a single workplace, a single industry or a single union. We urge the co-operation of

affiliates in multi-union efforts, which can effectively pool resources and eliminate jurisdictional disputes. The Federation has strongly supported recent successful campaigns like Justice for Janitors, the home care workers, the University of California student workers, and the San Francisco Airport Organizing Project. Their success will greatly increase the economic and political power of the state labor movement.

The Federation supports the use of neutrality agreements with employers, which have been a key part of successful card-check organizing drives. Unions should continue to use this practice in an effort to circumvent the lengthy NLRB election process, which usually benefits anti-union employers. Likewise, we continue to support creative organizing tactics like civil disobedience, corporate campaigns, community mobilizations, alliances with community-based organizations, Construction Organizing Member Education and Training (C.O.M.E.T) boycotts, strikes, salting and other forms of direct action to win recognition and contracts.

Adopted, p. 33

Prevailing Wage and the Underground Economy

5 Prevailing wages are at the heart of our state's prosperity. Far more than a slogan, prevailing wage laws are a vital policy tool to improve the economy of the state and the standard of living for working families. The Federation agrees with the State Building and Construction Trades Council (SBCTC) that public funding of construction and development projects should go to projects that pay prevailing wages to their workers, guarantee health and safety on the job, and provide high quality training and apprenticeship programs. Prevailing wage laws put us on the high road of economic development.

Scores of studies have examined the impact of the payment of prevailing wages and benefits throughout the United States and in California. All of the studies have found that the payment of prevailing wages does not increase the cost of construction significantly, if at all. In fact, the payment of prevailing wages often reduces costs because of the increase in productivity, the decrease in job site injuries, and savings derived from significant reductions in future maintenance because of the higher quality of the original construction.

Where prevailing wages are paid, training programs are more prevalent, including higher participation by minorities and disadvantaged workers.

The failure to pay prevailing wages and benefits creates a direct cost to taxpayers because it shifts the cost of health care and pensions from employers to public health systems.

Workplace injuries resulting from poorly trained workers also shift costs to taxpayers and other employers. Indeed, the failure to pay prevailing wages often increases construction costs, reduces tax revenues, lowers the general economy and forces skilled workers to migrate to other areas, further reducing local tax bases.

We believe that paying prevailing wages and benefits reverses the spiral to the bottom of the economic ladder and gives working families a way to climb the ladder to economic security.

Prevailing wages also include health and pension benefits for families who would not otherwise be able to pay for these long-term benefits. It also provides access to state-approved apprenticeship programs that give workers the skills needed for building their careers. Construction and building trades unions operate 165 major apprenticeship programs throughout the state.

The 2001 session of the California Assembly saw the passage of State Building Trades sponsored SB 975, authored by Senator Richard Alarcon. Governor Gray Davis signed into law the requirement that prevailing wages be paid when private projects receive taxpayer dollars. It prevents a developer from getting free public benefits on one hand and then paying local workers (taxpayers) the lowest possible wage on the other. We think working families should also share in government-sponsored redevelopment.

The Governor also signed the Building Trades sponsored AB 1901, which ended many years of discrimination against paying prevailing wage rates on low-income housing projects assisted by state funding.

The Federation will support the SBCTC efforts to ensure that local awarding authorities do not circumvent prevailing wage through alternative, creative financing schemes.

The underground economy, in which employers blatantly disregard employment laws including wage and hour regulations, is a growing problem for California's construction industry. Rogue employers take advantage of shifting demographic and immigration patterns to intimidate and silence workers.

The Federation and the SBCTC were instrumental in helping to form the Joint Strike Force on the Underground Economy. When the Strike Force was created nearly eight years ago, few imagined the project could have come so far. By December 31, 2000, the Strike Force had made over 10,000 citations and tax audits, producing nearly \$90 million in violations and tax assessments. More than 30,000 workers who were never reported as employees were identified. Each of these audits have produced, on average, \$98,000 in assessments for unpaid taxes.

And yet the size of the underground economy grew dramatically during these years. Between 1992 and 1998, the estimated loss from the underground economy doubled. While the size of the underground economy is hard to measure, one estimate suggests it is as high as \$60 to \$140 billion. Another analysis suggests the underground economy is responsible for over \$3 billion a year in lost state tax revenues. That's about one-fourth of the deficit California faces this year.

All workers in the underground economy are victims, whether they know it or not. They are victims of unscrupulous employers who freely take advantage of workers with few choices. They are victims of an insidious economy that denies workers health insurance, workers' compensation benefits, unemployment benefits, pensions and a future.

Employers sometimes defend themselves by claiming they're giving people a job they would not otherwise have. They claim they could not operate their business if they had to pay fair wages and benefits. They claim their business helps the whole economy. But they don't build any roads, schools or bridges with the extra profits they make. And they do real damage to workers and the entire society.

A 1999 study in Las Vegas highlighted the effects of the underground economy on public health systems. They found that when workers do not receive fair wages and fail to have health insurance, those workers have no choice but to use public medical facilities. The impact on a single Medical Center was huge. In 1997 alone, extra costs to the hospital and for indigent care and emergency room assistance were \$65.5 million. Were it not for the high union membership in the hotel-casino industry and heavy commercial construction industries in Las Vegas, the cost to the public would have been much, much greater.

Our goal is to continue to build a strong, fair, and equitable community that offers benefits and opportunity to every resident who lives there. To do that, workers must be paid fair wages. Workers must have access to employer funded medical and health care. Workers must be afforded the basic legal protections of job safety and benefits. None of that happens in the underground economy.

The Federation and the SBCTC will continue to support legislation that controls the underground economy and restricts the ability of organizations like temporary agencies to exploit workers. (See Contingent Workers.)

Adopted, p. 33

Contingent Workers

6 The growth in the contingent workforce is one of the dramatic challenges of the new economy. The Federation believes that all workers deserve basic workplace rights, whether they are temporary workers, part-timers, independent contractors or sub-contracted employees.

We oppose efforts of employers to marginalize workers and deny them their rights through forcing them into contingent positions.

California industries of all types have come to rely increasingly on contingent workers. The last decade has witnessed an explosion of non-standard work in virtually every sector of the economy: service, farm, garment, construction, entertainment, high-tech, education, health care and other public sector industries. Temporary jobs more than doubled between 1991 and 1998, while the total number of jobs in all industries grew by just 10%. In 2000, over 65,000 California workers were misclassified as independent contractors. Women, people of color, immigrants and young people are disproportionately represented in the contingent workforce.

Contingent workers can expect to earn lower wages than their more securely employed co-workers. Male temporary workers lose over 13% of their wages compared to permanent colleagues. And they are less likely to receive benefits or pension. About one fifth of contingent workers have access to health insurance, compared to over one-half of noncontingent workers. Similarly, while more than half of standard employees had pension plans, less than a fifth of contingent workers were eligible for a pension. Career advancement is often negligible. No wonder most temporary and part-time workers would prefer to be employed in a full-time and permanent job.

Job insecurity is a particular problem for contingent workers, who—by the very nature of their employment—are easy to eliminate in an economic downturn. In these troubled economic times, we can expect many contingent workers to find themselves without a job. We can also expect an increase in the proportion of jobs that are temporary, part-time or contracted out, as employers seek cost savings by downgrading existing jobs. In hard times, employers can reduce wage and benefit costs by converting permanent full-time jobs into contingent work. They can save on benefits, pensions and training. Employers utilizing independent contractors also avoid costs associated with payroll taxes and workers' compensation insurance.

Contingent labor is often dangerous work. In the construction industry, low-road temporary agencies like Labor Ready embody the physical hazards of temping. Not only does Labor Ready exploit its workers through petty stinginess like charging workers for work supplies or check-cashing, but the company endangers workers' health. Since the contractor at the worksite doesn't carry workers' compensation insurance for their temporary employees, he or she has little incentive to maintain high standards for the health and safety of those workers. We support legislation requiring employers to pay workers' compensation costs for all their workers, even if they are subcontracting through a temporary agency.

Contingent labor is also a problem for the labor movement, because such marginal employees are extremely hard to organize. Job turnover is very high. As expendable workers, contingent laborers are often unwilling to risk their jobs by struggling for a union. Often, the worksite where they report each day is not the place their pay check comes from. Some contingent workers (independent contractors) are not eligible for unionization, because they are technically self-employed. Thus employers may choose contingent arrangements for their workers precisely to thwart unionization drives. A recent NLRB ruling that makes it easier to organize temporary workers (Sturgis/Jeffboat) is likely to be overturned under a Republican-dominated NLRB.

Contingent labor represents one piece of the low-road of economic development, a strategy which pits workers and employers against each other and seeks profits by cutting wages, slicing benefits, reducing the workforce, eliminating full-timers, contracting out to the lowest bidders and creating contingent workers. Indeed, contingent labor is the respectable version of sweatshops. The Federation supports a different economic development model, where companies cooperate with workers and unions to create a high-skill, high performance workplace with good wages and benefits, which beat the competition not through cost savings but through higher quality goods and services. Sensible development priorities can help reduce the reliance on contingent labor.

Contingent workers deserve the same rights as traditional workers, including benefits, pensions, safety net, workplace rights and the right to organize. When businesses hire temps and part-timers to save money, they don't eliminate the costs. They merely externalize those costs, passing them on to the state, other employers, private charities or the individual. We support policies that would eliminate the economic advantage for employers of keeping their workers in a marginal status.

Policies we support include:

- Equal pay and benefits for non-standard workers. The Federation supports guarantees that part-time employees would receive pay and benefits equivalent to their full-time co-workers. The Teamsters successfully pushed legislation, for example, that imposes the same safety regulations on independent contractor drivers as apply to standard employee truckers.
- Standards for how public funds are spent. The State of California should establish standards for all public spending in the use of temporary and contingent workers. These standards would apply to public agencies and contractors doing business with local or state agencies.
- Disclosure. Temporary workers should have the right to learn how much the employer is paying the agency for their services, so they can bargain effectively for higher wages.

- Worker retention laws. The Service Employees union recently sponsored a bill that successfully guaranteed janitors their jobs for up to 60 days when a contract is taken over by a new contractor or subcontractor. Those who perform their work satisfactorily must be offered continued employment. This sort of legislation could be applied to other industries where subcontracting is rampant.

- Employer responsibility. The Federation supported the toughest garment bill in the nation, making manufacturers in the garment industry liable for the wages of their subcontractors. We also supported vetoed legislation that would make contractors responsible for temps in the construction industry, for purposes relating to wages, hours, working conditions, workers' compensation, and health and safety.

- Appropriate classification of independent contractors. The Federation will continue to oppose employer attempts to reclassify workers as independent contractors in order to deny benefits. We oppose any legislation which weakens the current standard for determination of employee status, and we will also consider ways to tighten the standard so that employers cannot exploit technicalities and loopholes. This is also an organizing handle: unions can organize independent contractors to push for recognition as employees, as AFSCME and SEIU did successfully with regard to home health care workers.

- Reclassification of temporary workers for Unemployment Insurance. The Federation strongly supports legislation that would insure workers misclassified as independent contractors would not lose out on UI.

- Fair payment of UI taxes. Under current law, temporary agencies pay UI taxes for temp workers. This allows employers to avoid paying their fair share of the UI system. We support legislation to shift this responsibility to employers.

- Fair payment of workers' compensation claims. We support legislation requiring employers to pay workers' compensation costs for all their workers, even if they are subcontracting through a temporary agency. Such legislation would create incentives to contractors to maintain a safe workplace.

Adopted, p. 33

Health, Safety & the Environment

7 The California Labor Federation recognizes the need for safe and healthy environments inside and outside the workplace.

Cal-OSHA is the backbone of workplace health and safety

in California. Sixteen million California workers rely on the health and safety standards established by the Cal-OSHA Standards Board and enforced by Cal-OSHA. We support legislation to improve and strengthen Cal-OSHA. Currently, employers who fail to notify the agency of a death on the job are fined a minimal amount. We support increasing the penalties to assure compliance. Recent reports also indicate that Cal-OSHA could be more responsive to dangerous worksites. We support legislation that would help Cal-OSHA investigate deaths on the job more quickly and effectively, to help avoid life and death situations at the worksite.

We also support increased bilingual staffing at Cal-OSHA to best meet the needs of workers who speak limited English. Cal-OSHA must increase the availability of bilingual inspectors or at least provide interpretation services in order to deal with the increasing proportion of deaths and injuries among immigrant workers.

The Cal-OSHA Standards Board also needs reform. The members of the Board are appointed by the Governor and are not subject to Senate confirmation. Some Wilson appointees held onto their seats long after their terms expired. Vacancies have remained unfilled. We support legislation to ensure a balanced representation on the board by requiring Senate confirmation of members and prohibiting members whose terms have expired from continuing to serve on the Board, and by giving the Senate Rules Committee the authority to appoint when vacancies remain unfilled.

There will never be enough Cal-OSHA inspectors to go around. The most effective way to protect workers is for those workers to be actively involved in the health and safety programs of their employers. Too often employers want no worker participation beyond following the rules, or they want participation only on the boss's terms. We believe union stewards and activists should have the knowledge, confidence and resources to act on behalf of union members at their worksite and actively engage their employer to improve working conditions. We support the creation of a network of Worker Training Centers, where workers can sharpen their skills for improving workplace safety and health.

We will continue our efforts to win strong ergonomics standards at both the national and state levels. After 10 years of work by federal agencies, the Bush Administration has gutted all efforts to develop standards that would prevent ergonomic injuries. California has adopted a standard, but it is too narrow to be useful for workers. The Federation will again petition the Cal-OSHA Standards Board to strengthen our state ergonomics standard.

We supported legislation that created a youth job safety network aimed at preventing young worker injuries. The new law also includes funding for prosecuting Cal-OSHA criminal violations.

We oppose attempts by employers to pit workers' jobs against needed environmental protections. Studies show that states which protect the environment have healthier economies and more jobs than those which neglect environmental protection. But if a specific environmental law causes workers in the affected industry to lose jobs, we believe the workers should be compensated. Employees who sacrifice their jobs for the sake of a healthier world must not also sacrifice their livelihood. All environmental initiatives must include provisions for a fair transition for the affected workers, families and communities.

Unions have a unique role to play in overseeing employers' environmental compliance. In the long run, we must evolve to an environmentally sustainable economy, and union workers can force this change to happen while protecting their livelihood and protecting their health and safety on the job.

When corporations sacrifice the environment for the sake of the bottom line, it is workers inside the plant and the people who live nearby the plant who are hit hardest. People of color suffer the worst from environmental impacts. We support coalitions that include unions, environmentalists and community organizations to clean up corporate polluters.

Union and non-union workers alike suffer from hazardous chemicals, heavy metals and carcinogens in the workplace. Those who work around lead (such as painters, metal-workers, and employees of shooting ranges) have elevated levels of lead in their bloodstream. Employees at petrochemical companies and refineries face a myriad of toxic and hazardous conditions in their job. Workers who treat wood, work with wood products and sell wood products are in jeopardy for arsenic-poisoning, which is used in pressure-treated lumber. The labor movement can be a leader in fighting for environmental provisions that protect workers on the job, as well as consumers and the planet.

The Federation supports current efforts by the United Farm Workers of America to strengthen state pesticide notice requirements in the fields. We also support state policies that provide incentives for growers to switch to less toxic pesticides or to eliminate pesticides altogether.

The Federation supports coalitions between labor and environmental groups which recognize the interconnectedness of union rights, human rights, and environmental justice. Opposition to free trade policies and global corporatism has often united unions with environmental groups. We support these alliances and urge unions to work with others in the community to fight for a safer world for all of us. (See Trade Policy.)

Adopted, p. 33

Working Families

8 California workers have the right to both a job and a family. But too often, workers face a stark trade-off between the demands of employers and their commitment to family and community life. The Federation supports family-friendly workplaces, and we endorse policies that help promote family-friendly jobs, from expanding the California Family Rights Act to increased funding for childcare for low-income families, and protection of daily overtime pay. We believe working families have the right to paid family leave, high-quality and affordable childcare and elder care, and flexible working schedules that accommodate family life.

In the current economic environment, many workers are forced to accept multiple low-wage jobs just to make ends meet. Many workers labor in jobs that require long or inconvenient hours. US workers already work record hours of overtime; we work a longer workweek than any other industrialized nation. As a result, family life is often shortchanged and sometimes damaged.

The Federation opposes federal efforts to replace weekly overtime with compensatory time, unless there are ironclad assurances that employees have the right to use these options as they see fit. Proposed legislation threatens to permit employers to overwork workers in times of business crunch, without paying overtime, and then lay workers off in times of slow-down. Scheduling flexibility is important to employees so they can balance the needs of home and employment. We will continue to support efforts to allow reasonable policies for flextime at the worker's discretion.

The California Labor Federation believes that a good work environment is one that is conducive to family life.

The Federation endorses a broad definition of what constitutes a family. We support an expanded definition of family member that would include domestic partners, grandparents, in-laws, step-parents and step-children, foster children and siblings among the protected relationships. In 2001, the Federation was a proud supporter of California legislation that assured the rights of domestic partners: more Californians can now register as domestic partners, and new legal rights are granted to all registered domestic partners. As a result, domestic partners have won the right to use sick leave to care for their partner.

The Federation also successfully passed a bill that insures all employers must provide reasonable break time and accommodations for women to pump breastmilk at work.

We believe that a good job allows workers time to spend with their families. We will continue to vigilantly defend daily overtime pay.

The family-friendly policies listed below are more than just

a policy wish list; they are fundamental rights related to work and family. They should apply to all employees, in unions and non-profit organizations as well as in corporations. We support:

- Paid parental and family leave for all working families.
- Control over work hours. Workplace rules should allow working families to devise schedules that accommodate childcare and the needs of their elders, as well as permitting occasional time-off for non-emergencies such as family medical appointments or school activities.
- Universal early childhood education for all three and four-year-olds. For younger children, expand eligibility and funding levels to allow more low income families to receive childcare subsidies. (For more detail, please see Education.)
- Higher wages, benefits and training for childcare and home care workers.
- Increased funding for affordable, high-quality services for seniors.
- Expansion of the California Family Rights Act, which was sponsored by the Federation. We support legislation to fund up to 12 weeks of family leave for each worker each year. It is also important to insure that employees who take family leave are not penalized by their employer.
- Expansion of the Family Medical Leave Act to all workplaces with 20 or more employees, and to include domestic partners and adult children. FMLA should also provide up to 24 hours a year off work for medical appointments and school activities.
- Health coverage for all families. (See Health Care.)
- Pay equity for women on the job. If employers ended pay discrimination against women, family incomes would rise and working parents would have more time to spend with their children. (See Women's Rights.)
- No mandatory overtime. When mandatory overtime is legally permissible, protections must be in place to prevent abuse by supervisors and managers.

Adopted, p. 33

Education

9 The California Labor Federation stands for full and equal access to all levels of public education for everyone who seeks that education and can benefit from it.

A quality public education system has always been the highest priority of the labor movement in California and across

the country. Were it not for public schools, education would be an exclusive prerogative of the rich. Public education is the foundation of a democratic society because it provides working people with the tools to participate in the political process and advance their interests culturally and economically. The labor movement has been the staunch defender of public education against efforts to harm or destroy it, such as vouchers and other privatization schemes.

High quality education must be supported with adequate funding. The students of our state deserve the finest possible education. They deserve the best teachers, the most up-to-date facilities and resources, and the best-maintained physical plant, in a completely safe and healthful environment.

Students perform best, and teachers are most effective, in human-scale schools, in which every student knows each teacher and teachers know all the students. We need to build seven new classrooms each day just to keep up with the incoming student population. Yet school maintenance, let alone building new schools, lags far behind the need. For the past two decades, per-pupil spending in California ranks near the bottom, and teacher-student ratios are among the highest in the nation. Salaries are inadequate to allow teachers to own homes near the schools where they work. (See Housing.) More than half of all new teachers leave teaching within five years.

The California labor movement calls for:

- raising educator salaries to a level that will attract and retain teachers and support personnel;
- staffing schools with fully certified instructional personnel;
- improving state and federal career ladder programs that make possible the certification of classified employees;
- using union labor to build modern, appropriately sized schools adequate to the task of establishing learning communities that will guarantee our students' right to the best possible education.

Our public schools should provide resources for time away from the classroom so that educators might share with one another the most recent advances in the field. We must fully fund all services necessary to insure that all children can achieve their learning potential, including childcare, after school sports and cultural programs, health care, counseling, and libraries, on site or in easy reach of the school site. The California Labor Federation calls for a more progressive state income tax system to fund education at an adequate level, from early childhood through the public university system. (See Taxation.)

Parental involvement leads to children's success in school.

Programs that promote parent volunteers are crucial to the success of public education, and employers should be encouraged to support them. However, volunteers must never become a substitute for the employment of full-time teachers, counselors, and paraprofessionals.

The Federation urges local central labor council COPEs to participate actively in school board elections, to monitor and expose candidates of the radical right, to insure that elected officials understand the educational needs of working people and to safeguard the rights of school employees. We support legislation integrating project labor agreements into bond expenditures, so that we build future schools with union labor.

All school employees must have to the right to organize and bargain collectively, and all school reform programs should recognize the collective bargaining rights of school personnel. The California Labor Federation firmly opposes any and all public school employment discrimination. We seek further to eradicate forever all barriers of race, sex, ethnicity, economic status and geography in order to provide equality of access to education for every resident of the state.

Preschool

Our system of public education should begin with high-quality early learning programs. The Federation calls for the establishment of universal preschool programs, so that child development and enrichment are available to all. Once it was an innovation to provide public kindergarten for all children. Someday, it will seem just as routine to provide public preschool for all. In the long run, we support a comprehensive system linking public school with childcare. California should provide high quality state-subsidized childcare, whose workers are employed in the public school system. This is the best way to assure that working parents have access to adequate childcare, and that childcare workers receive decent wages and benefits, and that they have a career ladder. (See also Working Families and Welfare.)

Labor Education

It is crucial to the future success of the labor movement, and to the defense of workers' rights that students have access to labor education. We endorse expanded teaching and learning at all levels of education about organized labor's contribution to this nation's and state's history, and to the contemporary economy. The Labor Federation supports efforts to create a statewide Labor Education Week in April. We believe the school system should purchase and distribute California labor history textbooks statewide and incorporate a mandatory workers' rights component into all school-to-career related curricula. We also support the Cesar Chavez Day of Service and Learning, which enables students to learn about the life and values of the founder of the United Farm Workers, and to

learn about farm labor history.

In 2000, the California legislature established a statewide Institute of Labor and Employment, building on the Institutes of Industrial Relations at UC Berkeley and UCLA. This institute helps focus academic research on issues of concern to unions, to study and find solutions for problems of labor and employment. It also educates higher-education students about the labor movement and workplace concerns. New research about labor and workplace issues is vitally important, and the Federation is a proud sponsor of this trendsetting institute.

Vocational Programs

Labor education can be a crucial dimension of workforce development. We promote a vision of good workforce development that gives workers transferable skills (including basic skills like English, math and a GED) and practical career ladders at the same time. We support high road partnerships which bring community colleges into a labor-driven workforce development strategy.

Vocational education must be related to actual employment and training needs, for high skill, high wage jobs. These programs must consider local economic conditions and be developed in cooperation with the labor movement. Transition from school to work should be an integral part of the curriculum of the last two years of high school. Unions need to participate fully in planning and implementation of local school-to-career programs and curricula to insure inclusion of strong labor rights components.

Higher Education

We support greater access to higher education. California has traditionally led the way in terms of assuring that everyone who wanted to attend higher education could do so. But rising tuition has limited access for many. We support tuition-free higher education or vast improvements in the financial aid provided.

In recent years, institutions of public higher education have come to rely increasingly on contingent academic labor. Administrators in California's community college, state university, and University of California systems have created an academic underclass: teachers and scholars employed as casual labor, paid less than regular faculty, with fewer benefits. Classified employees are in a similar situation: community colleges are the biggest abusers of classified casual employees. These practices damage the quality of educational access for students, and the ability of academic instructors to obtain a living wage. The Federation calls for the replacement of this casual labor system with full-time employment for academic and classified employees. (For related discussions, see Contingent Workers.)

In order to insure the highest possible quality of education,

the California Labor Federation also endorses:

- Increased funding to expand adult and life-long education, and arts education.
- Programs designed to further reduce the rate of student truancy and drop-outs through expansion of remedial, clinical and guidance services and services to students' families.
- Adequately funded, effective programs to meet the educational needs of limited English speaking students, including bilingual education where appropriate.
- The separation of church and state in public education.
- Opposition to efforts to deny education to children of undocumented immigrants.
- The Bill of Rights and Responsibilities for Learning promulgated by the American Federation of Teachers to promote high standards of preparation for teachers, high standards of professional performance by teachers and educational support staff, high standards of achievement and behavior for students and active family and community support to assist student achievement. We reaffirm our strong opposition to vouchers and to other privatization schemes based on the erroneous premise that market competition is the key to educational success.

Adopted as amended, p. 33

Civil Rights and Civil Liberties

10 In the context of the war against terrorism, protecting civil rights and civil liberties is critical. The Federation stands with people of color, gays and lesbians, the elderly, women, immigrants and other persecuted groups and calls for an end to discrimination.

We support full economic, social and political justice, for all people, whatever their race, color, creed, ethnicity, national origin, sex, sexual orientation, gender identity, age, or physical disability. In this time of war, suspicion and heightened security measures, we should protect those fundamental rights more vigilantly than ever before.

The Federation is deeply troubled by Attorney General John Ashcroft's willingness to suspend basic liberties in times of international turmoil. We are alarmed that the Supreme Court under Chief Justice William Rehnquist seems likely to allow civil liberties to be restricted in the name of national security. We are concerned that the new office of Homeland Security could be used to bypass constitutional restrictions on domestic law enforcement. And we are anxious that the anti-terrorism legislation passed by Congress jeopardizes many basic

freedoms that we have fought long and hard to win. In this historical moment, the labor movement must stand with civil libertarians to protect the rights of immigrants, minorities and others who might be scapegoated. We must continue to defend freedom of assembly, freedom of speech and freedom of information. We can be safe and free.

We oppose hate crimes more resolutely than ever. Legislation banning hate crimes should be expanded, and perpetrators be punished to the full extent of the law. We call for the active prosecution of racist and far-right organizations and militias.

The Federation supports workers' rights in the workplace. Though new technologies are providing sophisticated ways for employers to monitor their employees, we believe employees should be able to expect privacy in the workplace. We believe that routine drug testing, though common, is invasive, unfair and often inaccurate. We oppose the new tendency of employers to read employees' email and monitor their internet usage. We oppose the use of genetic testing to screen potential employees.

Labor successfully passed legislation in California expanding employee anti-discrimination laws to include applicants for employment and job training programs, and outlawing lifestyle discrimination—discrimination against employees pursuing legal but controversial behavior outside the workplace.

In recent years there have been efforts in the workplace to require workers to waive fundamental rights and discrimination protections without knowing the potential ramifications of such waivers. We oppose coerced arbitration agreements. The Federation will continue to support efforts to ensure that employees are not coerced into waiving their right to pursue discrimination claims or jury trials.

We support legislation to relax the "Three Strikes, You're Out" law which has filled up California's jails with petty criminals and had little effect on the overall level of violence in our community. The bill, AB 1790, would amend the law so that it applies only to violent felonies.

We also support the rights of groups which have been the victims of discrimination:

People of Color

California is one of the most diverse states in the nation, with large and active Latino, Asian-American, African-American, Native American communities, among others. The Federation calls on all affiliates to make a renewed effort to organize women and people of color. To succeed, the labor movement must increase the participation and leadership of people of color and women at all levels of union activity and

office, especially elected officers.

The labor movement was built by people outside the mainstream of US society. In order to deepen our commitment to the struggles of marginalized communities, we hope to involve constituency groups more actively in the work of the Federation. The A. Philip Randolph Institute, the Labor Council for Latin American Advancement, the Asian Pacific American Labor Alliance, Pride at Work, the Coalition of Black Trade Unionists, and the Coalition of Labor Union Women have a vital role in providing support, solidarity and advocacy for people who have always been among labor's rank and file ... but not frequently enough among the leadership.

The Federation supports affirmative action. In 1996, we opposed Proposition 209, which outlawed affirmative action in education, government contracting, and government hiring. We will continue to support efforts to reverse the damage this proposition has wrought and restore affirmative action programs wherever possible.

Jobs that are predominantly held by women and people of color are generally underpaid when compared to other jobs of comparable skill, effort and responsibility. To address this problem, we urge all affiliates to work for pay equity and pay equity support for benefits.

We oppose racial profiling by law enforcement. We also support legislation that would require the state to collect improved data on inequalities in educational resources that constitute preventable barriers to educational success.

Gay, Lesbian, Bisexual and Transgender Community

Gay, lesbian, bisexual, and transgender workers and citizens deserve protection from discrimination. There is no place in this country for prejudice against individuals because of sexual preference or orientation. In 39 states in this country it is still legal for lesbians, gays, bisexuals and transgender workers to be fired based on their sexual preference or gender identity. The Federation calls for the adoption of the Employment Non-Discrimination Act.

We are proud supporters of Domestic Partner legislation passed in the most recent California legislative session, which will assure more rights for domestic partners, such as the right to take sick leave to care for an ill partner. We are disappointed that we failed to win passage of a bill strengthening the law which prohibits discrimination in employment and housing based on sex and sexual orientation.

We support legislation guaranteeing the civil rights of persons who have tested HIV-positive. We oppose discrimination against HIV-positive people in employment, housing, credit, public accommodations, public service, and immigration.

Seniors

Discrimination based on age is equally unacceptable. The

Federation sponsored legislation ensuring that mature workers have the ability to use the same legal theories to prove their discrimination case as victims of race and sex discrimination.

Senior union members and retirees are among the labor movement's greatest assets. We welcome their knowledge, their experience, and their wisdom. We support their active involvement in senior union member organizations such as the newly created Alliance for Retired Americans. We will continue to pursue a senior action program to organize retired workers on issues reflecting the concerns of the elderly.

Youth

Young people need protection from the inequities of the workplace and the criminal justice system. Our prison industrial complex is overflowing with young offenders. We oppose laws (like Proposition 21) that impose harsh sentences on juveniles convicted of crimes, increase the range of circumstances under which juveniles are treated as adults, and establish stiffer punishments for gang-related offenses. Youth deserve more opportunities for advancement in our society, not tougher laws that deny them economic opportunity and send them on a downward spiral.

The Disabled

The Federation supported the federal Americans with Disabilities Act (ADA), however, we are now concerned about recent narrow interpretations of the Act. We believe that the ADA provides a floor and not a ceiling of protection to Californians with disabilities. We support efforts to ensure that physical disability will be determined without regard to mitigating measures and efforts to limit employer's ability to raise job-related issues when inquiring prospective employees regarding possible disabilities. We will work to preserve California laws protecting people with disabilities which are stronger than federal law.

Adopted, p. 33

Women's Rights

11 The California Labor Federation supports women's struggle for equality at work and at home, in our unions and in our communities. Despite centuries of struggle, women still face discrimination, lower pay, and lost opportunities.

Across the board, women earn less than men. The jobs in which women predominate pay less than traditionally male jobs. But even when women work the same jobs as men, they take home less pay. Full-time working women earn 76 cents

for every dollar that men earn. This is true for women lawyers, carpenters and secretaries. It is worst for women of color, whose wages amount to just 64 cents on the dollar compared to men overall.

Paying women less than men in comparable jobs costs California working families \$21.8 billion every year. The Federation urges all affiliates to work for pay equity to raise the pay of traditionally underpaid women's and minority occupations and end unjust wage disparities.

Women are more likely to be contingent workers. Fifty five percent of temporary workers and two-thirds of part-timers are women. This translates into unequal access to benefits and pensions.

The best cure for women in low-wage positions is joining a union. Women who join unions earn 40% more than their nonunion counterparts. Women of color gain even more by joining a union. Union membership also helps reduce the wage gap: union women earn 83% of what union men earn. The Federation continues to work towards the day when union women earn as much as their brothers.

Unions today realize that women are their best bet for organizing. Eighty percent of newly organized union members are women. In 1962, women accounted for 19% of union membership. Forty years later, that percentage has doubled: women today make up about 40% of union membership. Nonunion women are consistently more pro-union than their male co-workers.

We urge all affiliates to work hard to place women in non-traditional jobs, particularly the higher-paying occupations where they are currently underrepresented. Aggressive outreach for apprenticeship programs and affirmative action plans can both accomplish this goal.

We urge affiliates to increase efforts to organize employees in clerical, service, food processing, electronics, garment and other industries where women workers are predominant, and to bring into the collective bargaining process the issues of pay equity, childcare, family leave, flexible work hours and expanded sick leave.

Women and men need adequate time off for new children and other family dependents. The Federation sponsored the California Family Rights Act. We supported the Family Medical Leave Act, passed by Congress in 1996. We are currently sponsoring legislation to provide paid family leave so that eligible workers can actually take advantage of their right to time off. We also support efforts to extend both laws to more workplaces and more workers.

The AFL-CIO is the largest women's organization in the country. But to succeed in organizing women, the labor movement must encourage the participation and leadership of

women at all levels of union activity and office. It is high time that women be well-represented in the upper echelons of our unions, labor councils, and the Federation.

Sexual harassment and sexual abuse of women workers contribute to keeping women from succeeding on the job. Unions must defend women workers, and educate our members to help stop this problem.

The Federation supports coalitions with women's rights groups with the following objectives:

- Improve equal opportunity for women in employment and promotion.
- Provide paid family leave to care for ill family members.
- Provide free quality childcare for all working parents and support the organizing efforts of childcare workers.
- Support equal pay for work of comparable value.
- Oppose sexual harassment through tough legislation and the protection of union contracts.
- Support women's access to the full range of reproductive and family planning services. In light of increasing attacks on women's reproductive rights, we urge the AFL-CIO to reconsider its position of neutrality on the issue.
- Condemn workplace and domestic violence against women in all shapes and forms.
- Expand women's representation in elected office.

Adopted, p. 33

Immigration

12 The labor movement and this country were built by immigrants. The Federation stands for the equality and rights of all workers regardless of documentation. All workers, immigrant or native-born, must be free to work and move about as they please, to join unions and to exercise their labor rights.

One legacy of the September 11 attacks has been an upsurge in anti-immigrant rhetoric, scapegoating and violence. The war against terrorism has created a nationalistic climate that is often hostile to immigrants and people of color. The Federation strongly opposes such immigrant-bashing. It is more important than ever that our unions defend the cause of immigrant workers and residents.

Just as worrying is the anti-terrorist legislation known as the USA-PATRIOT Act, which makes governmental anti-discrimination legal. The act permits indefinite detention of

immigrants who are not terrorists—a blatant violation of civil liberties. And it allows the deportation of non-citizens who help any organization that the government deems a terrorist organization, shifting the burden of proof to the immigrant to demonstrate that she did not know that her lawful assistance would result in alleged terrorist activity. We oppose the anti-immigrant provisions of the USA-PATRIOT Act. It is possible to be safe and free. (See Civil Rights and Civil Liberties.)

Since September 11, many legal workers have been excluded from their jobs for reasons unrelated to their competence or to security risks, simply because they are not citizens. We are concerned about the plight of airport screeners whose jobs were federalized, and we support compensation for them as they transition to new work. We also lament that national security has been invoked to justify increased worksite raids and increased enforcement of document fraud. The war on terrorism should not be a pretext for anti-immigrant firings.

California unions have a history of standing with immigrants. In 1994, we campaigned vigorously against Proposition 187, which unfairly and falsely blamed immigrants for all the budgetary and economic woes that face the state. In 1998, our unions campaigned against Proposition 227, which sought to make it more difficult for immigrant children to learn English and receive a quality education. We fought anti-immigrant provisions in federal welfare reform legislation, unfairly disqualifying almost a million immigrant families from needed social benefits. Today, we stand against the anti-immigrant backlash that resulted from the World Trade Center bombing.

Immigrants play a vital role in the California economy. 91% of farm workers, 76% of domestic workers, 69% of restaurant cooks, 66% of gardeners, 64% of construction workers, 60% of electronics assemblers, 58% of household or childcare workers, 49% of janitors, and 48% of drywall installers are immigrants.

Moreover, immigrants are the future of the labor movement. Immigrant workers have been at the forefront of organizing campaigns in recent years, including janitors, hotel and restaurant workers, carpenters, farm workers, machinists, manufacturing and food processing workers, garment workers and health care workers. In both surveys and on-the-ground experience, immigrants have proven to be more pro-union, more militant, more willing to strike and generally more pro-labor than native-born workers. We support initiatives such as LION—the Labor Immigrant Organizing Network. When immigrant workers unionize, form new unions and revitalize others, all California workers benefit.

The flip-side of more active immigrant organizing is the use of immigration status to intimidate workers. We strongly oppose the cynical willingness of employers to turn their workers over to the INS rather than let them join a union.

During organizing drives, strikes and other periods of union activity, the INS must not intervene to conduct raids, document checks or other acts which make it impossible for workers to exercise their union rights. Immigration laws should be enforced at the border, not in the workplace.

All workers, regardless of immigration status, have the right to form unions; file complaints against illegal and unfair treatment without fear of reprisal; receive disability insurance and workers' compensation benefits; and enjoy the same remedies under labor law as all other workers. It is unacceptable for employers to retaliate against immigrant workers for asserting fundamental workplace rights. (See Protecting California Workers.)

The Federation stands opposed to the Supreme Court's recent decision in Hoffman Plastics that denies backpay to undocumented immigrants who are victims of unfair labor practices. Already, employers are using this narrow court decision to further intimidate and exploit immigrants, keeping them from organizing unions and exercising their rights as workers. Congress must overturn the Hoffman decision and send a strong message to employers that violating labor laws doesn't pay. Short of Congressional action, California, the home of over 40% of the nation's immigrants, must take protective steps to guarantee that scofflaw employers are punished and workers are remedied.

Workers also deserve the right to speak their native language at worksite. The Federation supported legislation that prevented employers from enforcing English-only rules, except when necessary. This basic right is often a matter of life or death. Recent evidence suggests that deaths and injuries on the job are increasing for just one group of workers: those with limited or no English. The Federation supports language access to public services for all workers.

The Federation opposes employer sanctions, because they cause discrimination against anyone who looks or sounds foreign. Employer sanctions provide a weapon employers have used repeatedly to fire and threaten immigrant workers who organize unions, and should be repealed. We applaud the national AFL-CIO for its resolution in 2000 calling for the repeal of employer sanctions.

The September 11 attacks stalled talks on the legalization of immigrants. The Federation reaffirms our commitment to a general legalization of undocumented workers. A new legalization will help millions of immigrant workers, their families and their communities to achieve stability and a life free from fear. A new legalization should fix the problem of the 1986 immigration amnesty, which legalized over 3 million people, but left more recent arrivals in the same illegal status as before.

The Federation continues to work for the rights of undocu-

mented people, whether inside or outside the workplace. We supported legislation that gave all California students the right to pay in-state tuition at California colleges and universities, regardless of their immigration status. And we are working to assure that an undocumented resident can get a driver's license while their immigration request is being processed.

We support a saner immigration policy that would provide an opportunity for people to come to the US seeking work, without tying their residence status to their employment. We oppose any guestworker program or visa which makes a worker's visa dependent on his job or employer. This dependency creates the conditions for exploitation, and deprives workers of the right to organize.

As the labor movement has long known, our unity is our strength. Today, we recognize that this unity must include immigrants, for the sake of all workers. We support policies that bring us together, and oppose those that divide us.

Adopted, p. 33

Consumer Protection

13 The Federation reaffirms its traditional support for consumer rights under the law. We pledge our best efforts to maintain and expand the rights of consumers, support adequate staffing and budgets for consumer agencies, and seek assurance that agencies will act with independence and integrity in advancing the consumer's interest. Consumers are workers, too, and unions should fight for their protection whether they are making products or buying and using them.

We oppose regulatory relief for business that undermines product safety, weakens consumers' rights to full and accurate product information, creates financial harm to consumers or reduces penalties for deceptive practices. The free market will not insure consumer protection without government intervention. Moves to relax consumer product safety requirements and other consumer protections are greedy attempts to raise business profits at the direct expense of the consumers.

In the recent legislative session, consumer protection advocates won some important victories. We supported a law requiring lenders to provide consumers with their credit score and an explanation of how credit scores work in the home loan approval process. Consumers currently don't have the right to know what information is used to compile their credit score and how it impacts their ability to secure a home loan. California's Lemon Law was strengthened, guaranteeing protection for consumers who buy a defective car. Other new

legislation protects victims of identity theft by giving them the right to initiate an investigation if they believe their identity has been stolen.

Another critical area for California consumers is insurance reform. Former Insurance Commissioner Chuck Quackenbush was forced to resign after a scandal implicated him in a host of illegal and unethical practices. During his tenure, insurance companies that low-balled Northridge earthquake claims were compelled to make donations to foundations with no connection to earthquake issues in lieu of fines. The new law requires that any penalties from enforcement actions must be deposited in the appropriate fund and used for appropriate purposes only.

In addition, the Federation supports efforts to:

- Abolish false and misleading advertising and require labels to show ingredients, nutritional values, expiration dates, durability and item pricing. We support efforts to label genetically modified organisms in food and educate the public about the risks.
- Provide that all lenders on consumer borrowing be subject to usury laws which provide a reasonable maximum rate of interest.
- Expand consumer education programs in schools.
- Create boards to represent consumers before the Insurance Commission and Public Utilities Commission. Such legislation must recognize the key protective role collective bargaining plays for workers in the utility industry.
- Democratize the media. As the concentration of the media proceeds ever more rapidly, it is increasingly important to support public and community alternatives to the press and to regulate commercial media. We support state supervision of the cable television industry. We endorse expanded public access to cable TV and the strengthening of public interest and fairness requirements for broadcast media. We oppose corporate domination and privatization of public television and radio. The Federation supports cooperation with community and local labor groups to expand public access to cable TV, public television, and other media.
- Require banks and other financial institutions to obtain consumer permission in writing before sharing personal information with affiliates or third parties.
- Restrict secret settlements in product defect or toxic contamination lawsuits. Currently, information discovered in pre-trial procedures regarding dangerous products is sealed as a condition of out of court settlement and the business continues selling the unsafe product while the body count mounts.
- Prevent corporations from weakening or preempting Civil Code Section 17200—California's superior standard for class

action lawsuits—which is also used in some employment cases.

- Re-regulate the utility industry and support the establishment of public power authority, under union conditions, to supplant private producers and transmitters of electricity.
- Stop the de-regulation of long distance telecommunications and provide regulation of cellular phone industry.
- Defend lifeline utility rates, and ensure that poor people, working people and minorities have fair access to communications services and technology.
- Encourage the purchase of union-made domestic goods and require and enforce labeling of goods with their places of origin. We oppose the weakening of the criteria for Made in USA labeling.
- Pass stronger anti-trust laws and strictly enforce them. We oppose the trend toward massive corporate mergers which cost the jobs of thousands of workers.
- Expand labor support for the Consumer Federation of California.
- Enact stronger regulations covering the insurance industry, especially auto and earthquake insurance, including a real end to territorial rating of auto insurance.
- Increase protection for the privacy rights of consumers who access the internet and other means of electronic communication.
- Regulate payday loan operations that charge exorbitant interest rate and fees and take advantage of low-income citizens.
- End federal preemption of state prohibitions on predispute arbitration clauses, and ban mandatory arbitration in consumer and employment cases. Pending these developments, impose strong state procedural protections on consumer arbitrations, including conflict of interest and ethics rules, public disclosure of cases and results, and an end to contract clauses claiming contractual immunity for arbitration providers.

Adopted, p. 33

Health Care

14 147.3 million Californians, including 1.85 million children, have no health insurance of any kind. Every month, another 23,000 to 50,000 California residents join the ranks of the uninsured. Most are workers and their dependents; half are full-time workers. The California Labor Federation supports policies that will guarantee quality health care for those who need it.

Our ultimate goal is a single-payer health care system that

would provide high-quality publicly funded health care for all. In the absence of universal health care, we support policies that would extend health care coverage to the workers and others who need it most, through public sector safety net programs and employer-provided insurance coverage.

For many years, the cost of medical care has increased at a rate almost twice that of all other goods and services. Today, health care represents 15% of the gross domestic product and 12% of payroll costs. The average worker now pays three times more for family coverage than he or she did 10 years ago. Even when an employer provides insurance, the employee's share of premiums for family coverage now averages more than \$1,800 per year. Little wonder that more and more low and moderate income workers cannot afford health insurance.

Poor quality health care is a workplace issue too, for the tens of thousands of nurses, nursing assistants and other staff in California hospitals, nursing homes and health care facilities. These jobs have been steadily degraded by the pressure to cut costs, with staffing ratios soaring, wages stagnating, and working conditions deteriorating. An increasing number of health care workers in California and nationally lack health coverage.

The insurance industry helps feed the massive increases in health care costs. Insurance companies seek profits by raising premiums to exorbitant levels. At the same time, they pursue cost-cutting measures that deny coverage to people who need it, limit coverage of pre-existing conditions, and restrict access to specialists. Often, they collude with medical groups and corporate hospital chains to develop complex schemes to deny quality services and increase profits. Increasingly, patients and employers pay more for less. We deplore the cynicism of this industry, which literally profits off of the misery of others.

We reject Medical Savings Accounts and so-called "consumer-driven" health products, which primarily benefit upper income people, leaving a sicker and poorer population to be covered by other insurance mechanisms. This would drive up health care costs and reduce quality for working families.

We support:

- Employers paying their fair share. As medical costs continue to rise, employers increasingly refuse to pay their fair share. This is one reason for the growth in the number of uninsured. Only a strong labor market has prevented employers from shifting even more costs to workers. As companies try to shift the cost of insurance to their employees, bargaining over health care costs has become a regular point of contention during contract negotiations. Many jobs no longer come with health insurance at all, and others pay so little of the premiums that employees cannot afford to pay their share.

California now has the lowest rate of employer-based health care coverage in the nation. As long as we cannot count on the government to guarantee health care for all, it is critical that employers pay their fair share. New incentives and rules could insure this.

- Expanding state programs. The Federation supports legislation to assure health insurance coverage to all children and working families as well as the lowest income families. Eligibility for Medi-Cal and other programs must be extended to include immigrants and the working poor. We support expanding eligibility for Medi-Cal and Healthy Families coverage to the federal maximum. We support increased federal reimbursement rates for our state health programs. There are literally millions of working poor adults in California who earn more than the poverty line but still cannot afford private insurance. By failing to expand coverage, California is also missing out on an opportunity to leverage more than \$1 billion in federal matching funds to provide health care services to its most vulnerable populations.

- The Patient Bill of Rights. 90% of Californians with employer-based insurance belong to an HMO. Many have encountered inadequate information about health plan policies and procedures, denial of access to health care specialists, failure to cover treatment for a range of conditions and other problems. The Federation supports managed care patient protections, such as the package of legislation known as the California Patient Bill of Rights, passed by unions and health care advocates in 1999, to protect consumers from cost-cutting HMOs. Today, we still need to close loopholes in the Bill of Rights, loopholes created by HMOs to avoid implementing the legislation.

- Restraining the cost of pharmaceuticals. Drug companies too often put profits ahead of people, pegging prices at astronomical levels while suppressing generic drug production. Hospitals pass on the costs to insurance companies, which pass them on to consumers or employers. This is a ludicrous system. Making matters worse, international trade agreements now limit the scope of government action to restrain pharmaceutical costs. We support fair pricing legislation (along the lines of landmark legislation passed in Maine) to rein in drug prices and keep health care costs reasonable.

- Secure prescription coverage for seniors on Medicare. Currently, seniors on Medicare can't receive coverage for medication unless they are in a Medicare HMO. Meanwhile, many Medicare HMOs are actively dumping Medicare coverage when it proves unprofitable. This has affected large numbers of the seniors, particularly in California's rural communities. We support federal legislative efforts to incorporate prescription drug coverage for all low-income seniors on Medicare.

- Using union health dollars wisely. The Federation supports

efforts to pool Taft-Hartley funds and, in conjunction with fund administrators, to insure that quality is a significant factor in making plan selections. We support efforts to exert labor's influence over the health care purchasing decisions of CalPERS and State Teachers Retirement System. Union families have tremendous purchasing power in the health care marketplace. The Federation supports efforts to use that power aggressively, to promote health plans that are good for us as consumers and as union workers.

- Better staffing ratios in health care facilities. Staffing levels are dangerously low in hospitals, nursing homes and other health care facilities. As a result, patient care is deteriorating, and medical errors are on the rise. Medical errors are responsible for an estimated 44,000 to 98,000 needless deaths nationwide each year. The Federation supports laws that guarantee minimum levels of staff for patients in hospitals and nursing homes. Adequate staffing helps improve patient outcomes and workplace conditions for primary care nurses and other medical staff.

- Better support for nurses and other medical staff. In an era of nursing shortages, we urge the development of high road partnerships to train more nurses and other health care workers, provide better career ladders, and guarantee better working conditions. This would allow us to pay health care workers more, provide better patient care, and reduce the shortage of skilled and qualified employees. Kaiser's partnership with SEIU is an outstanding example of a high-road partnership that meets the needs of workers patients and management.

- Health care for immigrants. Legal immigrants work and pay taxes like citizens and should have the same access to basic public health care benefits. Proposals to cut off such benefits for immigrants and their children should be opposed as inhumane and a public health threat.

- Improve working conditions and wages for homecare workers. The past 20 years have seen the creation of a huge sub-industry in health care: home care services. Today, home care is the fastest growing sector of the health care industry, and allows many elderly and disabled to avoid costly institutionalization and stay at home. Yet most of the workers who provide home health care receive poverty-level wages; have no health care coverage or other benefits themselves; receive little, if any, training; and frequently work under hazardous conditions. The Federation supports the recent progress made in organizing workers in the growing area of home care. We will support future efforts to establish employers of record to facilitate organizing, as well as efforts to establish health and safety programs for home care workers.

- Prevention. We support union-negotiated employee wellness programs, other preventive measures, and early intervention programs which are both cost-effective and reduce the incidence of illness. Any comprehensive health reform

legislation must allow exceptions for labor-management negotiated benefits that provide superior coverage. We oppose legislative efforts to tax employee health benefits.

Adopted, p. 33

Welfare

15 California's experiment in welfare reform is now four years old, and the results are in. While the number of families on welfare has fallen dramatically, the number of poor families has fallen much more slowly. We believe this must be the true measure of welfare reform's success. The ranks of the working poor grew during the 1990s. Only half of former welfare recipients have found jobs, and no one knows how the remaining half are making ends meet. A recent study found that welfare leavers in the Bay Area who work earn \$9 an hour on average, and most are only working part-time. No doubt, the average wage is lower in most counties in the state, and is likely to be lower still given the current economic downturn.

For former welfare recipients holding down a job, life is a huge struggle. Many do not receive the work supports for which they are eligible, such as food stamps, Medi-Cal, childcare, and the earned income tax credit. Many experience a loss in health coverage when they move from welfare to work, and so welfare reform has also demonstrated an overall decline in Medi-Cal enrollment. Many of these workers and their families struggle desperately to survive on poverty-level wages, without medical benefits, training opportunities, or any measure of economic security.

If more jobs paid living wages with decent benefits, fewer people would end up on welfare. Therefore we support raising the minimum wage and extending living wages to more workers as ways to reduce the welfare caseloads, without increasing the number of people living in poverty. (See Economy.)

The Federation opposed the federal welfare reform legislation passed in 1996 and implemented in California two years later. Welfare block grants are currently up for reauthorization at both the federal and state level. As our lawmakers review the lessons of welfare reform, we call for greater flexibility with respect to time limits. The time restrictions on receiving welfare have proven to be the harshest and most inflexible elements of welfare reform, forcing many people onto the streets in search of work when they are not ready. We support legislation that would eliminate time limits or make them more flexible, such as AB 2116.

We also urge the federal government to consider increasing their block grants, including a regular cost-of-living adjust-

ment, and to provide a workable contingency fund. The Federation supports a federal commitment to poverty reduction and a greater allowance of education and training as recognized welfare-to-work activities.

As long as we are stuck with welfare reform, the Federation supports legislation to protect workers' rights and minimize the harsh economic effects of changes in the welfare code. We think all welfare programs should be built on the following foundations:

- The rights of welfare workers. With our affiliates, we fought hard to ensure that welfare recipients put to work on temporary work projects would be guaranteed the same rights as other workers on the job site: the right to join a union, minimum wage, overtime pay, health care and health and safety protections. We were successful in assuring that the state will abide by the provisions of the Fair Labor Standards Act for work experience and community service activities under the CalWORKs program. We continue to insist that Food Stamps not be counted as part of an employee's overall wages when determining whether a work requirement violates the minimum wage standard.

- The needs of welfare employees. The welfare system is a huge employer as well as a service-provider. Any reforms must take into account the interest of social workers and welfare administrators.

- Increase in grant levels. The Federation supports increases in the current CalWORKs grant levels, which in many counties are approximately half the federal poverty threshold.

- Rights of immigrants. We supported legislation permitting all legal immigrants to receive SSI and food stamps, and we continue to support efforts that ensure that the chilling effects of welfare reform do not discourage immigrants from applying for necessary benefits.

- Decent training. Moving recipients quickly into the workforce is often shortsighted and counterproductive. We must ensure that welfare to work participants have opportunities for adequate training and education to get decent paying jobs, and adequate support to help keep them. Research demonstrates that welfare recipients who pursue a mixed path including both work and education are most likely to increase their income and achieve greater economic success. The Federation supports greater emphasis on training to prepare welfare leavers for better quality jobs. We think workers deserve real jobs paying a wage, rather than unpaid work experience or community services. And we endorse an improved menu of services and support for low wage workers once they exit the welfare system, such as job counseling and job retention programs.

- Decent childcare. Parents transitioning to work need high-

quality, affordable childcare. But without state subsidy, affordable childcare means underpaid childcare workers, a line of work that former welfare recipients often pursue. We endorse publicly-financed childcare centers that pay employees a living wage, and provide the working parents with the services they need for their kids. We also support raising the earnings limit for subsidized childcare, not lowering it as proposed in the current budget.

- Better education programs. School-to-work programs can help provide a career direction for teenagers when they leave high-school. So can internships and apprenticeship programs. If more teenagers were trained for real jobs, fewer of them would end up on welfare.

- Better information. At this point, we know who is still on welfare, but we don't know much about those who leave welfare. The state should adopt mechanisms to track children and families who leave welfare. Better information would enable the state to strengthen its workforce development system with improved understanding of the types of jobs and wages welfare recipients obtain, as well as the skills necessary to get, keep and advance in those jobs. Information would also help plan for future economic downturns and potential caseload increases. For individual families, the state could do a better job of giving prompt and regular notice about how much of their time limit they have used and how much time they have remaining.

In the face of current California budget shortfalls, the Governor's proposed budget would cut funds to CalWORKs. But in times of recession, welfare spending and transitional support for the working poor are more important than ever. We oppose cuts in this important area. We urge the state to fund CalWORKs at more than the federal minimum maintenance level. We oppose the proposed cuts in child-care, including the imposition of family fees for CalWORKs families and the elimination of the Stage III set-aside CalWORKs for working families who have been off aid for more than two years. We call on the state to provide a cost of living adjustment for recipients and an inflation increase for county CalWORKs administration. We call for a continuation of funding for Community College employment services and Department of Education adult education for CalWORKs recipients.

We also support programs that:

- Require public civil service administration and operation of welfare programs.
- Ensure accountability of employment training funds by prohibiting vouchers for job and training services.
- Prohibit government funded wage subsidies unless the employee is retained in the job long enough to have paid

taxes to pay for the subsidy.

- Exempt those convicted of possession or use of drug felonies from a lifetime ban on CalWORKs.

Adopted, p. 33

Social Insurance for Injured and Unemployed Workers

16

Workers' Compensation

In 2002, the Governor signed into law AB 749, a bill increasing workers' compensation benefits for injured workers. Minimum and maximum benefit levels will rise substantially, and benefits will now be pegged to the state's weekly wage. This important victory by the Federation and our allies attempts to correct what had become a growing imbalance in the system.

In 1993, Governor Wilson signed the most sweeping reform of the workers' compensation system in twenty years, designed to benefit employers and employees equally. Unfortunately, employers fared much better than employees. Employers saved \$15 billion in the first seven years of the new system, while employees received benefit increases of under a billion dollars. Insurance premiums plunged dramatically. And despite a huge increase in the number of covered workers during the late 1990s, premiums still remained far below 1993 levels. As a percentage of payroll, workers' compensation costs fell to their lowest level since 1976, dropping from 4.43% in 1993 to less than 2% in 2000. Meanwhile, workers got the short end of the stick; although benefits amount per claim increased, because of declining claim frequency, total benefits paid to injured workers fell by \$844 million between 1994 and 1998.

Today, California's maximum weekly benefit levels for injured workers who are temporarily disabled replace less than 70% of our average weekly wage. Most states provide maximum temporary disability benefits equal to at least 100% of their average weekly wage and index them. Our permanent partial disability benefits have been frozen at \$140 maximum per week since 1982 for minor injuries, making them the 49th lowest in the nation. This sad state of affairs has been crying out for reform.

The Workers' Compensation system is the only vehicle for employees to obtain monetary compensation for work-related injuries. We support the system and will continue to work

to make it strong, fair and efficient, to the benefit of workers and employers. In one sense, the system addresses wrongs that can never be righted. For a worker who loses an arm or suffers permanent repetitive motion injury on the job, no amount of money can ever make them whole. But when workers are fairly compensated for the injuries they suffer, this act of basic justice improves working life and boosts employer-employee relations. We are proud of the hard work of California unions to increase benefit levels and improve the workers' compensation system.

The new legislation, to take effect for workers injured after January 1, 2003, increases total workers' compensation benefits by \$2.4 billion over four years. It increases the maximum temporary disability benefit from \$490 per week to \$840 in 2005 and then indexes both the minimum and maximum temporary disability benefit amounts to increases in the state's average weekly wage. Permanent partial disability benefits will also increase, from \$140, where they have been set for twenty years, to \$230-\$270 per week in 2006, depending on the severity of the injury.

The reform also increases the number of weeks for which benefits are paid for minor permanent partial disabilities. And it doubles death benefits from \$125,000-\$160,000 (depending on the number of dependents) to \$250,000-\$320,000. We believe these reforms will make the system fairer and work better for workers.

The new legislation includes a range of reforms that, if properly implemented, should save employers almost \$1.6 billion over four years. Cost saving reforms include new fee schedules for outpatient surgery centers and for pharmaceuticals. Other changes include creating a grant-based return-to-work program to subsidize employers that return injured workers to the job. The legislation will also create a Workers' Occupational Safety and Health Education Fund to establish and maintain a health and safety training program for workers.

The system is still far from perfect. Injured workers must pass through a bureaucratic obstacle-course to apply for benefits. Late payments and underpayments are common, and insurance companies frequently fail to notify employees of their right to receive benefits in a timely manner. The Federation supports additional funding for increased audits and higher penalties for insurers who fail to meet statutory mandates regarding payments due. As a result of the flawed "open rating" of workers' compensation which the Legislature adopted in 1993 to replace the old "minimum rate" law, the workers' compensation insurance industry in California is in crisis mode. At least ten companies have been liquidated and fifteen more are under supervision by the Insurance Commissioner.

As in the area of energy, employer groups pushed to dereg-

ulate the workers' compensation insurance industry as a way of increasing their own profits. They clearly went too far. Now we need legislation to increase and extend the surcharge on workers' compensation insurance policies to assure that injured workers who were covered by the bankrupt companies get their claims paid. The Federation reaffirms its belief that private companies should not profit from work injuries. An exclusive state compensation insurance fund remains our long term goal.

We also need legislation to give the Insurance Commissioner the authority to regulate the premium rates of companies who wish to charge lower rates than the advisory rates set by the Commission to prevent further insolvencies.

In the long term, we need a system of universal health coverage and temporary disability benefits covering both work-related and non-work related injuries and illnesses. Only such a system will provide injured workers with the medical treatment and benefits they need in a prompt and cost-effective manner. (See Health Care.)

We support reducing the time period an employer or insurer has to decide on whether a claim will be accepted or denied. We support systematic reforms to speed up the litigation of contested claims.

State Disability Insurance

California's Unemployment Compensation Disability Insurance Program (SDI) was set up to compensate for wage loss when individuals are unemployed because of illness or injury that is not job-related. California is one of five states with this special type of disability program.

In 1999, the Federation succeeded in passing legislation that pegged SDI to workers' compensation benefits. The rationale was simple: employees who cannot work deserve equivalent benefits, whether they become disabled on or off the job. This reform immediately increased SDI, which had lagged behind workers' compensation benefit levels for years. With the signing of AB 749, workers' compensation benefits are now set to rise substantially over the next four years, so disability benefits will go up, too.

The Federation believes that all workers who have paid into the disability fund, regardless of their citizenship, should be entitled to receive SDI.

The SDI system allows employers to substitute their own private insurance plan for the state-administered system and allows self-employed individuals to apply for their own disability insurance coverage. The Federation opposes the proliferation of voluntary disability plans which weaken the overall state plan. The importance of this principle was driven home recently, when over 250 injured PG&E workers

failed to receive disability insurance benefits because their employer's voluntary SDI plan ran out of funds. We support legislation guaranteeing that workers in this situation would get their benefits more quickly through the state disability insurance program. We support efforts by state employee unions to cover state employees with SDI.

Unemployment Insurance

In 2001, California workers won a major victory when the Governor signed a bill increasing Unemployment Insurance (UI) benefits, the first raise since 1989. SB40 raises the maximum weekly benefit from \$230 per week to \$330 per week in 2002, rising to \$450 in 2005. The law will also increase the rate at which UI replaces average weekly wages from 39% (before it was passed) to 50% over two years. The bill also makes more part-time workers eligible for UI.

The Unemployment Insurance system is a social insurance program which serves hard-working employees who fall on bad economic times through no fault of their own. Unfortunately, because of the program's design, California's unemployment insurance program fails to meet the needs of many of the state's workers.

Now that we have raised the benefits, we will continue to pursue other reforms to improve the system:

- **Retroactive increase in UI benefits.** Because of the new reform, laid-off workers who apply for benefits after January 1, 2002 will qualify for an increase in maximum benefits from \$230 a week to \$330 a week, a substantial increase. But more than 100,000 workers who have been laid off since the terrorist attacks of September, 2001 are locked into the old benefit levels. We support legislation to make the benefits increase retroactive for workers laid off since September 11.

- **Increase the amount a worker can earn without losing UI benefits.** Currently, workers can earn \$25 or 25% of their wages and still be eligible for UI benefits. We support legislation increasing the amount to \$50 or 45% of their wages.

- **Raise the taxable wage base.** The UI system is funded by state and federal taxes levied on employers. The federal law sets the minimum taxable wage base at \$7,000. While 39 states have a taxable wage base higher than \$7,000, California's taxable wage base remains at the minimum level. The Federation supports efforts to raise the taxable wage base, providing more monies for the UI Fund.

- **Index UI benefits to average weekly wage.** Thirty-seven states have indexed their maximum weekly benefits to rise with increases in the state's average weekly wage. California has never indexed its maximum weekly benefit amounts. It is this failing which has allowed our replacement rate to fall so low.

- **Expand extended benefits.** California currently triggers

extended UI benefits through a formula using only the number of insured unemployed workers in the state. We support legislation to change the formula to use the total number of unemployed workers, whether they are eligible for benefits or not. Such a formula would effectively lower the trigger and would more accurately reflect workers' need for extended unemployment benefits, since only 35% of California's unemployed receive benefits.

- **Expand eligibility.** The number of eligible people who actually receive benefits is also disgraceful. In California, fewer than half of jobless individuals collect UI benefits. High earning requirements and delays in counting earnings toward eligibility hinder the workers' ability to receive benefits.

- **Movable base period.** The number of people who fall through the UI system due to its strict monetary and work history requirements will continue to increase as workers move from welfare to work. The existing base period structure is especially hard on low-wage workers since they have to work longer in order to qualify for benefits and are more likely to suffer if their recent earnings are not considered when determining eligibility. Contingent workers face a similar problem. The Federation supports a \$300 quarterly earning requirement and a movable base period, allowing the state to consider earnings from the most recent 52 weeks.

- **Access for immigrants.** Any eligible worker whose employer has paid into the fund should be entitled to benefits, regardless of immigration status.

- **Punish scofflaw employers.** Employers should be severely penalized for not paying proper UI taxes. A recent study by the Employment Development Department found that, in one year, California employers had misclassified 65,000 workers as independent contractors and failed to pay taxes for these workers. The Federation is sponsoring a bill to clarify who is and who is not an independent contractor. (See Contingent Workers.)

- **Greater flexibility.** Our Unemployment Insurance code should reflect changes in our workforce and workplace. People deserve unemployment benefits if they leave their place of work because of an inability to obtain childcare, or mandatory overtime. We also support a dependent's allowance of at least \$25.00 to supplement weekly unemployment benefits for claimants with a dependent child.

- **Oppose federal devolution of the UI program.** The Bush Administration proposes to cut employer UI taxes that are used by the federal government to administer the program. This tax cut would shift the administrative burden and costs onto states.

Adopted, p. 33

Housing

17 The American dream of owning your own home is a nightmare in California. Housing prices have dipped slightly, but remain out of reach for many. While the rate of homeownership has risen across the United States, it has fallen in California. Only New York state falls below California's rate of 56%.

Renting is even less affordable. In 2001, California was the least affordable state in the nation for renters, with a "housing wage" of \$18.33, which means that a full-time worker needs to earn \$18.33 an hour to afford a two-bedroom apartment at fair market rates. San Francisco and San Jose are the least affordable metropolitan areas in the country, with housing wages estimated at \$33.60 and \$30.62. And California rental costs have been rising faster than almost anywhere else in the country. (Only two states saw their housing rise faster in the last year.) In California, 47% of renters pay more than 30% of their wages on rent.

The supply of rental housing remains inadequate. California needs more than 200,000 new housing units each year, yet builds about half that number. The vast majority of new units are sold, leaving rental housing in an even greater deficit each year and driving up rents.

No surprise, then, that more than 360,000 Californians are homeless. An increasing number of the homeless are working poor people who have jobs, but no shelter. Even workers earning a modest wage are experiencing great difficulty finding affordable housing in some areas. Over one-third of the homeless in California are part of a family. The percentage of homeless children in the state right now is higher than at any time since the Great Depression.

A change in federal law in 1998 began a dramatic erosion of Section 8 housing and public housing. It opened the way for people with higher incomes to qualify for public and affordable housing, and allowed a nationwide reduction in the proportion of homes that must be constructed as affordable. The housing crisis did not begin with this legislation, but it has been picking up steam since then and is likely to continue to grow, unless we pass major reforms. The federal government must meet its responsibility to provide adequate funding for building more affordable housing.

There is new leadership in Sacramento to address California's housing crisis. In 2000-2001, the legislature carved out the largest share of the budget for affordable housing in state history. Among the most important recent bills were two measures that provided for a \$35 million increase in the Low Income Housing Tax Credit, doubling the size of the program and indexing it to inflation. This bounty is unlikely to be repeated this year, given the budget deficit. In fact, some housing funds may be slashed to help balance the budget. But

the need is even greater in times of economic hardship, and we urge the legislature and the Administration to maintain their commitment on this serious issue.

Senate President Pro Tem John Burton has proposed a \$2.1 billion housing bond for the November 2002 state ballot. The bond will fund rental housing, ownership programs, emergency shelter, farmworker housing, local code enforcement and incentives for local government to approve affordable housing developments. The bond will produce approximately 135,000 housing units, create 276,000 jobs and generate an additional \$42 billion in spending for home-related goods and services.

We are also enthusiastic that the legislature is taking homelessness seriously. Senator Burton established a bipartisan Task Force on Homelessness which drew on the wisdom of homeless advocates and shelter providers. The legislature set aside millions of dollars to fund homeless programs. In 2002, Burton has introduced legislation to create an Office of Homelessness inside the Governor's office that would coordinate the efficient use of state resources to improve the management and oversight of all state homeless programs and report directly to the Governor.

The Governor signed legislation last year applying prevailing wage rates to all government subsidized housing construction. We believe that the women and men who build affordable houses deserve a living wage, and we support this bill.

We also support the following policies:

- Revive rent control. In California, rent control is virtually dead. San Francisco, Berkeley and Santa Monica are among the only cities with rent control ordinances still on the books. State legislation has mandated vacancy decontrol, assuring that wherever there is rent control, landlords have an economic incentive to evict tenants so they can raise rates. We support legislation that would allow communities to restore rent control as they see fit.

- Provide housing for welfare leavers. As we deal with the aftermath of welfare reform, it is more important than ever to provide affordable housing for those of modest means. Providing government housing subsidies to those moving off welfare makes it significantly easier for them to succeed in finding and keeping a job. Housing subsidies for the poor help reduce poverty, increase employment and improve overall stability.

- Plan for affordable housing and Smart Growth. Affordable housing should be part of a Smart Growth strategy of economic development. We support zoning ordinances that design residential areas close to mass transit, retail establishments and businesses. We should develop our urban areas

more densely (in-fill development) rather than turning pristine green hills into faceless suburbs that are miles from a downtown. This development model has obvious environmental and lifestyle benefits: it reduces commute times, sprawl, traffic congestion and air pollution. It preserves open space for recreation, habitat preservation and agriculture. It also helps make affordable housing significantly more affordable, by facilitating transportation to work and shops without owning a car.

- Implement the Homeownership Trust. The Federation urges the implementation and funding of the federal Homeownership Trust, enacted in 1990, but never funded. Funding at \$500 million a year would provide aid to 50,000 moderate-income families who would otherwise be unable to buy a home.

- Pursue high-road partnerships. Union construction workers have teamed up with affordable housing advocates to build nearly a thousand units of affordable housing in California in the last decade. The AFL-CIO's Housing Investment Trust is a successful partnership of unions, government and private contractors. It requires the payment of prevailing wages so that those people who build the houses can actually afford to live in them. In the last ten years, the Trust has provided over \$128 million of funding for housing in California. This is a model high-road economic project: creating housing that working people can buy or rent, while creating high-quality jobs for workers.

- Provide housing for migrant farmworkers. We endorse efforts to assist migrant farm workers in California through the provision of state-supported housing. We support recent changes in the Farmworker Housing Grant Program which allows the program to be used to fund migrant housing and to make loans that are used in conjunction with the Low Income Housing Tax Credits.

- Use union dollars wisely. Here is another area where we can put union pension funds and other investment tools to use strategically. We can target them to support affordable housing as part of a long-term plan to expand housing and rental units for working Californians.

- Provide emergency funds for low-income tenants to prevent evictions and for low-income homeowners to avoid mortgage foreclosure.

- Increase state funding for low-income housing through housing bonds, long term funding for the California Housing Trust Fund, and other methods.

- Restore federal funding to low-income housing assistance programs.

- Encourage local public entities to offer deferred payment, interest-free loans to low-income homeowners for rehabilita-

tion.

- Remove the onerous, costly and unnecessary requirement of holding a referendum before low-income public housing can be developed.

- Prohibit discrimination in housing against single parent households, students, families with children, the elderly, minorities, and people with disabilities.

- Support legislation to provide just cause eviction, longer eviction notice requirements, and more regulation of landlord use and return of renter security deposits.

- Require strict enforcement of building, safety, health and plumbing codes in construction and rehabilitation.

- Expand resources for the homeless, including an integrated approach to providing comprehensive services, supporting housing, and special resources needed by homeless families.

- Further increase the renter's tax credit and the low income housing tax credit.

Adopted, p. 33

Energy

18 We support an energy policy that puts California workers and consumers first, assuring affordable access by the state's residents and businesses to electric and gas utilities, and guaranteeing fair wages and working conditions for utility workers.

The utility industry shoulders an obligation to serve the public, not just to make money. Safe, reliable and affordable gas and electricity are essential services, and access to these services must be regarded as a universal right. A stable, organized and well-trained workforce is essential to high-quality service. The Federation believes that the California Public Utilities Commission and the state legislature have a continuing responsibility to safeguard the public interest in these essential utility services.

The recent energy crisis in our state is an object lesson in the dangers of deregulating a vital industry. While out of state generators reaped windfall profits, consumers and workers paid the price. The scandal cost consumers millions of dollars in higher energy bills, jeopardized thousands of jobs, endangered lives with rolling blackouts, scared investors away from California, gave conservative politicians an excuse to trash labor and consumer protections, threatened irreparable harm to the environment and distracted our legislators from other important issues. The Enron scandal was the icing on the deregulatory cake: proof positive that out-of-state corporate interests made their fortunes at the expense of workers and consumers.

We reaffirm our commitment to regulatory mechanisms that can protect the public interest from potential abuses by energy service providers and assure safe and reliable power. We are guided by the following principles:

- **Equity:** cost-savings from any restructuring of the industry must be shared with small users and big users alike, just as regulation must protect the interest of consumers and workers, as well as the needs of large industrial or agricultural consumers. The Federation supports a windfall profits tax on energy generators. Taxing excessive profits would discourage generators from gouging California consumers, and insure that any exorbitant benefits to restructuring would be shared with ratepayers and taxpayers.

- **The jobs of utility workers:** regulation should assure an adequate and well-trained workforce and cost-effective ways to deliver reliable utility services. A skilled work force can maintain and expand our gas and electric transmission and distribution systems. All energy service providers overseen by the state should be held to the same high standards for training, safety, skills and compensation that utility workers have won through collective bargaining.

- **Energy independence:** the energy crisis and the Enron scandal together demonstrated the dangers of depending on out-of-state generators for whom the profit motive superceded any commitment to the public interest. In the future, they must put our state first by being responsive to integrated resource planning: any plants financed by California taxpayers should be dedicated to servicing California residents first.

- **The environment:** power generation can have a huge impact on our environment and on public health. We are committed to environmentally safe technology for power generation, whether in California or out of the state.

The Federation supported the efforts of the governor and legislature to resolve the energy crisis. Union members throughout the state protested in the face of the energy crisis, and demanded that federal regulators do their job. We were successful in pushing for the creation of the California Public Power Authority to provide adequate power reserves, and secured the appointment of long-time union advocate Don Vial to the Authority.

At the federal level, however, there has been a massive failure of political will to address the seriousness of the issue. The Federal Energy Regulatory Committee dragged its feet. While energy producers increased wholesale prices by literally thousands of percentage points, FERC delayed price caps. To this day the agency has failed to refund the state for the overcharging on residents' utility bills.

The state's labor movement endorses the following policies for further regulatory action:

- Utility companies must exercise their obligation to serve by preventing bankruptcy. If California residents are forced to subsidize utility companies, we should receive assets in return. If energy companies go bankrupt, workers must be protected. All collective bargaining agreements and succession clauses should be recognized.

- Safety is key. California should regulate plant maintenance procedures to coordinate necessary shutdowns and establish an inspection and enforcement mechanism to assure proper and safe maintenance.

- We should assure that any future power plants meet the same tough permitting process and environmental and labor standards as in the past. The energy crisis should not be an excuse to relax the high standards that California unions and community groups have won over the last half-century.

- The Federation supports conservation as a path to greater energy independence. We endorse true least-cost energy planning and putting conservation providers on the same footing as power providers. Increased government funding of research on effective energy-conserving technologies, products and services can help reduce our need for energy-generation. Temperature, lighting and ventilation standards can improve energy conservation and prevent indoor air pollution. Conservation in transportation is vital, too: we are committed to strong automobile efficiency standards, the expansion of subsidized mass transit and the retooling of industry to build more mass transit, and the development of non-polluting transportation systems, including an electric and natural gas car industry and the US flag Jones Act fleet of ferries, tankers and dry-cargo vessels. Finally, we can reduce energy prices through government intervention to cut oil company profits, and a permanent ban on Alaskan oil exports.

- Renewable sources of energy (wind, solar, biomass) are friendly to the environment and provide an alternative to our economic dependence on conventional power generators. We support the California Power Authority's \$5 billion investment plan, which moves the state towards renewable energy and efficiency programs. We should give continued priority to renewable sources of energy that are built and operated by a well-trained, unionized workforce.

- In the event the energy crisis is not solved in the near future, the State should exercise its power of eminent domain to take control of power generating plants previously owned by the utilities as a way to force power generators to lower prices.

Adopted, p. 33

Taxation

19 The Federation supports a progressive tax policy at both the federal and state levels that asks the wealthiest to pay their fair share, and reverses the decline in corporate tax revenues as a share of the tax base.

In 2000, President Bush passed a tax cut for millionaires. Although touted as tax relief for everyday folk, the reality was quite different. The richest 1% of taxpayers got over 37% of the benefits, and the richest 10% hogged over 56%. The poorest 60% had to scramble for less than 15% of the tax cut. Needless to say, those people who earn too little money to pay taxes made nothing from the bill. The overall cost, probably over \$1.9 trillion through 2011, will come out of the federal budget and its social programs that benefit everyone.

The effect of phasing out the estate tax will provide a further tax break for the wealthiest of wealthy families, and similarly squeeze the federal deficit.

It is not surprising that yet another Republican president has presided over yet another upward redistribution of wealth. The trend is sadly familiar. During the 1980s and 1990s, the richest 1% of the US population saw their after-tax income grow by 147%, while the middle grew by just 10%, and the poor got slightly poorer. In the same period, the corporate contribution to the federal budget has shrunk dramatically. Increasingly, corporations and wealthy individuals have reduced their contribution to finance public programs, as middle class and working class people have shouldered more of the burden.

We call for a restoration of higher tax brackets for the wealthy and a restoration of the estate tax.

Today California faces a budget shortfall, as revenues fail to cover expenditures. This deficit results from a decrease in revenues, primarily from the slump in the stock market. The state will lose up to \$10 billion from declining capital gains and stock options between 2000 and 2001. But budget shortfalls weren't caused by the most recent recession. The state has run a budget deficit in 13 of the past 24 years. Indeed, structural problems in our tax base underlie the current crisis. Tax cuts enacted over the past decade alone have reduced 2001-2 revenues by more than \$7.5 billion, further exacerbating the problem.

Just two years ago, the state had a budget surplus of \$12 billion. While the Federation called for investing the surplus in human services, education and infrastructure programs, politicians eager for quick popularity gave away the extra income in the form of tax breaks, some to individuals, some to corporations. We are now seeing the effects on our budget of this sort of thoughtless tax breaks.

We support permanently restoring the sunsetted top tier of personal income tax brackets to insure that the burden of collecting extra revenues falls most heavily on those who can best afford it.

We support making corporations pay their fair share. State legislators have been too eager to provide corporate tax breaks. Between 1980 and 2002, personal income tax rose as a proportion of general fund revenues from 34.8% to 54.8%, while bank and corporation tax fell from 14% to 7.6%. The share of profits paid in corporate income taxes by corporations fell by over 40% percent between 1981 and 1999, despite that fact that corporate income nearly tripled during the same period. Corporate tax collections continue to provide a declining share of General Fund revenues, due in part to the growing use of tax credits and alternative corporate structures. Not only does this shift the burden to individual taxpayers, but it increases the volatility of the state budget, which currently fluctuates wildly from surplus to deficit as personal income tax returns yo-yo.

Corporate tax breaks are multiplying. In just three years, 1998-2000, the legislature enacted over seven billion dollars in business tax relief. Today, we forego fully one-fourth of our potential income in the form of so-called tax expenditures. California lawmakers have increasingly given tax breaks to corporations rather than subsidies. The fiscal effect is similar, but tax expenditures escape the scrutiny the legislature gives other expenses. Under current law, most California tax expenditures don't even require an application process. The company receiving the tax break is not required to set goals or objectives for job creation. There is no performance evaluation to see if the tax expenditure met its original objective. Nor is there any provision for taking back a tax expenditure if it doesn't meet job creation goals.

The Federation believes we can do better. We believe our tax dollars can build California's economy, but only if we hold tax expenditures to high standards:

- **Responsibility.** Companies that violate wage and hour, anti-discrimination, health and safety, or other worker protections should not benefit from tax dollar assistance. We should not reward irresponsible employers.
- **Economic development.** Only companies that create new jobs with family supporting wages and health care coverage or retain such jobs that would otherwise be lost to out-of-state competition should be eligible for tax expenditures.
- **Accountability.** Companies that do not meet their job-creation or retention goals should be forced to return their subsidy. They should also be disqualified for further tax breaks.
- **Disclosure.** Information about companies that receive tax breaks should be regularly reported and entirely accessible to the public.

- Evaluation and sunseting. Tax expenditures should be created for short-term relief, regularly evaluated, and sunsetted when no longer appropriate.

We reject the current "fiscalization of land use," where tax policy drives our land use and economic development systems. California's tax code forces cities to compete with each other in the chase for sales tax revenues. This cash-register chasing promotes the low road of economic development by encouraging and subsidizing large-scale retail developments that create low wage jobs in industries with low union density. The result is big box retail, sprawl, the disintegration of central cities, traffic congestion, air pollution and less affordable housing. We support regional tax base sharing: dividing sales tax dollars throughout a region or the state, thereby reducing the sales tax addiction. We support legislation to undertake a 10 year pilot project in the Sacramento area that would distribute new sales tax dollars throughout six counties. If the pilot is successful, we would consider extending this model statewide.

The California Labor Federation also calls for:

- Creating a split-roll for residential and commercial property taxes. This would eliminate Proposition 13 limits on the revaluation of business real estate. Proposition 13 has devastated social services and education funding in California. While the measure was intended to protect residential property owners from tax increases resulting from skyrocketing real estate prices in the 1970's, corporations have been the main beneficiaries, to the detriment of the public sector. A split-roll would prompt the regular reassessment of corporate property, quickly bringing business property tax revenues up to the present value of the property. Long-term homeowners would still be protected from property tax hikes, but a multi-billion dollar business tax loophole would be closed.
- Expanding the renter's tax credits, childcare credits, and credits for dependent children.
- Imposing an oil severance tax.
- We call for the elimination of the 2/3 supermajority vote required to raise taxes.

Adopted, p. 33

Public Employees

20 Public employees are the largest group of union members in the state. Federal, state and local government employees number over two million in California and comprise 17% of the state's wage and salary workforce.

In California, as in the rest of the country, public employees

are more likely to be unionized than their private sector colleagues. In 2001, workers in the public sector continued to have unionization rates that were about four times higher than their counterparts in private industry. The unionization rate of government workers throughout the US was 37.4 percent, compared with 9.0 percent among private sector employees. Union membership rates of government employees have held steady since 1983, while those of private nonagricultural employees have declined.

Public employees have come under attack for well over a decade. During the last recession, popular frustration with regressive taxes and a declining standard of living led to opposition to government services and attacks on the jobs, pay, legal rights and dignity of public employees, while the real inequities in the tax system were ignored. Right-wing politicians attacked the public sector for other reasons, knowing that decimating public jobs would help bring down the labor movement.

Balancing government budgets on the backs of public employees became a way of life. Many public workers watched their wages steadily lag behind comparable private sector jobs, as they went year after year without cost-of-living increases. Today, we are again facing the aftermath of recession, and public employee salaries—which in many cases have never recovered from the cost-cutting of the last recession—are likely to be in jeopardy once again.

The Federation supports a fair and equitable system of taxation, so that the cost of government falls on those most able to pay: the corporations and wealthy individuals. Public sector employees are not responsible for budget shortfalls, and their pay and benefits should not be sacrificed to make the numbers work out.

Public employees continue to contend with attempts to contract out or privatize work they have traditionally performed to private, for-profit firms. Contracting out is a way to crush or bypass public sector unions. The practice also often results in higher costs and poorer quality of services, decreased accountability and increased potential for corruption. In recent years, public sector employers have diverted some of their work to temporary workers, who do not have the same protections, wages or benefits as full-time employees. We oppose the privatization of public sector work and the downgrading of public sector jobs through the use of contingent labor.

We've come a long way in recent legislative sessions in reforming California's public sector bargaining laws. The Federation helped pass vital legislation providing card check recognition for local agency public employees. This is a huge step forward and should make it easier to organize public workers. Labor has also made great progress in assuring that all represented workers in the public sector pay their fair share of the costs of union representation. Legislation passed

in 1999 provided a mandatory agency shop in the UC and CSU systems. SB 1960, enacted in 2000, gives public school employees the same agency shop protections as CSU and UC employees.

The Governor also signed SB 739 (Solis) which gives local government unions the ability to achieve agency shop agreements through a vote of represented employees when the public agency refuses to agree to them at the bargaining table. The bill gives local government workers and their unions access to the Public Employment Relations Board to adjudicate unfair labor practices. SB 402 became law, giving police and firefighter unions the right binding arbitration if contract negotiations reach an impasse.

A crucial new law, AB 1889, prohibits companies that receive state funds to interfere with organizing. This law is a major weapon in preventing public-sector union-bashing.

Organizing the University of California is one of the ongoing challenges for the California labor movement. We are disappointed that the Governor vetoed a bill which would have increased the ability of University unions to hold their employers accountable for unfair labor practices by providing civil penalties against the university for repeated unfair labor practices. We will continue to work with the UC unions to improve labor relations practices at the University of California.

While the public sector in California is highly organized, there is still much organizing to do. To secure greater protection for public employees, the California Labor Federation supports:

- The extension of full collective bargaining rights to all public employees, including the inviolate right to strike and the right to use dues deducted from wages for political purposes.
- Adoption of legislation prohibiting the contracting out or privatization of work traditionally performed by public employees.
- Strict enforcement of prevailing rate laws in work performed under public contracts. (See Prevailing Wages.)
- Strict limitations on the use of temporary workers in the public sector. Equal pay and benefits for temporary workers. (See Contingent Workers.)

Adopted, p. 33

Trade Policy

21 The Federation supports international trade and rejects protectionism, but we oppose so-called "free trade" regimes such as NAFTA (the North

American Fair Trade Agreement), the WTO (World Trade Organization) and the FTAA (Free Trade Area of the Americas). These systems have been designed by corporate interests around the world as a way to insure their access to markets. Under these trade agreements, profits come first, and the interests of workers to good jobs, consumers to safe products or residents to clean air and water come last. Production and investment are transferred from country to country, as corporations seek the lowest wages and the fewest restrictions on their operations. Workers of different countries are pitted against each other in a race to the bottom.

The benefits of trade should be distributed fairly, so that economic integration benefits workers, consumers and the environment, not just large corporations. Fair trade should raise labor and environmental standards, not lower them. It should create jobs, not destroy them. In the wake of the September 11 attacks, security is increasingly used a rationale for unfettered trade. We reject the idea of fighting terrorism through free trade, and instead call for more meaningful connections across borders, like global unionism and international solidarity.

Industrial unions have long understood the effects of unregulated trade on their members. When production is shipped overseas in search of cheap labor and lax environmental standards, manufacturing workers lose jobs. In the context of a global recession, this is more true now than ever before. As businesses are squeezed, they look abroad for ways to save money. The relocation of US businesses to low-wage countries continues.

The continued illegal dumping of steel on the U.S. market has resulted in a crisis of enormous proportion for our steel industry, endangering hundreds of thousands of union jobs. Immediate action, including increasing tariffs on steel imports, is necessary to provide import relief.

Today, service workers are increasingly vulnerable to trade liberalization, as functions from paperwork to word processing to telephone answering to computer programming are relocated to lower-wage countries. Eighty percent of the jobs in the US are in the service sector, and these workers (many of them union workers) are likely to be the next to feel the impact of the corporate global economy.

The General Agreement on Trade in Services (GATS), which is part of the World Trade Organization, makes it easier for businesses in the service sector to trade away the jobs of service workers. Jobs can be lost as routine operations are shifted abroad, as liberalization allows companies to engage in trade in services across borders without tariffs, quotas or other restrictions. Moreover, foreign corporations can challenge our worker protections, wage standards, workplace health and safety codes and many other laws as discriminatory trade practices. This is because trade liberalization today has gone far beyond the elimination of tariffs and quotas, and

also looks with displeasure at so-called "non-tariff barriers to trade." These non-tariff trade barriers include environmental laws, labor laws and consumer protection regulations.

Most alarming of all, the policies on liberalization of services open the door to the privatization of the public sector. Health care, K-12 education, postal work and many other sectors could all be pried open by foreign corporations, which would be a disaster for the workers and the unions in those industries. We reject plans to expand the GATS and to include similar language on services in future trade agreements.

Eight years after NAFTA came into effect, we have yet to see the benefits of this much-touted trade agreement. NAFTA boosted the profits of corporate investors and cost the jobs of over half a million United States workers. Several million Mexicans have lost their jobs as well. In the current global recession, the vulnerable maquiladora workers of Mexico have been hardest hit. As the labor movement foresaw, low-wage maquiladora plants have now closed down and relocated to even lower wage countries from China to Cambodia.

The unremedied violations of workers' rights in all three NAFTA countries show the worthlessness of the North American Agreement on Labor Cooperation. The so-called labor side agreement has done nothing to maintain, let alone elevate, labor standards in either the US, Mexico or Canada. The NAFTA process includes no penalties for violating workers' rights. Its only "teeth" are those which enforce a favorable investment climate for US businesses in Mexico.

Indeed, cross-border organizing and solidarity between Mexican and US (and Canadian) unions has proven far more effective at improving labor conditions than the NAALC, such as at the Kukdong factory in the Mexican state of Puebla.

The Bush Administration is interested in expanding NAFTA to include all of the Americas. We reject the enlargement of this flawed trade agreement. Whether he negotiates the full FTAA, a Central American trade agreement or a US-Chile trade agreement, US workers and our Southern neighbors are unlikely to benefit. California workers and businesses have much to fear from trade liberalization with Chile, whose economy is very similar to ours, but without the consumer, labor and environmental safeguards that make California strong.

We continue to oppose Fast Track, which would allow the administration to negotiate trade agreements in secret without congressional oversight or amendment. We believe trade agreements need more scrutiny, not less. After many years of educating our elected representatives, all but two California Democratic Congressmembers voted no on Fast Track in 2001. We reject the efforts of the same congressional leaders to try to sell Fast Track by adding improved Trade

Adjustment Assistance to the bill. US workers need better government support if their jobs are lost to overseas trade, but this reform will not eliminate the problems of Fast Track.

NAFTA's Chapter 11 allows foreign corporations or investors to challenge federal, state or local laws that cut into their profits. Under this appalling provision, a Canadian corporation seeks almost one billion dollars in damages from the US because of California's phase-out of MTBE, a carcinogenic gasoline additive. We oppose such twisted investor safeguards in any trade agreement, and support efforts at the state or federal level to limit them.

International trade agreements can pose a serious threat to California's environment and economy. They can also conflict with many California laws. The Federation supports the state legislature's efforts to expand public scrutiny of international trade agreements and the potential risks to state law-making authority. We are concerned that democratic decision-making could be seriously compromised by trade agreements that diminish the sovereignty of states and shift decision-making power from elected officials to secret tribunals of international trade bureaucrats. We lament the veto of two bills that would have allowed the legislature to assess potential conflict between trade rules and California laws. We continue to support efforts to limit Chapter 11 challenges to California laws. The Federation will actively pursue efforts to insure that public pension money is not invested in countries that have significant labor rights abuses including working with the State Treasurer to regulate investment of CalPERS money in Foreign Emerging Markets.

The Federation reiterates its support for statutes that ensure that vessels engaged in the coastwise and international trades are built and crewed by US workers. The Jones Act, the Maritime Security Act, the Passenger Vessel Services Act and US cargo preference laws are key to maintaining the US Merchant Marine.

The maritime laws of the United States should be an aid and not a hindrance to the development of the Merchant Marine. To that end the Federation calls for Congress to review existing tax policies and develop a tax program that will enable the American Merchant Marine to sail competitively in the global economy.

The Federation furthermore condemns the rotten "flag-of-convenience" system in which avaricious shipowners around the world register their vessels in phony flag states (Panama, Liberia, Marshall Islands, etc.) to evade labor, safety, environmental and tax laws. This corrupt system has resulted in the global exploitation of seagoing maritime labor. The Federation calls on California's congressional delegation to demand that the US government end its support of the "flag-of-convenience" system.

The appropriate response to the world economy is not liber-

alization but international solidarity. The Federation laments that the Clinton-created Fair Labor Association, originally a joint effort with labor, quickly became a vehicle for corporate interests to promote a meaningless code of conduct. The student-led Workers' Rights Consortium has proven a much more effective coalition for holding companies to labor and human rights standards and documenting abuses. We support solidarity campaigns that use purchasing power to bring pressure to bear on companies that abuse worker rights.

We support the cross-border organizing that has grown up between US and Mexican unions since the passage of NAFTA. We call for cooperation to raise the wages and protect the job security of workers in both countries. We stand in solidarity with our brothers and sisters in China, who do not

benefit from the resumption of normalized trade relations with their country. And we call for improvements in the situation of trade unionists in Colombia, who are persecuted and murdered on a daily basis for their commitment to the labor movement.

Global unionism, the building of solidarity between workers in different countries, is the best answer to the system of global exploitation. We must create and strengthen alliances with workers and unions throughout the world who face the same employers and the same problems we face—unemployment, attacks on wages and unions, and the undermining of social benefits.

Adopted, p. 33

RESOLUTIONS

The following resolutions were submitted for consideration by the Convention. Actions to adopt, amend or substitute are noted at the end of each resolution. Amendments or substitutions are found in the second day's proceedings. All resolutions in their final form are available for viewing on the Federation's web site: www.calaborfed.org

Resolution 1

Support of Public Arts Funding

Resolution No. 1—Presented by California Federation of Teachers, AFT, Oakland.

WHEREAS, Public arts funding is crucial in making a wide range of cultural activities accessible to all the citizens of the state; and

WHEREAS, These practices need to be as diverse as the residents themselves; and

WHEREAS, We cannot count on the art market, private galleries and wealthy collectors to provide an adequate basis for a truly diverse and accessible cultural environment; and

WHEREAS, A number of public and private institutions such as schools and colleges, nonprofit organizations and museums provide a necessary space for a more diverse and accessible culture; and

WHEREAS, All forms of cultural practice, including the visual arts, theater, music, dance, literature and poetry, mixed media and skilled crafts need support; and

WHEREAS, Many unions and their members are involved in the arts professionally, as viewers, and audience members, and as an avocation; and

WHEREAS, Arts funding should, in part, continue to reflect the lives and issues of working people; therefore be it

RESOLVED, That this 24th Biennial Convention of the California Labor Federation, AFL-CIO, support public arts funding by the state of California.

Referred to Committee on Resolutions.

Adopted, p. 34

Resolution 2

Limit Military Funding

Resolution No. 2—Presented by American Federation of Teachers, Local 2121, San Francisco.

WHEREAS, The Bush Administration is proposing to increase spending for the military, weapons, and the Pentagon by at least \$48 billion next year, and to increase the yearly budget by \$120 billion over the next five years to \$451 billion in 2007; and

WHEREAS, Increased “defense” spending will result in a renewed arms race, including nuclear weapons, the militarization of outer space, and a never ending spiral of military spending; and

WHEREAS, The designing, production, and sale of weapons by the U.S. to other nations results in the need to design and produce ever more weapons to defend against those sold; and

WHEREAS, The U.S. government is already seen around the world as an aggressive superpower, creating animosity to this nation and its people; and

WHEREAS, The damage inflicted upon targeted communities, their infrastructure and their environment are a loss to us all; and

WHEREAS, Increased military activities will result in further damage to the environment here and abroad; and

WHEREAS, Spending of taxes on “defense” is a drain on the economy; and

WHEREAS, A U.S. defense budget increase will reduce available funds for needed domestic social programs; and

WHEREAS, Our public schools are in dire need of more funding, one in five children in the U.S. lives in poverty, and approximately 40 million people are without adequate health care; therefore be it

RESOLVED, By this 24th Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation use its influence within the labor movement and with Democratic Party allies to demand that increased defense budget appropriations be used instead to fund human needs.

Referred to Committee on Resolutions.

Adopted, p. 34

Resolution 3

Clear the Air About AFL-CIO Policy Abroad

Resolution No. 3—Presented by Plumbers, Steamfitters and Refrigeration Fitters Local 393, San Jose; San Francisco Labor Council, AFL-CIO, San Francisco; Monterey County Central Labor Council, Castroville and South Bay AFL-CIO Labor Council, San Jose.

WHEREAS, The impact of economic globalization on American working families and workers everywhere is causing more job dislocation, impoverishment of working families, division among workers and a huge economic gap between rich and poor in the U.S. and among nations, with power shifting more and more into corporate hands; and

WHEREAS, An effective strategy to serve our members' interests and counter the corporate economic globalization agenda is to build solidarity and unity among unions and workers' organizations worldwide based upon mutual respect and our common needs, with mutually determined labor standards based on social justice and human rights as they are perceived by workers in each nation; and

WHEREAS, While we recognize and applaud the many changes in the international policy and practice of the AFL-CIO in recent years, and as we are taking steps to increase credibility among workers and members in the U.S., we must also overcome fear and suspicion of workers abroad based upon the errors and excesses of the Cold War years so that the AFL-CIO may become a more trusted and vital actor on the stage of working class international affairs; and

WHEREAS, Recent articles in the Labor Studies Journal for Summer 2000 show that the AFL-CIO played a role leading to the bloody Pinochet overthrow of the democratically elected government in Chile, that its work was linked to corporate and CIA intervention ordered by Richard Nixon and led by Henry Kissinger (clearly against the best interests of the labor movement in Latin America and the United States), that the AFL-CIO engaged in similar activities in many countries on almost every continent and that such activities served corporate interests and were largely funded by the U.S. government; and

WHEREAS, The bitter fruit of the experience in Chile and other countries was a strengthened hand for Corporate America, destruction of militant unions and support of spurious unions, persecution of working families and the torture, disappearance and death of many trade union activists and leaders, situations which defy rebuilding trust without our taking responsibility for such events where it may be due, and accounting for, and repudiating such policies; therefore be it

RESOLVED, By this 24th Biennial Convention of the California Labor Federation, AFL-CIO, that, to advance the progressive new policies of the AFL-CIO in global affairs, we call upon our Federation to fully account for what was done in Chile and other countries where similar roles may have been played in our name, to renounce such policies and practices and to openly invite concerned union members and researchers to review and discuss all AFL-CIO archives on international labor affairs; and be it further

RESOLVED, That the AFL-CIO describe, country by country, exactly what activities it may still be engaged in abroad with funds paid by government agencies and renounce any such ties that could compromise our authentic credibility and the trust of workers here and abroad and that would make us paid agents of government or of the forces of corporate economic globalization; and be it further

RESOLVED, That the above actions be taken to clear the air in affirmation of an AFL-CIO policy of genuine global labor solidarity in pursuit of economic and social justice with attention to domestic and international labor standards that include the right to organize and strike, an adequate social safety net, living wages, the right to health care and education, elimination of mandatory overtime, protection of the rights of immigrant workers, prohibitions on strikebreaking and the pursuit of peace among nations and peoples; and be it finally

RESOLVED, That upon adoption, we circulate this resolution to labor councils and local unions, asking them to take similar action, and that this resolution be forwarded to the AFL-CIO for consideration.

Referred to Committee on Resolutions.

Replaced by Resolution 20, "Looking Ahead on AFL-CIO Policy Abroad", p. 34

Resolution 4

We Stand in Solidarity With Besieged Colombian Trade Unionists and We Shall Not Be Moved

Resolution No. 4—Presented by Plumbers, Steamfitters and Refrigeration Fitters Local 393, San Jose; South Bay AFL-CIO Labor Council, San Jose and San Francisco Labor Council, AFL-CIO, San Francisco.

WHEREAS, With \$1.6 billion in aid to "Plan Colombia," supposedly to fight drugs, our government is now involved financially and militarily in a 38-year old conflict that has taken the lives of tens of thousands of people and, according to the Central Unitaria Trabajadores (CUT) (largest Colombian labor federation) since 1985, over 3,800 trade unionists have been killed, and in 2001 there were 169 assassinations of union workers, 30 attempted assassinations, 79 unionists were "disappeared" and over 400 reported threats and intimidations; and

WHEREAS, Colombia's unions are the nation's leading advocates against transnational corporate (TNC) and International Monetary Fund (IMF) domination, the Free Trade Area of the Americas (FTAA) and for peace, human rights and economic justice, facts which make trade unionists targets for assassination, torture and dismemberment by the rightwing paramilitary AUC (Colombian United Selfdefense) often acting in league with TNCs and official government forces and with almost absolute impunity from prosecution or court action according to reports of the U.N. Commission on

Human Rights, the Organization of American States Human Rights Commission, Human Rights Watch and the U.S. Department of State; and

WHEREAS, At present, in Colombia there are at least 400 U.S. military "advisers" and in 2002 U.S. aid to Plan Colombia amounts to \$1.5 million per day, mostly to the military, whose personnel and resources are supportive of and sometimes interchangeable with the paramilitaries who terrorize unionists, human rights activists, journalists, campesino and indigenous groups and, as of February 7, 2002, President Bush is asking for \$98 million more for a new initiative to "protect" an oil company pipeline, although this will openly escalate the so-called war on drugs into a counterinsurgency intervention, not unlike the steps which led to the Vietnam War; and

WHEREAS, The terror used against workers in Colombia coincides with a government/corporate union busting campaign to break organized labor's unanimous resistance to IMF demands for "structural adjustment," amounting to privatization of public services and industries, cutting the eight hour day and overtime pay, undercutting the minimum wage, the system of benefits for low income workers and protections against unjust firings and wholesale reductions in public employment and benefits; and

WHEREAS, The lethal violence against unionists and the impunity of the paramilitary perpetrators denies Colombian workers the right to freely associate, organize and function in unions in violation of internationally recognized standards of the International Labor Organization (ILO); therefore be it

RESOLVED, That this 24th Biennial Convention of the California Labor Federation, AFL-CIO, call upon Congress to deny all future funds to the Bush Administration for the Colombian military, and call upon Congress and President Bush to stop present funding until the military ceases all ties to the AUC paramilitaries in actual practice at every command level, and until clear progress is made in bringing to justice the paramilitary perpetrators of the thousands of heinous crimes against the people and the trade union movement and until Colombians freely enjoy the internationally recognized workers' rights spelled out by the ILO and their condition satisfies an ILO Commission of Inquiry; and be it further

RESOLVED, That we call upon the AFL-CIO to join us in these demands upon Congress and the President as energetically as possible and to use its publications and correspondence to all unions and labor councils to generate a groundswell of action that will inform officials from Washington, D.C. to Bogota, Colombia, that American workers stand in absolute solidarity with our sisters and brothers in Colombia and we shall not be moved; and be it further

RESOLVED, That we urge the AFL-CIO to continue its praiseworthy initiative in offering relief and sanctuary in this country to Colombian trade unionists under imminent threat by paramilitary death squads, and to expand that fine work to endorse and call upon all affiliates to support public demonstrations of solidarity with the workers and people of Colombia—such as the April 19-22, 2002 days of teach-ins, lobbying, vigils and marches in Washington D.C., and the July 22, 2002 demonstration at Coca Cola headquarters in Atlanta, GA in support of the human rights lawsuit against Coca Cola brought by the United Steel Workers of America in conjunction with the besieged Colombian unionists who work for that giant transnational corporation; and be it further

RESOLVED, That this resolution be submitted to all local unions, councils and other organizations affiliated with the California Labor Federation for its adoption; and be it finally

RESOLVED, That we forward this resolution to President Bush and our representatives in Congress urging their action, and to John Sweeney, General President of the AFL-CIO, for adoption and support as provided for in this resolution.

Referred to Committee on Legislation.

Adopted, p. 31

Resolution 5 **Path to Peace in the Middle East**

Resolution No. 5—Presented by Plumbers, Steamfitters and Refrigeration Fitters Local 393, San Jose, and South Bay AFL-CIO Labor Council, San Jose.

WHEREAS, The anguish and suffering of Israeli and Palestinian workers and their families continues due to the violence in the Middle East; and

WHEREAS, Peace and security for Israel is both interwoven with, and dependent on, the ability of the Palestinian people to exercise their right to self-determination; and

WHEREAS, Israelis and Palestinians must revive a peace process and engage in negotiations to guarantee an end to the occupation of and the creation of an independent, democratic Palestinian state and a secure democratic Israel at peace, each state with defensible borders; and

WHEREAS, This body understands that a necessary precondition for the resumption of negotiations includes the cessation of violence against Israeli civilians and a total ban on harassment, intimidation and all other forms of brutality directed against Palestinian civilians. This achievement of

peace requires both parties to act in good faith to create an atmosphere of tolerance, mutual respect and, ultimately, trust; and

WHEREAS, This body has been outraged by recent episodes of anti-Jewish violence in France, Tunisia, Ukraine and other nations including our own, stirred by the escalation of tensions in the Middle East—we believe anti-Semitism must be fought whenever and wherever it emerges; and

WHEREAS, This body is also alarmed by the racist portrayals and treatment of Muslims and people of Arab origins in the U.S. media and episodes of bigotry and violence directed against Muslims, Sikhs, Arab Americans, Jews and others. Hate crimes such as the burning down of a house of worship frequented by Middle Eastern people in Los Altos, California, should be fought with full vigor; therefore be it

RESOLVED, By this 24th Biennial Convention of the California Labor Federation, AFL-CIO, that the Israeli and Palestinian labor movements must take the lead in helping their nations embark on a new path towards peace, justice and reconciliation. This includes preparing both the Israeli and Palestinian people for peaceful co-existence with each other by encouraging schools, the media and other civic institutions to promote a new dialogue among the Israeli and Palestinian people. Encouraging this dialogue requires the formation of new—and the protection of existing—independent, democratic institutions. Furthermore, the path to peace requires a renewed commitment to the protection of the freedom of speech, the freedom of assembly, and the freedom of the press; and be it further

RESOLVED, That while the peaceful settlement of the Israeli-Palestinian dispute is essential, we believe the United States must also seize this opportunity to work with all governments throughout the Middle East to respect and protect the rights of all workers—particularly women—to organize freely and participate in shaping their economic and political destiny. Rather than serve the interests of multinational oil companies, we believe United States policy in that region must safeguard the interests of workers and their families. In this regard, we believe that the United States can and must play a new, constructive role, by supporting regional initiatives in sustainable economic development, public health, housing construction, education and environmental protection; and be it further

RESOLVED, That as advocates for the interests of working people, both in the United States and globally, the California Labor Federation appeal to the Muslim, Christian and Jewish communities worldwide to recognize the common roots of their traditions and to use that awareness to build a foundation for the reconciliation toward to common goal of peace, and be it finally

RESOLVED, That this resolution be submitted to all of our affiliate bodies, State, National, and International, for study and concurrence so that labor may act jointly to urge the United States, Israeli, and Palestinian governments to take the necessary steps towards peace.

Referred to Committee on Resolutions.

Adopted as amended, p. 35

Resolution 6

Support SB 1736, Life-Improving Change for California Farm Workers

Resolution No. 6—Presented by United Farm Workers of America, Keene.

WHEREAS, In 1975 the passage of the Agricultural Labor Relations Act (ALRA) certified that agricultural employees have the right to form and join labor unions and to bargain collectively through representatives of their own choosing; and

WHEREAS, In 1987, the Legislature classified backstretch workers within the horse racing industry as “agricultural employees” and in 2001, Governor Gray Davis and the Legislature enacted a law granting this group of agricultural workers binding arbitration during first contract negotiations; and

WHEREAS, The UFW has won 428 elections, where workers have voted to unionize since 1975 and thus far only 185 have resulted in union contracts and only the binding arbitration provisions in SB 1736, by State Senate Leader John Burton, will aid the thousands of farm workers who have waited for years while negotiations drag on without hope of progress; and

WHEREAS, SB 1736 would apply the existing arbitration procedures for agricultural employees at racetracks to farm workers in the fields; and

WHEREAS, This process results in a more professional agricultural workforce in California, to the betterment of employers, employees, and consumers; now therefore be it

RESOLVED, That this 24th Biennial Convention of the California Labor Federation, AFL-CIO, support SB 1736 (Burton) a historic farm workers' rights bill that amends the ALRA; and be it finally

RESOLVED, That we urge Governor Gray Davis to enact this legislation into statute and help make the life-improving benefits of union contracts for themselves and their families a reality.

Referred to Committee on Legislation.

Adopted, p. 31

Resolution 7

Support the ILWU in Its Contract Negotiations

Resolution No. 7—Presented by San Francisco Labor Council, AFL-CIO, San Francisco and Central Labor Council of Alameda County, Oakland.

WHEREAS, Negotiations have begun on a new contract between the ILWU and the PMA with the old contract due to expire on July 1; and

WHEREAS, The PMA has been conducting a campaign the past few months in various industry publications demanding elimination of clerks and other longshore jobs in the name of new technology, and is threatening to lockout the union if its demands are not met; and

WHEREAS, The PMA, in collaboration with the Bush Administration, is already using the issue of port security as a means to pressure the ILWU members with the threat of deregistration if they have ever been convicted of crimes going back seven years or if they were involved in what is loosely defined as “sedition”; and

WHEREAS, Background checks for longshore workers is an attack on the ILWU hiring hall, which was established as the result of the historic 1934 strike and served as a model for all Bay Area unions; and

WHEREAS, The longshore workforce has already been reduced from 14,274 on the West Coast in 1971, to 10,500 in 2001, while productivity has been greatly increased, and company profits have been substantial; and

WHEREAS, A setback to ILWU wage, job security, pensions and health benefits, would be a blow to all union standards in the Bay Area and nationally; therefore be it

RESOLVED, That this 24th Biennial Convention of the California Labor Federation, AFL-CIO, express its full support to the ILWU in its current contract struggle with the shipping companies represented by PMA, and pledge to give any aid we can when called on; and be it finally

RESOLVED, That this resolution be sent out to all affiliated locals of the California Labor Federation, the national AFL-CIO and to the media.

Referred to Committee on Resolutions.

Neither Resolution 7, nor the Committee's amendment were accepted, but a final motion was adopted, p. 35-36

Resolution 8

Civilian Review to Rein in Out-of-Control Police Conduct

Resolution No. 8—Presented by Letter Carriers Branch 214, San Francisco.

WHEREAS, Everyone has a basic human right to be free, to move about in their homes and neighborhoods, on the highways and in public places without being subjected to arbitrary and unreasonable police searches, seizures, harassment, detention, frame-ups or brutality; and

WHEREAS, While many believe that most police officers are doing a professional job, recent years have seen what amounts to an epidemic of improper police conduct in many cities across the country, including:

- Racial profiling and “youth profiling” in traffic stops in various states, and also by foot patrol officers in cities like New York
- Police killings of unarmed Latino and African American young men (and women) in New York, southern California, Texas and other areas, including the killing of Amadou Diallo by 41 police bullets in his New York apartment house
- Recent revelations of police frame-ups of large numbers of innocent people in Philadelphia and Los Angeles, and revelations that large numbers of prisoners on death row in Illinois had been wrongly convicted
- Revelations of numerous instances of police torture of persons in custody, including the cases of Rodney King and Abner Louima; and

WHEREAS, The labor movement, as the most organized section of working people has an obligation to take a stand with community groups who are organizing in many cities to oppose this disturbing trend; therefore be it

RESOLVED, By this 24th Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation join with other labor and community organizations in taking

action to rein in out-of-control police misconduct where it exists, including an effort to establish real community control of the police, including the establishment of civilian review boards, with enforcement powers, to take action on community complaints of police misconduct.

Referred to Committee on Resolutions.

A new resolution, “Civilian Review of Police Conduct” was substituted for the original Resolution 8, pg., p. 8

Resolution 9

Oppose the Bush Administration's Attacks on Working People

Resolution No. 9—Presented by Letter Carriers Branch 214, San Francisco.

WHEREAS, After the horrific events of September 11, President Bush and Congress began implementing a program with bad consequences for working people:

- Open-ended wars across the globe
- An anti-worker domestic program
- Laws like the USA Patriot Act curtailing civil rights, union rights, civil liberties and the Bill of Rights
- Legitimization of racial profiling
- Wiping out environmental protections
- Threats to unions and the right to strike
- Huge giveaways to corporations; and

WHEREAS, A global economic crisis gathers momentum:

- Millions lose their jobs
- Layoffs sweep throughout the world economy
- Hunger and homelessness spread, while corporate cronies of the court-appointed President are feeding at the public trough; and

WHEREAS, The Bush program offers nothing for laid-off workers, the tens of millions without health care, or the 25% of U.S. children living in poverty, while the only “public housing” Bush wants to build is more prisons; and

WHEREAS, Bush's war has already killed thousands of innocent civilians, directly by bombing and indirectly by war-related starvation and disease. These are people, mostly

women and children, who had nothing to do with terrorism or 9/11. Do any of us really think this will make us “more secure” here at home? Now the Pentagon, with troops already in over 100 countries, is expanding its military forces in Colombia and the Philippines; and

WHEREAS, War is not free: it is the workers and their children who pay for it. By 2007, Bush projects a military budget exceeding \$500,000,000,000, devouring virtually all remaining social programs—meanwhile raiding the workers' Social Security Trust Fund to pay for his endless wars—so that for our children, the “social safety net” will be gone; and

WHEREAS, On March 9, an ominous Nuclear Policy Review was leaked to the media, detailing Pentagon plans for nuclear war targeting seven countries ... contemplating U.S. “first strike” use of nuclear weapons, even against small nations; and

WHEREAS, On April 20, 100,000 marched on Washington, 35,000 in San Francisco, and many thousands in other cities, against Bush's program of endless war, racism and poverty, including labor contingents and speakers—visible opposition to the extraordinarily dangerous course Bush & Co. have embarked upon—since only a reinvigorated people's movement, and labor movement, can hope to change this course; therefore be it

RESOLVED, That the California Labor Federation, AFL-CIO, gathered here in Convention, stand firmly opposed to the Bush Administration's program which hurts working people at home and in other countries, and stands committed to building unity and cooperation among unions and all workers, in defense of, and to advancing Labor's fundamental interests.

Referred to Committee on Resolutions.

Adopted, p. 36

Resolution 10

No Confederate Flag to Fly from Public Buildings

Resolution No. 10—Presented by Letter Carriers Branch 214, San Francisco.

WHEREAS, The Confederate flag has been and remains a symbol of the hateful institution of slavery, whose legacy is still very much with us in 21st Century America; and

WHEREAS, Wherever the flag of the slavocracy still flies from public buildings, it gives tacit encouragement to white

supremacist groups; and

WHEREAS, Organized Labor, including the California Labor Federation, AFL-CIO, needs to be in the forefront of the movement for equality of all working people, and not back down from our support for the continuing civil rights movement—this is a Labor issue; and

WHEREAS, It was Organized Labor that spearheaded the recent mass campaign to remove the Confederate flag from a state house; therefore be it

RESOLVED, By this 24th Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation go on record in favor of a policy that ensures that the Confederate flag does not fly from any city hall, county court house, state house or other public building in the U.S.

Referred to Committee on Resolutions.

Adopted, p. 36

Resolution 11

Support AB 60, Driver's Licenses for Immigrants

Resolution No. 11—Presented by American Federation of Teachers Local 2199, Santa Cruz and Monterey Bay Central Labor Council, Castroville.

WHEREAS, Under current law, all Californians applying for a California driver's license must provide proof that their presence in the United States is authorized under federal law and must submit a Social Security number in order to obtain a driver's license; and

WHEREAS, The unintended consequence of this law has been that numerous undocumented immigrants, and immigrants in the process of applying for legal status, continue to drive without licenses; and

WHEREAS, Undocumented immigrants play a vital role in the California economy, which often requires that they operate motor vehicles; and

WHEREAS, These requirements create an environment where unlicensed and untrained drivers endanger everyone and drivers who cannot lawfully obtain a driver's license cannot purchase auto insurance; and

WHEREAS, We need federal, state and local immigration policies that reflect humane values, and the unalterable economic reality of cross-border employment; and

Resolution 12

Let Haiti Live!

Resolution No. 12—Presented by San Francisco Labor Council, AFL-CIO, San Francisco.

WHEREAS, Certain political interests have sought to use the events of September 11 to inflame public sentiment against immigrants and to justify the unnecessary invasion of privacy and other civil liberties, when in fact this is an important time to strengthen public safety by ensuring that people have legitimate IDs; and

WHEREAS, California Assembly Bill 60 (Cedillo) would direct the Department of Motor Vehicles to modify criteria for the issuance of licenses, with provisions assuring the validity of identification for the protection of public security; and

WHEREAS, Labor unions have learned that assistance to immigrants in efforts to obtain basic rights can strengthen the participation of immigrants in the labor movement; therefore be it

RESOLVED, That this 24th Biennial Convention of the California Labor Federation, AFL-CIO, call upon Governor Davis to sign Assembly Bill 60; and be it further

RESOLVED, That this Convention oppose any measures which gather additional information on citizens and other residents as a condition of receiving or renewing a driver's license, and also oppose any measures which would involve state or local officials in reporting information on immigration status to the federal government; and be it further

RESOLVED, That this Convention call upon local unions and labor bodies to communicate these positions to Governor Davis by sending delegations to meet with his representatives, sending letters of support for AB 60, and participating in public actions that emphasize this support prior to August 31, if possible, and in any event prior to September 16, 2002; and be it further

RESOLVED, That local unions and labor bodies acquire the capacity to offer assistance to immigrants in this and other matters related to immigrant rights, and that these activities be incorporated into unions' internal and external organizing campaigns; and be it finally

RESOLVED, That the staff and leadership of the California Labor Federation is hereby asked to communicate this resolution to all labor councils and affiliated labor unions, and to offer assistance to those organizations with respect to the previous two action items.

Referred to Committee on Legislation.

Adopted as amended, p. 31

WHEREAS, Since the landslide election of President Jean-Bertrand Aristide in 2000, the United States has spearheaded an international financial aid blockade of Haiti. Over \$500 million in funds allocated for the government of Haiti are being withheld by the U.S., European Union, International Monetary Fund, World Bank and Inter-American Development Bank. These grants and loans, intended for health care, education and public works (such as providing potable water), are currently blocked. Secretary of State Colin Powell recently reasserted that the U.S. will continue to embargo these funds in order to leverage a "political outcome" in Haiti; and

WHEREAS, It is appalling that the U.S. is using humanitarian aid as a political weapon, particularly against Haiti, the poorest country in the Hemisphere, where there is only one doctor for every 10,000 patients, where many Haitians have no access to potable water, and where the infant mortality rate (a key indicator of a pending humanitarian disaster) is 74 out of every 1,000 live births; and

WHEREAS, The U.S. policy of sanctions is punishing Haiti, and the people are suffering. Haiti has the most serious AIDS crises in the Hemisphere. While a national AIDS plan was presented by the government of Haiti at the United Nations over a year ago and was lauded by health experts as sound, its funding has been withheld; therefore be it

RESOLVED, By this 24th Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation join the Congressional Black Caucus and religious, labor and grassroots organizations in solidarity with the Haitian people's demand that the U.S. government release the funds and lift all sanctions against Haiti, by endorsing Let Haiti Live!—the Campaign to Lift the Sanctions Against Haiti; and be it further

RESOLVED, That the Federation encourage affiliated unions, area central labor bodies, and the national AFL-CIO to endorse and participate in Let Haiti Live!—the Campaign to Lift the Sanctions Against Haiti; and be it finally

RESOLVED, That the Federation support House Concurrent Resolution 382, introduced by Congresswoman Barbara Lee and the Congressional Black Caucus Task Force on Haiti, urging the Bush Administration to end any embargo against Haiti, and release the blocked humanitarian and developmental aid.

Referred to Committee on Legislation.

Adopted, p. 31

Resolution 13

Newly Affiliated Union Delegates

Resolution No. 13—Presented by Executive Council of California Labor Federation, AFL-CIO, Oakland.

This resolution affects newly affiliated local unions which affiliate with the Federation in the months immediately preceding a Convention.

Prior to 2000, the Constitution provided that for purposes of calculating both a Local Union's delegate and per capita representation at Conventions, the total amount of per capita paid by a Local Union during the 24 month period ending on the third month immediately prior to the month in which the Convention was to be held was to be divided by 24 times the monthly per capita amount. (This period continues to be used for determining a Local Union's per capita voting strength and "good standing" for Convention representation.)

In 2000, in order to provide Local Unions with more advanced notice of delegate representation, the Constitution was amended so as to calculate delegate representation on a 24 month period ending on the seventh month immediately prior to the month in which a Convention is held.

The Constitution is ambiguous in terms of delegate representation of a Local Union which might first affiliate on or after the seventh month calculation date and prior to the third month calculation date.

To resolve any ambiguity, the Executive Council recommends that the Constitution be amended to allow such a newly affiliated Local Union two delegates. There is no recommended change to the calculation of such a newly affiliated Local Union's per capita voting strength or the determination of its "good standing."

WHEREAS, The Constitution is ambiguous as to the delegate representation of a Local Union which first affiliates on or after the seventh month immediately preceding the month of a convention and prior to the third month immediately prior to the month of the convention; now therefore be it

RESOLVED, By this Twenty-fourth Biennial Convention of the California Labor Federation, AFL-CIO, that the California Labor Federation's Constitution be amended as follows:

Amend the fourth paragraph of Article XIV, Part B, Section

3, Subsection (a) as found on pages 41 through 42 by adding to the conclusion of the paragraph, "Unions which first affiliate on or before the last day of the third month immediately preceding the month of the convention but after the last day of the seventh month immediately preceding the month of the opening date of the convention shall be entitled to two delegates. The per capita vote of any such new affiliate shall be calculated in accord with the third paragraph of this subsection and its good standing shall be determined in accord with Section 1 of this Part B."

Referred to Committee on Constitution.

Adopted, p. 28

Resolution 14

General Fund Special Account

Resolution No. 14—Presented by Executive Council of California Labor Federation, AFL-CIO, Oakland.

Federal law has long provided that internal union communications urging the election or defeat of a federal candidate do not constitute campaign contributions. The passage of Proposition 34 has conformed California law to federal law in terms of internal union communications urging the election or defeat of a state candidate.

The 2000 Convention, prior to the passage of Proposition 34, established a special "member communications" account within COPE to fund coordinated campaigns of internal union communication. Interest earned on COPE accounts is subject to taxation. The change in California law permits this special "member communications" account within COPE to be changed to a special account within the General Fund. This change is estimated to save between ten and twenty thousand dollars per year in future taxes. This resolution does not change the monthly per capita payable by affiliated Local Unions, nor does it change the election-related "member communications" purpose of the fund.

WHEREAS, Recent changes in California law resulted in internal union communications urging the election or defeat of state candidates no longer being viewed as political contributions for purposes of California law; therefore be it

RESOLVED, By this Twenty-fourth Biennial Convention of the California Labor Federation, AFL-CIO, that the California Labor Federation's Constitution be amended as follows:

Amend the first two paragraphs of subpart (a) of Article XII Section 1 found on pages 32 and 33 by striking the words,

“special account within COPE” and inserting in their stead the words “special account within the General Fund”; and be it further

RESOLVED, That this Resolution be effective in accord with Article XX, Section 4 of the California Labor Federation's Constitution for amendments not requiring an increase in per capita.

Referred to Committee on Constitution.

Adopted, p. 28

Resolution 15

Support Regional Tax Sharing

Resolution No. 15—Presented by United Food and Commercial Workers Local 324, Buena Park.

WHEREAS, Local governments are limited in the amount of property tax they can collect; and

WHEREAS, This revenue scheme forces local governments to be addicted to sales taxes as the primary source of revenue for vital public services and skew their land use decisions toward attracting large scale retail development; and

WHEREAS, The growth of the big box industry, primary providers of low-wage, non-union jobs that provide no health care coverage, has been spawned by local government subsidies; and

WHEREAS, Numerous state, academic, and private commissions and reports highlight the fiscalization of land use and the addiction to sales taxes as unhealthy for the development and sustained growth of California's economy; and

WHEREAS, Cities are constantly competing with one another for a finite pool of sales tax dollars while offering financial incentives for certain businesses in the form of tax breaks, subsidies, low-cost financing, infrastructure investments, and others; and

WHEREAS, This type of financial behavior merely helps grow the divide between rich and poor cities because the fiscalization of land use promotes urban sprawl patterns throughout California's regions; and

WHEREAS, Businesses are constantly looking toward the next city to get a better financial subsidy package, hopscotching their way out of central cities toward the suburban edge; and

WHEREAS, This type of urban sprawl strains all working families by creating overly-long commuting times, fueling air

pollution responsible for skyrocketing children's asthma rates, creating a lack of affordable housing near jobs, eroding public services, and denying workers a choice about how to get to work; and

WHEREAS, The greater Sacramento region provides an example of how sprawling regions create poor air quality, more traffic congestion, less affordable housing, more sales tax competition among cities, and more retail and big box development; and

WHEREAS, Assemblymember Darrell Steinberg (Sacramento) has introduced legislation, AB 680, that would promote sustainable regional development throughout the Sacramento region only; and

WHEREAS, AB 680 would require local governments throughout the region, starting in 2004, to share their new sales tax revenues based on the following formula: One-third will remain with the locale of the sales, one-third would be distributed per capita, and one-third will reward localities for meeting their affordable housing commitments; and

WHEREAS, AB 680 provides a concrete point of entry into the larger state and local financing problems we have, including providing financial incentives for businesses that create low-wage, low-quality jobs; and

WHEREAS, The California Labor Federation, AFL-CIO, has already played an important role in lobbying state legislators to support AB 680; now therefore be it

RESOLVED, That the 2002 Biennial Convention of the California Labor Federation, AFL-CIO, endorse AB 680 and urge members of the Legislature and Governor Gray Davis to support it; and be it further

RESOLVED, That local unions, central labor councils, state councils, and affiliated bodies make every effort possible to communicate their support for AB 680, and this resolution to their state legislators; and be it further

RESOLVED, That the California Labor Federation, AFL-CIO, support union efforts to advance regional sales tax sharing efforts, AB 680, and smart growth initiatives; and be it finally

RESOLVED, That a copy of this resolution is transmitted to every member of the Legislature and Governor Gray Davis.

Referred to Committee on Legislation.

Adopted, p. 31

Resolution 16

Oppose Free Trade Area of the Americas

Resolution No. 16—Presented by San Francisco Labor Council, AFL-CIO, San Francisco.

WHEREAS, President George W. Bush has sought to extend NAFTA to all of Central and South America and the Caribbean—except Cuba—in a Free Trade Area of the Americas (FTAA); and

WHEREAS, NAFTA's rules allow companies to pit worker against worker and drive down wages and working conditions. The U.S. lost hundreds of thousands of jobs (80,000 in California alone) due to NAFTA, as our companies relocated to Mexico to take advantage of lower wages and weaker worker and environmental protections; and

WHEREAS, NAFTA gives corporations the right to challenge our laws in secret tribunals and demand compensation from governments. In one case, a Canadian company called Methanex is suing California for \$970 million because the California Legislature passed a law banning a toxic fuel additive that Methanex produces; and

WHEREAS, NAFTA restricts the ability of governments to regulate and provide essential public services. Pressure to deregulate and privatize services could raise the cost and reduce the quality of basic services like education and health care. Canada's right to support a government-run postal service has already been challenged under NAFTA; and

WHEREAS, The FTAA would strengthen and extend NAFTA's rules to 31 more countries and another 400 million people. Negotiators hope to finalize the agreement by 2005; and

WHEREAS, The FTAA is being negotiated in secret. While unions and citizens groups have not been allowed to participate in negotiations or access draft documents, more than 500 corporate representatives have been granted high-level security clearances to advise negotiators. Negotiators have refused to even form a study group on the inclusion of worker protections in the agreement; therefore be it

RESOLVED, By this 24th Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation declare its opposition to a Free Trade Area of the Americas modelled after NAFTA, and granting President Bush "Trade Promotion Authority" to negotiate such an agreement; and be it finally

RESOLVED, That the Federation will support the national AFL-CIO and its affiliates in their efforts to educate union members and the general public about the dangers of NAFTA and the FTAA.

Referred to Committee on Legislation.

Adopted, p. 31

Resolution 17

Condemn 'Dead Peasant' Insurance

Resolution No. 17—Presented by Executive Council, California Labor Federation, AFL-CIO, Oakland.

WHEREAS, Many large employers are engaged in the financial practice of taking out life insurance policies on thousands of their rank-and-file workers; and

WHEREAS, These policies, called corporate-owned life insurance (COLI) but commonly known as 'Dead Peasant' insurance, are entirely separate from the life insurance many employers provide to workers as part of their benefits. 'Dead Peasant' policies list the company as the beneficiary, often without the knowledge of the workers or their families; and

WHEREAS, Many of the funds collected from these insurance policies directly benefit management bonus and severance packages under these policies; and

WHEREAS, Employers benefit not only from the death of the employee under COLI policies, but also because they are able to borrow against the policies, with interest paid being tax deductible. At least 100 large U.S. corporations boost their profits by taking advantage of the tax-shelter features of this life insurance; and

WHEREAS, It is often low-wage employees who are covered under these policies, whose families are in the worst position to deal with the financial repercussions of the loss of a wage earner. Six million corporate serfs have policies placed on their lives by Fortune 500 magnates, with Wal-Mart holding some 350,000; therefore be it

RESOLVED, By this 24th Biennial Convention of the California Labor Federation, AFL-CIO, that this practice be declared unjust and repulsive. It is the workers' families who need the benefits of life insurance, not rich corporations or their executives; and be it further

RESOLVED, That the California Labor Federation, AFL-CIO, will support the national AFL-CIO and its affiliates in their efforts at the national level to address this issue; and be it further

RESOLVED, That the California Labor Federation, AFL-CIO, will introduce legislation in the California Legislature to address this issue and ensure that public money is not being used to support businesses involved in such practices; and be it further

RESOLVED, To the extent possible, prevent private employers from profiting from such practices; and be it finally

RESOLVED, That employers should be required to disclose to affected workers that they are purchasing this life insurance.

Referred to Committee on Legislation.

Adopted, p. 31

Resolution 18

Employer-Provided Health Care Coverage

Resolution No. 18—Presented by Executive Council of California Labor Federation, AFL-CIO, Oakland.

This resolution addresses a crucial aspect of California's current health care crisis: access to care. In order for our system of employer-provided health care coverage to work, employers must do their share. Employers who shirk this duty place an unfair burden on their workers, on responsible employers and on the taxpayers who often end up paying the cost of health care delivered to uninsured workers. By refusing to provide health coverage, delinquent employers imperil our entire health care system, prevent a healthy workforce from taking shape and drain precious resources from public coffers.

Adding insult to injury, this bad behavior also has anti-competitive effects. It penalizes unionized employers who tend to offer health coverage at a higher rate than non-union enterprises. The derelict employers gain an unfair advantage over their counterparts that offer coverage, as the latter devote significant resources to that endeavor. In fact, responsible employers often cover, as dependents, the very workers denied health care by their own employers.

Given that the market does nothing to correct this problem—indeed it encourages it—this predicament must be addressed through state policy. Workers and their families deserve and are entitled to health benefits, no matter who their employer is. Employers should be required to pay either to provide the coverage themselves, or to contribute to a fund that would administer benefits. Efforts to shift this burden to the workers themselves—through onerous cost-shifting schemes or defined contribution plans, for instance—should be rejected.

WHEREAS, The 6.27 million uninsured Californians make up 21 percent of the state's population; and

WHEREAS, Fifty-one percent of the uninsured work, and more than half of them are employed full-time; and

WHEREAS, Sixty-one percent of California's working uninsured were never offered coverage by their employer in 2001, 24 percent of them were ineligible for their employer's plan and 14 percent of the working uninsured did not take offered coverage, mostly because they could not afford it; and

WHEREAS, California employers offer health benefits at a rate below the national average, with California's retail sector providing health coverage at an abysmal rate of 56 percent. Other industries with low offer rates include agriculture, construction, manufacturing, educational services, and business and repair services; and

WHEREAS, Employment-based health insurance is criti-

cally important, as it provides coverage for 18.7 million Californians—more than any other form of non-Medicare insurance; and

WHEREAS, Large employers that do not offer health coverage are particularly at fault, as they clearly have the resources to do so. For instance, Wal-Mart, the country's largest retailer, employs 910,000 people but covers only 38% of its workers, compared to 61% of workers nationally who use their employers' health plan; and

WHEREAS, Uninsured low-wage workers—those who are not offered, cannot afford, or are ineligible for, the company's plan—must turn to government programs or find coverage under a spouse's plan, provided by a responsible employer. In 1996, 13 percent of low-wage workers nationwide (\$7 an hour or less) had access to coverage through a working family member; and

WHEREAS, Employers that do not offer health benefits to their employees contribute to the crisis in health care in several ways:

- They add to the pool of uninsured.
- They shift the cost burden of benefits provision onto other employers by forcing their uninsured workers to seek coverage as dependents on other employees' plans.
- They increase the public burden when their uninsured employees rely on government programs and charity to provide and pay for their health care, and

WHEREAS, Health care costs are rising in the double digits, making it harder than ever on employers who do provide coverage to sustain that benefit; and

WHEREAS, Employers that do not provide benefits reap an unfair competitive advantage in the market over those that do; and

WHEREAS, The U.S. health care system relies for its foundation on employers providing group health care coverage to their employees; therefore be it

RESOLVED, By this 24th Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation will sponsor and support legislation calling for employers to provide health care coverage to all of their employees and their families; and be it further

RESOLVED, That the California Labor Federation will support efforts of the AFL-CIO to maintain and expand employer-paid coverage at the national level; and be it finally

RESOLVED, That attempts to compromise away from that goal—through reliance on cost-shifting or defined contribution plans, for instance—will not be acceptable.

Referred to Committee on Legislation.

Adopted, p. 31

Resolution 19 **Oppose Ward Connerly's "Racial Ignorance Initiative" Officially Titled the "Classification By Race, Ethnicity, Color or National Origin Initiative"**

Resolution No. 19—Presented by Executive Council of the California Labor Federation, AFL-CIO, Oakland.

WHEREAS, Ward Connerly and his group, called the American Civil Rights Coalition, has sponsored the "Racial Ignorance Initiative," a California ballot initiative that has qualified for the March 2004 primary election. If approved, this state constitutional amendment would prohibit state and local governments from collecting and using race, ethnicity, color or national origin to classify current or prospective students, contractors, or employees in public education, contracting or employment operations; and

WHEREAS, The "Racial Ignorance Initiative" returns us to a time when laws against discrimination did not exist, when state agencies didn't collect data that made it possible to identify, track, monitor or prove discrimination, when the public didn't have access to such information, and when government policies were designed to serve a limited community, often neglecting whole populations. The collecting and reporting of basic information makes it possible to protect civil rights, our health, and our economic opportunity; and

WHEREAS, In our increasingly diverse state, knowledge of such data is critical for effective public policy creation and implementation. Gathering and analysis of such information enables government agencies and lawmakers to determine where discrepancies exist related to race, ethnicity or nation of origin—and when they do exist, seek solutions to remedy the discrepancies; and

WHEREAS, Connerly's initiative prohibits public universities and schools from collecting data based on race. Information about school performance, teacher and student achievement is the centerpiece of California's Public School Accountability Program. Connerly's initiative takes the information needed to fix our public schools out of the hands of parents, teachers and school administrators. Educators need the information to measure performance levels and dropout rates that may be disproportionately affecting certain ethnic and racial groups; and

WHEREAS, Connerly's initiative may prevent the State Attorney General, public agencies, and civil rights groups from using racial data to track hate crimes and hate groups, to understand trends and problem areas, to assist law enforcement in responding to communities that can help prevent hate crimes. The initiative limits the power of the Attorney General in monitoring and addressing racial tensions; and

WHEREAS, Even though Connerly exempted from the ini-

tative California's Department of Fair Employment and Housing (DFEH), the largest and oldest state-level civil rights enforcement agency in the country, the DFEH will have no relevant data to analyze and report because all other public agencies would be prohibited by law from collecting this information. With offices across the state, DFEH is an important monitor of race discrimination in employment and housing in California; and

WHEREAS, In regards to public health care, if the initiative were passed, public health officials including doctors and nurses would be barred from accessing critical medical information in order to design effective health care campaigns targeted to the communities that need help the most. Without critical information on race, public health officials may not be able to pinpoint the reasons behind the racial differences in health status and take steps towards eliminating these problems. Important information on infant mortality rates, prenatal care, AIDS and disease among certain racial groups would be wiped out; and

WHEREAS, Ignoring racial disparities does not make them go away or get magically solved. Only recording vital information to address the racial disparities can help the state and local agencies tailor programs to meet the needs of all people of various races, ethnicities, and nationalities; therefore be it

RESOLVED, That the California Labor Federation, AFL-CIO, oppose the "Racial Ignorance Initiative," and be it finally

RESOLVED, That the California Labor Federation, AFL-CIO, will mobilize its resources and those of its affiliates to educate union members, the general public and decision makers about the dangers of this initiative.

Referred to Committee on Legislation.

Adopted, p. 39

Resolution 20 **Looking Ahead on AFL-CIO Policy Abroad**

Resolution No. 20—Presented by Executive Council of the California Labor Federation, AFL-CIO, Oakland.

WHEREAS, The impact of economic globalization on American working families and workers everywhere is causing more job dislocation, impoverishment of working families, division among workers and a huge economic gap between rich and poor in the U.S. and among nations, with power shifting more and more into corporate hands; and

WHEREAS, An effective strategy to serve our members' interests and counter the corporate economic globalization agenda is to build solidarity and unity among unions and

workers' organizations worldwide based upon mutual respect and our common needs, with mutually determined labor standards based on social justice and human rights based on International Labor Organization (ILO) Fundamental Principles On Rights At Work.

WHEREAS, While we recognize and applaud the many changes in the international policy and practice of the AFL-CIO, we recognize that serious questions have been raised regarding the past role played by the AFL-CIO in countries such as Chile during the Cold War era; therefore be it

RESOLVED, That this 24th Biennial Convention of the California Labor Federation, call upon the AFL-CIO to convene a meeting with the State Federation and interested affiliates in California to discuss their present foreign affairs activities involving government funds. The aim of the meeting will be to clear the air concerning AFL-CIO policy abroad and to affirm a policy of genuine global solidarity in pursuit of economic and social justice with attention to domestic and international labor standards that include the right to organize and strike, an adequate social safety net, living wages, the right to health care and education, elimination of mandatory overtime, protection of the rights of immigrant workers, prohibitions on strikebreaking and the pursuit of peace among nations and peoples.

Referred to Committee on Resolutions.

Adopted, (Resolution 20 substitutes for Resolution 3), p. 34

lions of dollars of debt that each newly formed city would have to face annually; and

WHEREAS, All sides in the debate have disputed the final fiscal impact, but everyone agrees that a new Valley city or new Hollywood city could not be fiscally solvent for decades; and

WHEREAS, Many of the pro-secession forces are driven by an anti-union agenda and have publicly campaigned to subcontract existing city jobs, slash salaries, and reduce pension and retirement benefits in the new Valley city and Hollywood; and

WHEREAS, The delegates and officers of the County Federation voted unanimously to oppose secession and lead the fight to educate union members and other residents in the City of Los Angeles of the negative impact of the proposed breakup; and

WHEREAS, The ballot will be doubly complicated by asking voters in the City of Los Angeles to vote for or against a new city in the Valley or Hollywood concurrent with voting for City Council seats and Mayor in each non-existent city; and

WHEREAS, All of Labor's allies and affiliated unions have dissuaded any pro-working family-elected official, union member, or high profile personality from running for office in the proposed new cities; therefore be it

RESOLVED, By this 24th Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation stand with the Los Angeles County Federation of Labor in its opposition to secession and commit to join the efforts this fall to defeat the breakup of the City of Los Angeles.

Referred to Committee on Legislation.

Adopted, p. 39

Resolution 21 **Oppose the Breakup of the City of Los Angeles**

Resolution No. 21—Presented by Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

WHEREAS, The Los Angeles County Federation of Labor has fought for many gains for working families in the City of Los Angeles, such as the living wage ordinance, project labor agreements, prevailing wage, and rent control, all of which would be lost under the secession movements of the San Fernando Valley and Hollywood area; and

WHEREAS, Many of the existing 35,000 city employees would have their labor agreements, pension plans and retirement systems jeopardized for dissolved under the breakup plans for both the Valley and Hollywood; and

WHEREAS, Many public safety services such as fire, police and paramedics would be at risk of facing decreased levels of funding in the newly formed cities due to the mil-

Resolution 22 **Oppose Firings of Alia Atawneh and Hiam Yassine from Macy's of California**

Resolution No. 22—Presented by South Bay AFL-CIO Labor Council, San Jose.

WHEREAS, The labor movement has opposed discrimination due to religion, race and nationality; and

WHEREAS, Anti-immigrant and anti-Arab/anti-Muslim acts are on the rise; and

WHEREAS, Alia Atawneh and Hiam Yassine, Palestinian

American employees at the Macy's Westfield Shoppingtown in Valley Fair in San Jose were fired after Palestinian harassment from their sales jobs; therefore be it

RESOLVED, That this 24th Biennial Convention of the California Labor Federation, AFL-CIO, protest the firing of Alia Atawneh and Hiam Yassine and calls on Macy's and the Federated Department Stores to rehire Alia Atawneh and Hiam Yassine with damages and to educate its work force that anti-Arab and anti-Muslim insults and discrimination will not be tolerated; and be it finally

RESOLVED, That the Federation will send a letter to Macy's and the Federated Department Stores urging them to rehire Alia Atawneh and Hiam Yassine and encourage other labor organizations to take similar action.

Referred to Committee on Resolutions.

Corrected and adopted, p. 22, 36

Oppose TIPS—Support Freedom

Resolution No. 23—Presented by Communications Workers of America Local 9423, San Jose.

WHEREAS, The Bush Administration has announced the Terrorism Information and Prevention System "A national system for concerned workers to report suspicious activity"; and

WHEREAS, As proposed, Operation TIPS—the Terrorism Information and Prevention System is intended to blanket the Nation giving millions of American truckers, letter carriers, train conductors, ship captains, utility employees and others a formal way to report suspicious terrorist activity; and

WHEREAS, Operation TIPS, involving one million workers in the ten-city pilot stage will be a national reporting sys-

tem that allows these workers whose routines make them well-positioned to recognize unusual events, to report suspicious activity beginning in August 2002; and

WHEREAS, Workers who interact with the public routinely, hold the public's interest at heart. Emergency situations of all types have been responded to by workers without legislation; and

WHEREAS, The perception by the public that certain workers may be spying on them regardless of guilt is reason for grave concern, for this tactic is an attack on our freedom; and

WHEREAS, As seen in Nazi Germany, with workers encouraged to spy on each other, neighbors on neighbors and even family members to spy on their own kin, the government utilized these tactics more for their self-preservation, they must be opposed; therefore be it

RESOLVED, That this 24th Biennial Convention of the California Labor Federation, AFL-CIO, oppose this program and encourage our elected leaders in Congress, State Government and City and County levels, to oppose this draconian TIPS program; and be it further

RESOLVED, That we call upon the AFL-CIO to join us in demanding that President Bush and Congress cease and desist any development of this program, which is an attack on our freedom. In addition, employers affected should be advised of organized labor's opposition; and be it finally

RESOLVED, That this resolution be submitted to all locals, unions, councils and other organizations affiliated with the California Labor Federation for its adoption and subsequent action notifying Congress and the President.

Referred to Committee on Resolutions.

Adopted, p. 36

ROLL OF DELEGATES

This comprises the completed Roll of Delegates to the Twenty-fourth Biennial Convention of the California Labor Federation, AFL-CIO

ACTORS & ARTISTES OF AMERICA, ASSOCIATED

AFTRA, Los Angeles Local (1,774)
Matthew Kimbrough, 887
Leslie Simon, 887

AFTRA, San Francisco Local (311)
Karen Lipney, 156
Jarion Monroe, 155

Screen Actors' Guild (2,901)

Ken Orsatti, 581
Bruce Boxleitner, 580
Pamm Fair, 580
Melissa Gilbert, 580
Anni Long, 580

COMMUNICATIONS WORKERS OF AMERICA

Communications Workers No. 9400 (765)
Michael Hartigan, 255
Richard Herrero, 255
Judy Perez, 255

Communications Workers No. 9410 (1,892)
Angi Burgess, 631
Gayle Crawley, 630
Michele Noia, 631

Communications Workers No. 9415 (1,458)
William B. Harvey, 486
Kathleen Kinchius, 486
Tina Tu, 486

Communications Workers No. 9423 (1,921)
Teri Calderon, 385
Robin Lee-Tieh, 384
Louie Rocha, 384
Larry Steele, 384
Donna Valentine, 384

Communications Workers No. 9503 (229)
Ramon Miranda, 115
Pandora Allen, 114

Communications Workers No. 9505 (2,580)
Mary Hicks, 1,290
Eric Norwood, 1,290

Communications Workers No. 9509 (2,322)
Don McCullough, 774
Rose Waitts, 774
John T. Young, 774

Communications Workers No. 9510 (2,783)
John Natoli, 1,392
Mike Milliman, 1,391

Communications Workers No. 9586 (1,346)
Gregg Gibson, 337
Yvonne Wheeler, 337
April Lloyd, 336
Judy RaPue, 336

No. CA Media Workers Guild/Typographical
No. 39521 (1,497)
Gloria La Riva, (1,497)

ELECTRICAL WORKERS, INT'L BROTHERHOOD OF

Electrical Workers No. 6 (1,323)
Gerald McDermott, 331
John O'Rourke, 331
Steve Passanisi, 331
Stephen Walsh, 330

Electrical Workers No. 11 (5,736)
Marvin Kropke, 5,736

Electrical Workers No. 18 (4,254)

Gus Corona, 851
Brian D'Arcy, 851
Frank Miramontes, 851
Barry Poole, 851
Nancy Romero, 850

Studio Electricians No. 40 (497)
Rick P. Des Jardins, 497

Electrical Workers No. 47 (4,353)
Ron Delgado, 1,451
Patrick Lavin, 1,451
Stan Stosel, 1,451

Electrical Workers No. 332 (915)
Dave Baer, 305
Paul Shaimas, 305
Sal Ventura, 305

Electrical Workers No. 340 (374)
Heerey C. Gaston, 187
Roy F. Ridley, 187

Electrical Workers No. 441 (937)
Chuck Downing, 469
Paul Rich, 468

Electrical Workers No. 551 (524)
Steven Benjamin, 262
Larrick McDowell, 262

Electrical Workers No. 569 (1,497)
Jennifer R. Badgley, 375
Nephi A. Hancock, 374
Allen Shur, 374
Brian R. Wooten, 374

Electrical Workers No. 595 (1,224)
Greg Bonato, 612
Earl Hampton, 612

Electrical Workers No. 1245 (16,554)
Mike Davis, 1,840
Ed Dwyer, 1,840
Chris Habecker, 1,840
Ed Mallory, 1,839
Anna Bayless Martinez, 1,839
Jim McCauley, 1,839
John Mendiza, 1,839
Dave Scott, 1,839
Perry Zimmerman, 1,839

ENGINEERS OPERATING, INT'L UNION OF

Operating Engineers No. 3 (19,184)
Don Doser, 1,919
Tom Aja, 1,919
John Bonilla, 1,919
Joe Tarin, 1,919
Kurt Benfield, 1,918
Mike Brown, 1,918
Dean Dye, 1,918
Garland Rosauro, 1,918
Ras Stark, 1,918
Cindy Tuttle, 1,918

Operating Engineers No. 12 (9,149)
Mickey J. Adams, 915
William C. Waggoner, 915
Ron Edwards, 915
Kurt Glass, 915
Patrick Henning, 915
Ron Skiorski, 915
John Spaulding, 915
Dale I. Vawter, 915
Bob Waggoner, 915
Fred C. Young, 914

Operating Engineers No. 39 (1,465)

Perry Bonilla, 367
Joan Bryant, 366
Jerry Kalmar, 366
Don Vincent, 366

Operating Engineers No. 501 (1,372)

Sandra Acosta, 343
Christopher Brown, 343
James J. McLaughlin, 343
Salvatore Tardibuono, 343

FARM WORKERS OF AMERICA, AFL-CIO, UNITED

United Farm Workers (4,359)

Julio Estrada, 545
Rosalinda Guillen, 545
Irv Hershenbaum, 545
Giev Kashkooli, 545
Michael Moreno, 545
Arturo S. Rodriguez, 545
Tanis Ybarra, 545
Jose Zamor, 544

FIRE FIGHTERS, INT'L ASSN. OF

S.F. Fire Fighters No. 798 (1,210)
Dennis Kruger, 1,210

FLIGHT ATTENDANTS, ASSN. OF

Assn. of Flight Attendants Council 11 (1,080)
Stan Kiino, 540
Ryan Murphy, 540

FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION, UNITED

United Food & Commercial Workers No. 135
(4,704)

Norman Bell, 1,568
Mickey Kasparian, 1,568
Laureen Redden, 1,568

United Food & Commercial Workers No. 324
(9,149)

John Perez, 4,575
Rick Eiden, 4,574

United Food & Commercial Workers No. 428
(8,106)

Tony Alexander, 1,351
Johnathan Hughes, 1,351
Dennis Kimber, 1,351
Ron Lind, 1,351
John Reese, 1,351
Patricia Ross, 1,351

United Food & Commercial Workers No. 648
(1,516)

Mary Chambers, 379
William Price, 379
Darryl Roberts, 379
Julio Valdivieso, 379

United Food & Commercial Workers No. 870
(4,050)

Richard Benson, 811
Dan MacDonald, 811
Greg Reed, 811
Gary Smith, 811
Julian Perez, 810

United Food & Commercial Workers No. 1167
(6,033)

Linda Basham, 2,011

Brent Denkers, 2,011
Bill Lathrop, 2,011
United Food & Commercial Workers Retail Clerks
No. 1288 (7,009)
Jerry Martin, 2,337
Kirk L. Vogt, 2,336
David Wilson, 2,336

**GOVERNMENT EMPLOYEES, AMERICAN
FEDERATION OF**

AFGE No. 505 (572)
Onetha Harper, 572
AFGE No. 1122 (514)
Bennie R. Bridge, 257
Helen Coleman, 257

GRAPHIC COMMUNICATIONS INT'L UNION

S.F. Pressmen & Platemakers No. 4-N (462)
Michelle McDonald, 231
Ed Rosario, 231
Graphic Communications No. 583 (576)
Lee E. Lahtinen, 576

**HOTEL EMPLOYEES & RESTAURANT
EMPLOYEES INT'L UNION**

Hotel & Restaurant Employees No. 2 (2,745)
Michael Casey, 2,745
Hotel & Restaurant Employees No. 49 (1,227)
Joseph McLaughlin, 1,227
Hotel & Restaurant Employees No. 340 (2,767)
Ignacio Contreras, 692
Matthew Multany, 692
Harry Young, 692
George Valdes, 691
Hotel & Restaurant Employees No. 535 (200)
Laurie Stalnakar, 200
Hotel & Restaurant Employees No. 681 (3,897)
Julio Barrera, 488
John Hughes, 488
Pedro Navarro, 487
Cecilia Olivares, 487
Pedro Rabadan, 487
Ada F. Torres, 487
Edward Trigg, 487
Carlos Vargas, 486

**IRON WORKERS, INT'L ASSN. OF BRIDGE,
STRUCTURAL ORNAMENTAL AND
REINFORCING**

Iron Workers No. 377 (2,767)
Daniel Prince, 2,767

**LABORERS' INT'L UNION OF
NORTH AMERICA**

Laborers No. 67 (320)
Rodolfo Calderon, 160
Jerry E. Payne, 160
Laborers No. 89 (1,292)
Ernie Ordonez, 1,292
Laborers No. 166 (100)
Samuel Robinsin, 100
Laborers No. 185 (915)
Armando Calzada, 305
Jerry Morales, 305
Stanley Swiger, 305
Construction and General Laborers No. 261 (1,144)
Thomas Harrison, 1,144
Laborers No. 270 (3,977)
Tim Powers, 1,989
Manuel Velasco, 1,988
Laborers No. 291
Don W. Buffington, 237
Harry C. Harris, 237

Laborers No. 300 (2,821)
Jim Hilfenhaus, 2,821
Construction and General Laborers No. 304 (1,132)
Chuck Center, 283
Jose Moreno, 283
Art Plant, 283
Rick Smith, 283

Laborers No. 324 (1,555)
Willie Hicks, 778
Victor Ornelas, 777
Construction and General Laborers No. 389 (574)
Joseph Bates, 287
Anthony Dimas, 287

Laborers No. 402 (498)
Jose Mejia, 498

Laborers No. 585 (809)
Pablo Garcia, 405
Leo Valenzuela, 404

Laborers No. 777 (262)
Victor Gordo, 131
Fred W. Lowe, 131

Shipyard and Marine Laborers No. 886 (341)
Don Hightower, 171
Tom Kirkland, 170

LETTER CARRIERS, NATIONAL ASSN. OF

Letter Carriers Branch 183 (406)
Alexander Mallonee, 203
Jeffrey Parr, 203

Letter Carriers Branch 214 (515)
Carol Maggio, 258
John Beaumont, 257

**LONGSHORE AND WAREHOUSE UNION,
INTERNATIONAL**

S.F. Inlandboatmen-Marine Division, ILWU (64)
Terry Miyashiro, 32
Marina Secchitano, 32

Ship Clerks Assn., ILWU No. 34 (183)
Franklin K., 92
Lee Sandahl, 91

**MACHINISTS & AEROSPACE WORKERS,
INT'L ASSN. OF**

Machinists Lodge No. 946 (127)
Lee Pearson, 127

Woodworkers Lodge No. W-12 (145)
Tim O'Toole, 73
Mike Wright, 72

Peninsula Auto Machinists No. 1414 (2,280)
Glenn Gandolfo, 760
Shelley Kessler, 760
Art Pulaski, 760

East Bay Auto Machinists No. 1546 (2,130)
Dave Aspin, 710
Don Crosatto, 710
R.V. Miller, 710

IAM Electronic Journeymen & Production Lodge
No. 1584 (819)
Louis Elvira, Jr. 410
Chris Rasmussen, 409

Machinists Local No. 1596 (514)
Thomas J. Brandon, 514

Air Transport Empls. No. 1781 (7,777)
Richard Bourque, 3,889
Michael Fitzpatrick, 3,888

L.A. Air Transport Lodge No. 1932 (3,552)
James R. Keating, 3,552

Machinists Mechanics Lodge No. 2182 (641)
James Beno, 641

Machinists Lodge No. 727-N (158)
Henry Berliner, 158

**NEEDLETRADES, INDUSTRIAL AND
TEXTILE EMPLOYEES, UNION OF**

UNITE No. 75 (108)
Ramiro Hernandez, 108

UNITE No. 482 (792)
Antonio Orea, 264
Reynalda Retuta, 264
Cristina Vazquez, 264

**OFFICE AND PROFESSIONAL EMPLOYEES
INT'L UNION**

Office & Professional Employees No. 3 (1,553)
Conny Ford, 389
Lindy Chris, 388
Bill Klinke, 388
Loretta Ramirez, 388

Office & Professional Employees No. 29 (3,122)
Barbara Banford, 391
Linda Gilmore, 391
Kelly Gschwend, 390
Nancy May, 390
Tamara R. Rubyn, 390
Patricia G. Sanchez, 390
Eric Sisneros, 390
Sheila Wiltz, 390

**PLASTERERS' AND CEMENT MASONS'
INT'L ASSN. OF THE U.S. AND CANADA**

Plasterers & Cement Masons No. 300 (274)
Lucille Palmer-Byrd, 92
George Brown, 91
Sidney Martin, 91

Cement Masons No. 400 (118)
Karl Bik, 59
Hector Cortez, 59

**PLUMBING AND PIPEFITTING INDUSTRY
OF THE U.S. & CANADA**

Plumbers & Pipefitters No. 38 (1,089)
Steve Jennings, 363
Larry Mazzola, Jr., 363
Larry Mazzola, Sr., 363

Pipefitters No. 250 (1,967)
Edward E. Barnes, 984
Terry Martin, 983

Plumbers & Steamfitters No. 393 (229)
Fred Hirsch, 115
Lloyd Williams, 114

Plumbers & Fitters No. 447 (220)
Art Carter, 220

Sprinkler Fitters No. 483 (366)
John Crowley, 183
Stan Smith, 183

**PROFESSIONAL AND TECHNICAL
ENGINEERS, INT'L FEDERATION OF**

Engineers & Scientists of Calif., IFPTE No. 20
(1,830)
Martayne Morgan, 1,830
Federation of Professional & Technical Empls.
No. 21 (3,353)
Ron Dicks, 1,118
Carol Isen, 1,118
Howard Wong, 1,117

**SEAFARERS' INT'L UNION OF
NORTH AMERICA**

United Industrial Workers - Cannery Div. (1,800)
Herb Perez, 1,800
Pacific Coast Marine Firemen (457)
Henry Disley, 229
Robert Iwata, 228

Sailors Union of the Pacific (2,035)

Bill Berger, 407
Dave Connolly, 407
Mark Hurley, 407
Gunnar Lundeborg, 407
Terry O'Neill, 407

**SERVICE EMPLOYEES INT'L UNION,
AFL-CIO**

L.A. City & County School Empls., SEIU No. 99
(17,815)

Cecilia Duarte, 3,563
Maggie Johnson, 3,563
James Kidd, 3,563
Tomas Montoya, 3,563
Kenya Poston, 3,563

Health Care Workers No. 250, SEIU (32,078)

Paul Kumar, 16,039
Sal Roselli, 16,039

Hospital and Service Employees No. 399 (11,167)

Marty Jackson, 11,167

Social Services No. 535 (16,644)

James Johnson, 8,322
Kerry Newkirk, 8,322

Service Employees No. 614 (1,335)

David E. Baker, 1,335

Service Employees No. 620 (1,611)

George Green, 1,611

L.A. County Service Employees No. 660 (27,408)

Damon Moore, 13,704
Alejandro Stephens, 13,704

Service Employees No. 715 (11,069)

Zev Kvitky, 11,069

Service Employees No. 790 (22,201)

Richard Brooks Alba, 2,467
Steve Bristow, 2,467
Michelle Brown, 2,467
Maria Guillen, 2,467
Mary Jane Logan, 2,467
John Maher, 2,467
Rebecca Miller, 2,467
Terry "Rex" Spray, 2,466
Elizabeth Valdellon, 2,466

Calif. State Employees Assn., SEIU No. 1000
(3,326)

Steven K. Alari, 416
Michael Bojorquez, 416
Nathan Johnson, 416
Perry Kenny, 416
Russ Kilday-Hicks, 416
Gwen Patrick-Buie, 416
Esther Boykin, 415
Cynthia Crowl, 415

Solano Assn. of Government Empls., SEIU
No. 1280 (1,168)

Dominic Garfalo, 584
Art Grubel, 584

Service Employees No. 1877 (13,515)

Tom Csekey, 3,379
Mike Garcia, 3,379
Buz Golphin, 3,379
James Duval, 3,378

Calif. Faculty Assn., SEIU No. 1983 (1,890)

George Diehr, 378
Kim Geron, 378
Eloise McQuown, 378
Lil Taiz, 378
Armando Vasquez-Ramos, 378

Service Employees No. 2028 (5,395)

Lois V. Balfour, 5,395

SHEET METAL WORKERS INT'L ASSN.

Sheet Metal Workers No. 104 (2,013)

Michael Fleck, 403
Joseph A. Maraccini, 403
Vincent Tripi, 403
Richard Werner, 402
Bruce Word, 402

**STAGE EMPLOYEES AND MOVING
PICTURE TECHNICIANS, ARTISTS
AND ALLIED CRAFTS OF THE U.S.
AND CANADA, INT'L ALLIANCE
OF THEATRICAL**

IATSE No. 33 (1,166)

Thomas McAleer IV, 583
Peter P. Marley, 583

Property Craftspersons No. 44 (1,830)

Salvatore Esposto, 915
Joel Schwartz, 915

Motion Picture Grips No. 80 (1,985)

Sharon Boggis, 1,985

Theatrical State Employees No. 504 (217)

Leslie A. Blanchard, 217

Motion Picture Photographers No. 600 (2,795)

Jeffrey Norvet, 1,398
Paul Pollard, 1,397

Motion Picture Costumers No. 705 (1,482)

Doreen Hawbecker, 1,482

Studio Electrical Lighting Technicians No. 728
(1,843)

Frank Sontag, 1,843

Motion Picture First Aid Employees No. 767 (223)

Cheri Larson, 223

IATSE Script Supervisors No. 871 (491)

Penny Gillman, 246
Patricia Kinney, 245

Art Directors' Guild No. 876 (851)

Dahl Delu, 851

IATSE Studio Teachers No. 884 (100)

Polly Businger, 50
Wesley Staples, 50

Costume Designers Guild No. 892 (433)

Betty Pecha Madden, 433

Amusement Area Employees No. B-192 (549)

Donna Marie Covert, 549

**STATE, COUNTY & MUNICIPAL
EMPLOYEES, AMERICAN FEDERATION OF**

Sacramento Employees No. 146 (1,025)

Julie McLeod, 1,025

AFSCME No. 206 U.A.P.D. (2,697)

Al Groh, 2,697

L.A. County Probation Officers No. 685 (2,710)

Ralph Miller, 1,355
Leandrew Wax, 1,355

San Mateo County Employees No. 829 (2,155)

Linda Gregory, 2,155

Torrance Municipal Employees No. 1117 (435)

Alan Lee, 435

UNAC Health Care Workers No. 1199 (6,489)

Cathy Ballestero, 1,298
Barbara Blake, 1,298
Cheryl Obasih-Williams, 1,298
Sandy Oleson, 1,298
Brenda Cohen, 1,297

East Bay Regional Parks Employees No. 2428 (395)

Tom Rankin, 395

AFSCME No. 2620 (3,219)

John E. Shea, 1,073
Bradford Steele, 1,073
Sabina Virgo, 1,073

All City Employees Assn. No. 3090 (3,731)

Adam Acosta, 1,244

Willie Pelote, Sr., 1,244
Annette Williams, 1,243

L.A. Metropolitan Transit Authority, Supervisors
No. 3634 (158)

O'Neal McDaniel, 79
Kimberle Mitchem, 79

STEELWORKERS OF AMERICA, UNITED

United Steelworkers No. 1304 (421)

Wayne A. Clary, 421

TEACHERS, AMERICAN FEDERATION OF

United Educators of San Francisco No. 61 (4,608)

Dennis Kelly, 2,304
Kent Mitchell, 2,304

United Teachers of Los Angeles No. 1021 (10,447)

John Perez, 5,224
Bev Cook, 5,223

Berkeley Faculty Union No. 1474 (369)

Kirsten Spalding, 369

San Mateo CC Federation of Teachers No. 1493
(981)

John Kirk, 981

UC San Diego Faculty No. 2034 (208)

Fred Lonidier, 208

SF Community College Federation of Teachers

No. 2121 (1,001)

Allan Fisher, 334
Alicia Wang, 334
Rodger Scott, 333

UC Santa Cruz Teachers No. 2199 (181)

Paul Johnston, 181

Calif. Federation of Teachers No. 8004 (305)

Mary Bergan, 153
Martin Hittelman, 152

TEAMSTERS INT'L BROTHERHOOD OF

Bldg. Material, Constr. Industry Teamsters No. 36
(215)

Arthur A. Cantu, 108
Raul Q. Sanchez, 107

Teamsters, Auto Truck Drivers No. 70 (704)

Chuck Mack, 704

Teamsters, Chauffeurs, Warehousemen No. 166
(782)

Mike Bergen, 391
Dave Brown, 391

Freight, Construction, General Drivers No. 287
(508)

Louie Bettencourt, 254
Marvin Jones, 254

Sanitary Truck Drivers No. 350 (245)

Robert Morales, 123
Larry Daugherty, 122

Freight Checkers, Clerical Employees No. 856 (828)

Joseph Lanthier, 414
Julie Wall, 414

General Teamsters, Warehousemen No. 890 (412)

Frank L. Gallegos, 206
Michael Johnston, 206

TRANSIT UNION, AMALGAMATED

Amalgamated Transit No. 256 (556)

Victor M. Guerra, 278
Clyde L. Beckham, Jr., 278

Amalgamated Transit No. 276 (137)

Vincent Contino, 69
Alan Wagner, 68

Amalgamated Transit No. 1555 (733)

Keven Alexander, 245
Jayne Faria, 244
Jesse Hunt, 244

Amalgamated Transit No. 1574 (402)
Ed Proctor, 402

**TRANSPORT WORKERS UNION
OF AMERICA**

Transport Workers No. 200 (190)
Glenda Lavigne, 190

Transport Workers No. 556 (540)
Karla Kozak, 270
Cuyler Thompson, 270

Transport Workers No. 250-A (1,513)
Claire Caldwell, 757
Weston Hatch, 756

**BUILDING & CONSTRUCTION
TRADES COUNCILS**

Alameda Bldg. & Const. Trades Council (2)
Barry Luboviski, 1

LA/Orange Bldg. & Const. Trades Council (2)
Richard Slawson, 1

Marin Bldg. & Const. Trades Council (2)
Don Buffington, 1
Bill Scott, 1

Napa/Solano Bldg. & Const. Trades Council (2)
Anes Lewis Partridge, 1
Laura Somarriba, 1

San Bernardino/Riverside Bldg. & Const. Trades
Council (2)
Philip G. Eckert, 1

San Diego Bldg. & Const. Trades Council (2)
Xema Jacobson, 1

San Francisco Bldg. & Const. Trades Council (2)
Stanley E. Warren, 1

San Mateo Bldg. & Const. Trades Council (2)
William A. Nack, 1

Santa Clara & San Benito Bldg. & Const. Trades
Council (2)
Jose Garcia, 1
Neil Struthers, 1

Sonoma/Mendocino/Lake Bldg. & Const. Trades
Council (2)
Greg Gunheim, 1
James Shugrue, 1

CALIFORNIA STATE COUNCILS

Calif. State Bldg. & Const. Trades Council (2)
Robert L. Balgenorth, 1
Jay Hansen, 1

Cal/Nev Conference of Operating Engineers (2)
Dennis Bonnifield, 1
Tim Cremins, 1

Calif. State Council of H.E.R.E. (2)
Jef Eatchel, 1
Joseph McLaughlin, 1

Calif. State Assn. of Letter Carriers (2)
Thomas Flack, 1

Calif. Conference of Machinists (2)
Matthew McKinnon, 1

SEIU California State Council (2)
William Steck, 1

Calif. Federation of Teachers (2)
Ernie Carson, 1
Michael Nye, 1

Calif. State Theatrical Federation (2)
Ken Orsatti, 1

Calif. State Retiree Council (2)
Howard Owens, 1
William Price, 1

CENTRAL LABOR COUNCILS

Alameda Central Labor Council (2)
Robert Dhondrup, 1
Judith M. Goff, 1

Butte/Glenn Central Labor Council (2)
Mickey Harrington, 1

Contra Costa Central Labor Council (2)
Pam Aguilar, 1
Cheryl Brown, 1

Fresno/Madera/Tulare/Kings Central Labor Council (2)
Randy L. Ghan, 1

Merced/Mariposa Central Labor Council (2)
Jerry Martin, 1

Monterey Bay Central Labor Council (2)
Julie Filice, 1
Bob Williamson, 1

North Bay Labor Council (2)
Alex Mallonee, 1

Orange County Central Labor Council (2)
Rick Eiden, 1
Al Ybarra, 1

Sacramento Central Labor Council (2)
John Boros, 1
Bill Camp, 1

San Bernardino/Riverside Central Labor Council (2)
Bill Lathrop, 1

Laurie Stalnaker, 1
San Diego/Imperial Central Labor Council (2)
Jerry Butkiewicz, 1
San Francisco Labor Council (2)
Walter L. Johnson, 1
Richard Waller, 1

San Joaquin/Calaveras Central Labor Council (2)
Sandra Carter, 1
Louis Colatriano, 1

San Mateo County Central Labor Council (2)
Linda Gregory, 1
Tim Paulson, 1

South Bay AFL-CIO Labor Council (2)
Amy B. Dean, 1
Phaedra Ellis-Lamkins, 1

Tri-Counties Central Labor Council (2)
Marilyn Valenzuela, 1

COUNCILS

Calif. Professional Fire Fighters (2)
Richard Alarcon, 1
Dan Terry, 1

UFCW Region 8 States Council (2)
Sean Harrigan, 1

Los Angeles Union Label Council (2)
Miguel Contreras, 1
Charles Lester, 1

DISTRICT COUNCILS

CWA Council District 9 (2)
Anthony B. Bixler, 1
Monica Hogan, 1

District Council of Iron Workers (2)
Keith Hunter, 1
Richard Zampa, 1

No. Calif. District Council of Laborers (2)
Jose A. Moreno, 1

Pacific SW Region Public Employees
District Council (2)
Rocco Davis, 1

No. Calif. District Council ILWU (2)
Leroy King, 1
Don Watson, 1

Pipe Trades District Council No. 16 (2)
Tom FitzGerald, 1

Joint Council of Teamsters No. 42 (2)
Jim Santangelo, 1