

**SUMMARY OF THE PROCEEDINGS OF THE
28th Biennial Convention**

CALIFORNIA LABOR FEDERATION

July 13-14, 2010

RESTORE | REBUILD | REVIVE

Renewing
CALIFORNIA'S
PROMISE



CALIFORNIA LABOR FEDERATION

Art Pulaski, Executive Secretary-Treasurer | Connie Leyva, President

RESTORE | REBUILD | REVIVE
Renewing California's Promise

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July 13-14, 2010
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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, Auditors and
the Membership Per Capita Report

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DAY ONE PROCEEDINGS JULY 13, 2010

Summary

Opening Plenary Features Inspirational Speeches from Labor Leaders

The 2010 Biennial Convention kicked off with the presentation of colors by the Color Guard from Firefighters Local 3730. Jane Bausa of CSEA led the Pledge of Allegiance, and Reverend Mary Moreno Richardson delivered the invocation. San Diego Labor Council's Lorena Gonzalez offered the delegates a warm welcome to San Diego, and spoke about the unique challenges that the San Diego labor community faces against tough corporate interests.

President Connie Leyva's address outlined the urgency and importance of winning this November's election. She emphasized that we can only defeat Meg Whitman by informing and energizing our members.

Executive Secretary-Treasurer Art Pulaski lambasted Meg Whitman's attacks on the nurses' union and the labor movement in general. "An attack on one of us means that all of us have to respond," Pulaski said. He went on to discuss both Whitman and Carly Fiorina's failures as CEOs, and urged the delegates to take action and spread the word about Whitman's Wall Street agenda to members and friends.

The Executive Secretary-Treasurer then introduced keynote speaker Rich Trumka, president of the National AFLCIO, who inspired the delegates with his passionate vision to combat the corporate special interests and create a brighter future for working families. "We need to turn the anger Americans are feeling into progressive action. We need to channel that anger into hope – not hate," Trumka said. "By standing together and working together, we can restore hope, promise and prosperity – we can restore California."

"An attack on one of us means that all of us have to respond," —ART PULASKI



RESTORE | REBUILD | REVIVE Renewing CALIFORNIA'S PROMISE

The morning plenary was punctuated by a special guest appearance from "Queen Meg", a parody character developed by the California Nurses Association who has toured California to expose Whitman's self serving corporate agenda.

Convention Approves Committee Appointments, Convention Rules and Credentials

The delegates voted on and approved Vice President Bill Waggoner's motion to approve the committee appointments, and Vice President Clyde Rivers' motion to adopt the Convention Rules. Credentials Committee Chair Marsi Newman made a motion to adopt the partial report of the Credentials Committee, which was approved by convention delegates.

The chairs of the Resolution Committee, Doug Moore of UDW 3930 and Ron Lind of UFCW 5, delivered a partial report, and the convention body acted on the following matters:

- ~ The Committee went through the 13 Policy Statements individually, and recommended adoption of each. Each Policy Statement passed without debate.
- ~ The Committee recommended adoption of Resolution #17 "Resolution To Support the 2010 Worksite Campaign for Jerry Brown." After floor debate in support of the resolution, the motion passed.
- ~ The Committee recommended adoption on Resolution #11 "Resolution Opposing Attacks On Retirement Security." There was a motion and second to adopt, followed by debate in support of the Resolution. The motion passed.

CONVENTION COMMITTEES

SERGEANTS-AT-ARMS

Chair: Tom Lemmon, San Diego BTC
Mike Evans, APWU
Deanna Furman, CNA
Diana Gandara, USW 7600
Keith Gibbs, CWA 9412
Ernesto Gonzalez, OPCMIA 400
Dave Harrison, IUOE 3
Jerry Hunsucker, UFCW 8
Keith Hunter, District Council Iron Workers
Julie Lind, San Mateo CLC
Ashley Meyers, AFSCME UDW 3930
Freddy Montoya, AWIU 5
Christine Nicholas, ATU 1555
Julio Perez, Orange County CLC
Refugio Pinedo, Jr., BAC 18
Ruth Rhodes, APWU 960
Tony Rojas, CSEA
Sam M. Saiu, IAM 93
Donny Williams, Kern Inyo CLC

CREDENTIALS COMMITTEE

Chair: Marsi Newman, IBT State Council
Joe Coy, San Joaquin CLC
Glenn Gandolfo, IAM 1101
Steve Harris, IUOE 3
Lori Klingensmith, CSEA
Bill Klinke, OPEIU 29
Lisa Maldonado, North Bay CLC
Mary Moffitt, OPEIU 3
Elizabeth Pataki, CNA
Adrienne Rangel, AFT 1273
Za Zette Scott, UFCW 1428
Gerald Singh, UFCW 1428
Bill Thomas, AFTRA 40
Eryn Yula, ATU 1555
Jeremy Wright, AFSCME 3930

LEGISLATION COMMITTEE

Co-Chair: Barbara Blake UNAC/UHCP AFSCME

Co-Chair: Mickey Kasparian, UFCW 135
Jovan Agee, AFSCME UDW 3930
Tony Alexander, UFCW 5
Jane Bausa, CSEA
John Beaumont, NALC 214
Bonnie Castillo, CNA
Antonio Christian, CBTU
Lorena Gonzalez, San Diego/Imperial CLC
Cathy Hackett, SEIU 1000
Barbara Liddy, IBT 396
Matt Kriz, PAT District Council 36
Adam Loveall, San Joaquin/Calaveras CLC
Peter Marley, IATSE 33
Pat McOsker, IAFF112
Judy Perez, CWA 9400
Loretta Ramirez, OPEIU 3
Mark Ramos, UFCW 1428
Neil Silver, ATU 1277
Buffy Snyder, IATSE 705
Tony Tiscareno, USW 1440

RESOLUTIONS COMMITTEE

Co-Chair: Doug Moore, AFSCME UDW 3930

Co-Chair: Ron Lind, UFCW 5
Jennifer Badgley, IBEW 569
Michael Bilbrey, CSEA
Bob Blanchet, IBT 287
Tom Brandon, IAM
Jack Buckhorn, IBEW 551
Dave Campbell, USW 675
Kimberly Claytor, AFT 1794
Dave Connolly, SUP
Thom Davis, IATSE 80
Tefere Gebre, Orange County CLC
Robert Longer, CWA 9421
David Sickler, SBCTC
Bob Smith, IUPAT DC 36
Tim Strack, CPF
Nancy Wohlforth, OPEIU

RULES AND ORDER OF BUSINESS COMMITTEE

Chair: Clyde Rivers, CSEA
The Executive Council met as a committee of the whole on June 10, 2010

CONSTITUTION COMMITTEE

Chair: Jacques Loveall, UFCW 8 Golden State
Rome Aloise, IBT 853
Bob Balgenorth, SBCTC
Jim Beno, IAM & AW 190
Allan Clark, CSEA
Thom Davis, IATSE, 80
Rose Ann DeMoro, CNA
Maria Elena Durazo, LA County Federation of Labor
Rob Feckner, CSEA
Enrique Fernandez, UNITE HERE 19
Mike Garcia, SEIU 1877
Lorena Gonzalez, San Diego-Imperial CLC
La Kesha Harrison, AFSCME 3299
Marty Hittelman, CFT
Eugene Hudson, AFGE District Council 12
Shelley Kessler, San Mateo Central Labor Council
Marvin Kropke, IBEW 11
George Landers, UFCW Western States Council
Rick Latham, USW District 12
Bill A. Lloyd, SEIU California State Council
Jacques Loveall, UFCW 8 Golden State
Barry Luboviski, BCTC Alameda County
Gunnar Lundeberg, SUP
Doug Moore, AFSCME UDW3930
Oscar Owens, ATU
Lou Paulson, CPF
Joshua Pechthalt, UTLA 1021
Clyde Rivers, CSEA
Ray Sesma, IUPAT
Allen Shur, IBEW 569
John L. Smith, LIUNA 1184
Joe Standley, Ironworkers
Oscar de la Torre, LIUNA 261
Jim Weitkamp, CWA District 9
Nancy Wohlforth, OPEIU

BALLOT MEASURE

ADVISORY COMMITTEE*

Val Afanasiev, CWA
Tom Brandon, IAM
Barry Broad, ATU
Ken Burt, CFT
Kelly Calkin, CPF
Josie Camacho, Alameda CLC
Tim Cremins, OE
Cesar Diaz, SBCTC
Deanna Furman, CNA
Shane Gusman, IBT
Charu Khopkar, CA Faculty Association
George Landers, UFCW
Willie Pelote, AFSCME
Jai Sookprasert, CSEA
Victor Uno, IBEW 595

* Not a convention committee

RULES AND ORDER OF BUSINESS

Adopted by the 2010 Convention

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. ATTENDING THE CONVENTION: This is a private meeting for those authorized to attend and is not open to the general public. Authorized delegates may bring guests to the convention only with prior approval of the Federation. Elected officials, candidates, their staff or members of the public press will not be pre-approved. Space for guests will be reserved on a first come, first served basis.

5. CONVENING THE CONVENTION. The Convention shall convene at 10 a.m. the first day, July 13, 2010, and shall recess from 12:15 p.m. to 1:30 p.m. that day. The Convention shall recess at 3:00 p.m. or earlier that 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.

Thereafter, on the second day, July 14, 2010, the Convention shall convene at 9:00 a.m. and shall adjourn at the close of Convention business. That same day, at the close of Convention business, 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. The business of the Pre-General Election Convention shall proceed until completed without recess.

6. RESOLUTIONS DEFINED. Whenever the word "resolution" is used in these rules it shall include Constitutional amendments.

7. COMMITTEE REPORTS. All committees shall report on all resolutions submitted to them.

8. 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.

9. 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 a 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 to the delegate making or introducing same, if he or she so desires.

10. 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.

11. 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.

12. 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.

13. 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.

14. 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.

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

16. 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.

17. 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.

18. 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.

19. TWO-THIRDS OF MAJORITY VOTE: 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 in the Constitution of the California Labor Federation, AFL-CIO—Article XIV, F, Section 5.

WELCOMING REMARKS



Lorena Gonzalez
Secretary-Treasurer
San Diego-Imperial
Central Labor Council

Good morning, and welcome to San Diego. I'm honored to have the opportunity to serve as the secretary-treasurer of the most progressive and aggressive central labor council I believe in the state of California.

We've got to have more San Diego people in here. Come on.

We're lucky to have one of the best presidents of a labor council I think in the United States, Mickey Kasparian from UFCW, Local 135 and an amazing Building Trades Council led by Tom Lemmon, and an incredible executive board who keeps me in office, thank God.

I'm also humbled to be able to speak here. For years San Diego has been Ground Zero for the right-wing attack on unions. We face attacks on pensions, prevailing wage, immigrant labor, PLAs, and most recently, even an attack on our living-wage ordinance.

But I'm proud to say that these attacks have made us both more united and stronger. A member of the Chamber recently came to me and told me, "If you would just quit fighting, we would quit fighting you." I promised him that I would quit fighting the day I died and reminded him that he had about 30 years on me.

I hope that as you leave San Diego you take with you some of the best things that we have to offer: a little sun, hopefully with some sunscreen. We don't want any skin cancer. I hope that you take with you some San Diego souvenirs, bought and paid for only at union establishments of which Sea World is not, so please don't get tempted.

And finally, I hope you take with you the spirit of the San Diego Imperial County Labor Council, that if we stick together, if we stand united, and if we fight fire with fire, we will always prevail. Thank you.

"I'm humbled to be able to speak here. For years San Diego has been Ground Zero for the right-wing attack on unions."

OPENING REMARKS

Connie Leyva

President
California Labor Federation



Good morning again, sisters and brothers. How are you feeling today? Ready to go? All right. We have a lot of important work to do over the next couple of days. Seems like every time we meet I'm always telling you or saying to you this is the most important election since the last one or before the next one.

But the reality is all of the elections we face are very important. And every time we have an election, everything is on the line for our workers and the members that we represent.

For as long as we a part of the Labor Movement, we will be fighting. We will be fighting for our members' rights on the job, and we'll be fighting to make sure that they get their piece of the pie, their fair share, as I like to say.

And this election is absolutely no different from all the others and those that will come before us in the future.

In this election there's a woman who is running for governor. She wants to be the governor of California. I am told she is spending \$500,000 a day to become governor. That's a lot of money. And she wants to buy the governor seat.

And by her own admission, the first thing she'll do is cut 40,000 State worker jobs. Well, I don't know about all of you, but what I hear from my members is jobs, jobs, jobs. We need jobs. We don't need less jobs, we need more jobs.

So who would actually vote for this woman? Anybody that you know?

"For as long as we a part of the Labor Movement, we will be fighting. We will be fighting for our members' rights on the job, and we'll be fighting to make sure that they get their piece of the pie."

Yes, people that you do know will vote for her. And why is that? It's because she has \$500,000 to spend a day. She can saturate the air waves and the TV ads with her misguided message.

However, polling shows that when you have some facts and you talk to members about this woman, and you talk to her about our candidate Jerry Brown, Jerry Brown, can win.

Does anyone think that here in the Labor Movement we have \$500,000 to spend a day? Maybe \$250,000? Probably not.

So how are we going to win? We have something that this woman doesn't have. We have our members, and our membership is very powerful. And that is how we can win this election.

When we talk to our members, and we give them the facts, and we talk to them about why they should vote for our candidates, they will vote the way we ask them to vote, because our members trust their union. They trust all of you.

The Strategic Planning Committee has put together an aggressive worksite program, which you'll hear more about today. Part of that program is that each and every one of us needs to reach out and speak to 50 percent of our workers, our members in their worksites.

So that kind of sounds like a lot doesn't it. 50 percent sound like a lot to some of you? What if I tell you that if we talk to 50 percent of our members we actually win? Then maybe it doesn't seem like so much. It seems like something that we can do and that we need to do.

Sisters and brothers, we have no choice. We think that it's been bad with Governor Schwarzenegger. It's going to be 10 times worse with Meg Whitman. I didn't really want to say her name, but you guys know who she is.

If this woman is allowed into the governor's office, we all know that we will see paycheck deception and right to work on the ballot next time. And we don't have time for that, we don't have the money for that.

I want to tell you a little story when we're talking about worksite. When I became a rep years ago I remember I was a little afraid to go out there and talk to the membership because I thought I might run into somebody who knew more than I did, someone who had been around longer than I had.

And the rep who was training me said, "You know what? Don't worry about it. Just get out there. The members just want to see their union. They want to talk to and connect with their union. And if you don't know something, say you don't know and then get back to them." And you know what? Those words were very true, and I've tried to live by them since I started with the local 16 years ago.

And as leadership, when you go out to the workplaces and you talk to your members, they love that. And I think sometimes as leaders we worry that we're supposed to know everything. It's okay to say, "I don't know, let me get back to you." Because when you get back to them, you are good as gold. Because honestly, when you say you're going to get back to them, they don't expect you to get back to them. So when you do, then that creates a credibility with them.

I know it's hard in the worksites. Everybody's worksite is a little bit different. I can talk to you about my experience. We just go to get out there and do it. We actually even have language in our contract saying that we can't be on the worksite talking to our members during the busy hours. What the heck, there's no penalty if we do it.

When we're out there and we're talking to members in the checkstand, if you can just get out there, talk to them, "Here's a worksite flier. I'll be back to talk to you. Call me." Talk to them in their break rooms. For us we talk to them in the Produce Department. We talk to them in the aisles. We talk to them in the bakery. We talk to them in the Service Deli Department.

The important part is get out there. Are you going to run into a couple people that are negative? Absolutely. That's not a problem. We can't please everybody. But don't waste your time on that one negative person. Talk to the 95 percent of the people who are positive and who will make a difference in this election.

Our members don't like to be told how to vote so we don't tell them how to vote. We give them the choice. And when they see the choice, the side-by-side comparison, it's easy for them to then make the decision.

So find a way, get out there, talk to at least 50 percent of your membership. We're going to give you the tools today. Does that sound like something everybody can do? Yeah. Because do we need to win in November? Yes, we do. Thank you sisters and brothers.

"We think that it's been bad with Governor Schwarzenegger. It's going to be 10 times worse with Meg Whitman."

INTRODUCTION



Art Pulaski
President
California Labor Federation

Thank you, Connie. Brothers and sisters, good morning. Nice to see so many bright, sunny faces on a bright, sunny San Diego morning.

Are you ready to rumble? All right. Are you ready to rumble? Just don't rumble on the debate on those policy statements we got coming up.

First of all, before we get any further I want to do a special thank you to the good brothers and sisters who are taking good care of us today from UNITE HERE Local 30 for the great work that they do.

And also to our staff who did a really great job putting this convention together. And we want to thank them, all good trade unionists themselves, members of CWA and OPEIU. Thank you to the IATSE guys and women for the great work they do on stage and lighting and sound. We'll thank them again later.

So, you know, the know the Nurses Union, the CNA, has been out there telling the truth about the candidate for governor, Meg Whitman. And they've been fighting back, and they've been taking her on. And she's taking them back on by doing some pretty nasty attacks against them.

So I asked them today if it would be okay-- because, you know, it's common for us to invite all the candidates for governor to come talk to us. One side usually doesn't come. And we didn't hear from Meg Whitman, and we didn't hear from Meg Whitman. I have to tell you, brothers and sisters, to my surprise, we finally did hear from Meg Whitman. And she has showed up today.

So I'm going to ask you to please give a welcome to the candidate for governor from the Republican Party, Meg Whitman. Meg Whitman, we want to bring you in, please. ("Boo! Hiss!" and Laughter)

SPECIAL REMARKS FROM “QUEEN MEG” AND “PRINCESS CARLY”

*Greetings union bosses. And to
the small people, you peasants.
You chattering classes.*

It is your hard work that makes my kingdom profitable for me. I value your tithes and am happy to lend my property for your use. Your money pays great dividends for my bankers. Let's see, are you infiltrating today Goldman & Sachs? And their bonds will earn royal interest for decades.

Let me give you this opportunity to thank me for my presence. Thank me! Thank me!

Oh, dear. Some wonder what policies are the secrets to my success. My minion consultants did their magic polls and brought me the very best, most popular policies, all very moderate and bipartisan naturally.

I shall explain further, but I will collect your mailing lists first for additional dialogue with our members. I instruct you to give these mailing lists of home addresses to Goldman & Sachs. You know they're very good at turning private information into royal profits.

So what are the policies of my queendom you may ask? First things first, dears. You cannot afford democracy, but I can afford California. I am rich enough to rule. In fact, I believe in health care for the rich, education for a few, pensions for none, and prisons for all.

By shifting money from the under-serving to the well-served we achieve harmony. We decree lower taxes on the oil companies and high-income individuals accompanied by cuts to programs serving the unemployed.

Yes, I'll cut education spending by 7 billion in order to improve education. Reduced pensions for fire fighters, police and other public workers will save wealthy friends from bothersome taxes. Besides, I am a retiree. How can I keep what's mine without reducing your pensions?

1.3 billion only goes so far and must be protected and nurtured my friends. For protecting my benefactors, thank me, thank me.



Now, I hear throughout the land that nurses are nurturing caregivers, and I agree and know this to be true. I love nurses, even those little government nurses whose pensions I'm cutting.

However, only false modesty would prevent me from adding that no one is more caring than your queen. I care for the big people, the financiers and special interests that make California my favorite playground: the health-insurance industry, consultants, private equity firms, bankers and other maximum donors who have been so generous to my campaign.

I care deeply about profits for drug and oil companies. I care deeply about deregulation. Those pesky requirements for meals and breaks and overtime pay. They must go. Because I care about flexibility for management.

I care deeply about my Latino subjects, so much so that I chose their bete noir – that means best dark friend, no? – Pete Wilson, California's greatest governor as my campaign co-chair.

Fellow San Diegan here. I want to help immigrant families by denying their kids admission to college. Only the queen declares sanctuary. So San Francisco must rid itself of the sanctuary status. And I must insist that tax-paying immigrant workers do not become citizens or voters. Not that I vote that much myself. But really. What's 28 years.

Okay, maybe my cousin in Arizona went too far. But isn't it time to keep children of immigrants out of the hospitals and schools? Goodness knows I'm having enough trouble keeping my son out of jail.

I may not be an ordinary woman. Some even refer to me as a corporation. But I like to think of myself as able to relate to the concerns of the ordinary Californian. For example, when I didn't like paying the help at eBay so much money, I moved their jobs overseas – about 40 percent in fact – which relieved them of that tiresome work of pushing stolen goods. Pornography. Pornography. Pirated movies and CDs through a virtual flea market.

When faced with allegations of misconduct at eBay on the board of Goldman Sachs I did what anyone would do. I paid hush money and moved on.

Yes, California, we can buy an election. I believe in starting at the top, because I stand above all. I believe we can cut 40,000 jobs and increase employment. I believe we can cut benefits to the unemployed so they won't go away. I believe we can cut taxes for the rich and raise revenue for the state. I believe we can repeal health-care reform because our health care is already the best. I believe we can cut education to improve it.



For my policies, my high moral standards and the compassion I show to all my minions, I will let you thank you me, thank me.

Oh, who's that? Oh, yes, my dears. It's my dear Princess Carly. My best friend whose realm encompasses running popular companies into the ground.

PRINCESS CARLY: You look lovely this evening.

QUEEN MEG: Thank you, darling. Love the hair.

PRINCESS CARLY: As an expert on unearned income and cutting jobs while nearly destroying a popular company, I can say with great authority that salary is merely a prelude to the perks and stock options and gold in a well-played parachute.

QUEEN MEG: Oh, Mitt and McCain would be so proud.

NURSE: Wait a minute, wait a minute. You know, Princess, you and Queeny here really do practice what you preach. You've outsourced thousands of U.S. jobs overseas, you've gained the system so you and your rich corporate cronies get wealthy at the expense of working people.

And after years of this, now you think you're going to go to the top politically in California without having any experience, with no record of even voting, let alone doing anything for the public? That's it for us. If you take on one of us, you take on all of us.

QUEEN MEG: I think it's time for us to move along, Princess.

GUEST SPEAKER

Rose Ann DeMoro

Executive director
California Nurses Association/
National Nurses Organizing Committee



Hey. You know what? Can you imagine why she's angry, Meg Whitman? I mean, we bring Queen Meg – wherever Meg Whitman is fundraising and speaking we bring Queen Meg to do street theater in front of wherever she is. And I'll tell you what. We've pushed her over the edge, I swear to God. We outed her little sweet image to expose her for the vicious bored billionaire that she actually is in thinking that she can control California.

And she represents – you know, you've got some great leaders, and a lot of them are up here, and a lot of them are out there, and some are somewhere else. But I'll tell you – and they should be here – this is a time that we've never seen before.

I don't know. How many of you have ever been in a union organizing campaign? Raise your hands. Okay. Now, next time I want to see the whole room. But remember in union organizing campaigns how the boss always comes out with this most vicious union-busting material that you can imagine, tries to vilify your leadership, tries to separate the top leaders of the organization from the -- [lights go off momentarily] -- all right. Yes, tries to put us in the dark. That's what's going on.

So what she did was we have been doing our street theater, so they thought they would be very clever. They wrote a public letter to me demanding the membership-list home addresses of our members. That's the arrogance of this – I know, I know. Demanded it.

It seems odd to talk about, but the thing is, it's the privilege of wealth. They think they own everything, and they actually do think we're all peons. I mean, they do.

And so we wrote back and said, "No, we'll go you one better. Come and meet with our nurses." Because I'd love for her to be in front of our nurses, believe me. They sent a public response back saying "No, but we're going to tell the nurses the truth about CNA."

So they have been spending – three mailers now, to our members, to nurses throughout California, these really actually union-busting pieces. You know, I'm the union boss, the evil union boss who the union pays, and the nurses actually pay union bosses. That's like, women can't believe that we are actually allowed to make money as union bosses. It's like how could that be?

And, I mean, the thing is, someone with \$1.3 billion talking about the salary of anybody sitting at this stage is like combined is not her daily interest, as Rich Trumka pointed out to me. It's just not. It's just the insanity of the situation.

But I'll tell you, what we did was, it's what Art said. We uncovered the veil of Meg Whitman. And she is a vicious, vicious woman. She thinks about cutting workers' pensions like it's nothing, like it's meaningless, like it doesn't matter.

We took on Schwarzenegger a few years ago, remember, the teachers, and CSEA and the fire fighters?

And what we demonstrated there is when you take on one of us you do take on all of us. And I'll tell you what. That was the most powerful show of power in the state of California in a very long time. And the people who were out in the streets and doing all that, bless you. Because we set his butt back after he said he was going to kick the nurses' butts. Well, the shoe's on the other foot today: lowest ratings in history.



With Meg Whitman it's something much more vicious. I mean, she's attacking the Labor Federation, she's attacking the nurses. She's going to continue. And unless we're all together and deadly serious about this, we'll lose. We'll lose.

So we are going to her house, the nurses – so she's told the nurses they need to get rid of their union bosses and they need to support her. So a thousand nurses are going to her house in Atherton on Thursday to let her know that nurses won't be pushed around and neither will the working people and the patients in California. That is not going to happen. We're not going to let that happen.

We would like for all of you to be on the streets, to join us, to grow the ranks, to show what working people are in California, who owns California. And who legitimately owns California is the working people of California and the poor people of California and the real people of California.

Not the billionaires, not the corporations, and we're going to set that back. Because when we set her butt back in this state, we'll be setting a model for the nation.

And I really want to encourage you all. The fire fighters are joining us, the Teamsters are joining us on Thursday. It's really going to be very important. And there's going to be a lot more, because I'll tell you what. When Meg Whitman went after the nurses, what she did was she made them far more serious about returning the favor.

And so we're going to be everywhere that she is, and we're not going to back down. And I want you there. I want you to know that the nurses see every one of you as family. And we really want to encourage everyone to join together to show the power in California.

So thank you, brothers and sisters, and thank you nurses.

“And what we demonstrated there is when you take on one of us you do take on all of us.”

EXECUTIVE SECRETARY-TREASURER'S ADDRESS



Art Pulaski

Executive Secretary-Treasurer
California Labor Federation

Brothers and sisters, I'm a little pissed off this morning. I've changed my comments after I learned last night that there is yet another attack by Meg Whitman against unions and working families.

But first, of course we learned about Meg Whitman's attacks against one of our unions, a union that has, we know, supported every one of our other unions and our folks when we were on street, supported health care for every working family in California, and, of course the CNA, we're grateful for the kind of work that they do, and they don't deserve the kind of attack that they got.

You know, we've never seen this before where a politician has gotten the list –and this is what she talked about, and this is, in fact, why we invited Queen Meg today to stand in solidarity with the nurses. But the politician has never been acquired a list of members of the union like Meg Whitman did on this.

She's got this attack team full time that does this to anybody that stands in her way. They got the list of RNs across the state of California, whether they're in a union or not, and mailed to them to personally attack and bludgeon the leadership of the union to divide and conquer that union, an internal attack, a personal attack. And I believe that an attack on one of us means that we all got to respond.

You know, here's the fact. We have all witnessed firsthand a ruthless attack by a corporation against us. Happens all the time. But you don't do it in a democracy. You don't do it against somebody who chooses to elect their free speech to challenge you in a democracy. That's what this is about. And that's the difference between an autocracy of a corporation and the democracy of a country.

Then again, Meg Whitman isn't too familiar with the democratic process since she's never even decided to vote in her life. So I'm going to ask you. Do you remember when Arnold Schwarzenegger took on our unions in 2005 to try to silence our voice? Do you remember that?

He put the "silence our voice" on the ballot, he made his case, but he didn't spend his personal fortune to attack us. So there's a difference between him and her, as bad as he's been. It's not just that she has limitless money to do as she pleases. She has made perfectly clear that she will crush anything that gets in her way from anything that she wants.

So let me ask you, in a democracy do you think that anybody deserves a vicious attack against them personally? Let me ask you. Do you think that the nurses are in this alone? Do you think it's going to stop with the nurses?

That's the challenge that we have, because we know that Meg Whitman will spend any kind of money she wants to silence all of us if we ever dare speak against her, if she ever has a chance to be elected to any office. It's time, brothers and sisters, for us all to pile in.

Now, late yesterday I learned of the other attack. There's a new ad that we're going to see shortly. We got a peek preview of it. It's a new ad that attacks all unions, every union that supports Jerry Brown. You know what she does in the ad? She blames our members for the problems of the state of California.

Now, that's why she is, in fact, more dangerous than Arnold Schwarzenegger ever dreamed to be. Arnold sort of just didn't like us, you know, and she hates us. She hates unions.

Remember this. Arnold furloughed State workers. Arnold's forcing State workers down to minimum wage. She wants to fire them. Arnold Schwarzenegger was a bully. She thinks crush and destroy.

So we're in a very serious moment in time. This threatens to be, to begin sort of a new era of very rich, cold-blooded CEOs who now want to control our state and country. They want to be able to do to our government what they did to us in their private corporations. And the only place, the only institution in America that has the capacity to stand up to them is us.

So I want to be clear with you about something. We got a mirror image going on here. We got a mirror image going on here because Carly Fiorina, is identical, identical to Meg Whitman.

It's like that comic strip flier, which is another parody that we're going to use, that we've given you today. These two people in a boxing ring taking swings. "I laid off 10,000 people in my company."

"That's nothing. I laid off 30,000 at Hewlett-Packard." Imagine that. 30,000 people.

"Well, I'm going to beat that. If I become governor, I'm going to layoff 40,000 people." It's a competition for who's the worst.

And here's the reality. They weren't even good CEOs. And it's our job to help make that come out. Remember, Carly Fiorina was fired. They fired her because she destroyed the corporate culture of one of the great founding new tech industries in California, Hewlett-Packard. They never before that date, when she came on board as CEO, fired, laid off a single person. Fiorina came in and said, "I need not one corporate jet, I want two corporate jets," and then fired 30,000 people.

Meg brought the total value of eBay down by some 60 percent after she fired all those people and then laid off – offshored a bunch more to other places.

So they both nearly destroyed the companies that they were CEOs for. So we're going to have to tell the truth that they ain't very good managers, and that's the one thing that they claim that they are.

Barbara Boxer... is the best senator from California in our lifetime for working people.

Wall Street ruined our economy because Meg and Carly Fiorina and other CEOs made out like bandits before and after the collapse. When Goldman Sachs – remember this – was hatching their plan to plunder millions of family mortgages, she was making millions on their board of directors, making millions with insider spinning. Which wasn't right then and is against the law now. And remember, Martha Stewart went to jail for that kind of insider trading.

Meg -- this is not common knowledge, but Meg had to leave Goldman Sachs. It wasn't a good fit they said. Well, that's what they say in the culture of Wall Street when they buy somebody off and say, "You know what? We're going to let you go." Imagine this. How shady do you have to be to be let go by the shadiest firm on Wall Street? And that's Meg Whitman.

Everywhere she goes, everywhere she's been, she's slashed jobs, and she made more millions off of doing it. EBay fired 10 percent, and 40 percent were offshored. Stride Rite. She targeted the unionized workforce – that one place she had a unionized workforce. She targeted them and got rid of half of the unionized workers at Stride Rite. Hasbro; slashed 23 percent of the workforce. FTD; same thing, and slashed their benefits.

When she promised to lay off 40,000 state workers if she were governor, do you know something? Even Arnold Schwarzenegger was astonished. He thinks she's nuts.

Our friend Carly – I think I'm going to have to refer to her in a different way than that – Carly Fiorina, when asked about her 30,000 laid off people, if she were to do it again, she didn't blink. She said, "Absolutely." No remorse. No thinking about it at all.

So we got Barbara Boxer. Barbara Boxer, who is the best senator from California in our lifetime for working people. Barbara Boxer who we have to remind people protected our right to join a union; promoted equal pay

The two best governors the state of California ever had in century Pat Brown and Jerry Brown. And together they created more jobs – there's nobody, there's nobody, there's nobody who understands a vision for how to make a state magnificent than the tradition of the Brown family.

for women; preserved overtime pay, prevailing wage and fought for a better minimum wage; fights to restore workers' right for free choice to join a union; was there with us on health care reform and there with us now on Wall Street reform.

Every single thing we've asked her for she's been there 100 percent of the time. The most reliable member of the Senate we believe in the whole U.S. Senate, that's our Barbara Boxer. And we've got to make sure the minions of Carly Fiorina don't do any damage to our friend.

Now, a couple of other words now. We're going back and forth, because this is a mirror image. They're really identical. They're twins, corporate twins, political twins.

Meg Whitman has said she wants more H1B visas so that she can pay lower wages to more foreign workers and get rid of American better-paid jobs.

The other thing about Meg Whitman is this. And this is another thing that we've got to think about, because this is important. Meg's ideal California is to turn it from the Golden State to the Goldman state. She announced last week – we want an elected official who has a vision for doing something.

She announced last week that she opposed high-speed rail. That's one of the few things we have to create 100,000-plus jobs for California workers, bring north and south together, connect it to the Central Valley, have green jobs, have green transportation, build something new in California in our infrastructure. She's opposed to it. And most of it is federal dollars and private funds. She's against it. She has no sense of how we make a bigger and a better state and no sense how she can improve the economy.

There's no vision there, and it compares to our friend Jerry Brown. You know what? People made some fun of Jerry Brown in the past. They called him Moonbeam. You remember why they called him Moonbeam of course, right? Because he had this idea 30 years ago that we should have satellite communications that the State should own and control for its people. They thought he was nuts. This is exactly what we're trying to do today.

He said 30 years ago we should have high-speed rail, because he thought about the green economy then. He thought about building infrastructure and jobs connecting the state of California together back then.

The Browns – remember this. The two best governors the state of California ever had in century Pat Brown and Jerry Brown. And together they created more jobs – there's nobody, there's nobody, there's nobody who understands a vision for how to make a state magnificent than the tradition of the Brown family.

Jerry Brown created 1.9 million jobs 30 years ago. And they were good jobs. Jerry Brown supported pay equity for women 30 years ago. Jerry Brown supported prevailing wage for the construction industry 30 years ago.

And Jerry Brown signed into law the right of state and local public employees to collectively bargain for the first time in California history.

Jerry Brown signed into law the right for teachers to collectively bargain for the first time in California history.

Jerry Brown signed into law, for the first time, the right of other school employees to organize and collectively bargain for the first time in California history.



And Jerry Brown signed into law the right of farm workers to collectively bargain and organize for the first time in the history of America.

Now, who should be the governor of California? Who should be the governor of California? I want to hear you down the street. Who should be the governor of California?

Like that great American poet who wrote, “Talk about a dream and try to make it real,” that’s Jerry Brown.

So we’re not going to let the twins of Wall Street attack any of our members. We’re not going to let the twins of Wall Street do anything to our state. We’re not going to let the twins of Wall Street take what they’ve done to corporations and do it to anybody else in the state of California.

This is Whitman’s wall street versus our street. And we, as the only institution that can stand up and fight back in all state of California, have to lead the way to tell the truth about these two twins of disaster who mean to do our members harm and I every other working family harm.

And through this next week, next two days, we’re going to be talking about the strategy of how we get there. But brothers and sisters, the question is, are we going to get ready to fight back? Are we going to get ready to pile on? Are we going to get ready to take our swings against these folks that swing at our members, any one of us? Are we going to get ready to fight back and kick some ass? That’s what we’ve got to do. Are you ready? Are you ready? Are you ready? Let’s kick some ass. Thank you very much.

We’re seeing where it’s going to take us, in the streets and in the work sites and on the phone banks and everywhere we need to do to call her out on the truth about who Meg Whitman really is.

Brothers and sisters, I want to thank you very much for being the toughest fighters and the best campaign workers anybody’s got. We rely on your leadership to make a difference, organizing our members to kick some butt. Now, next item of business.

GUEST SPEAKER

Richard Trumka
President, AFL-CIO

I want to thank you for that very kind introduction. You read it just like my mother wrote it. I appreciate it.

More importantly, I want to thank you for all that you do, traveling the state to speak out for workers, fighting for jobs in Sacramento, building a model political operation. Making all of those visits to Washington, D.C. to push for the Employee Free Choice Act and hold politicians' feet to the fire.

I want all of you to know that Art is a leader that you can all be proud of. He's a terrific guy and terrific leader. And quite frankly, he's in real good company here, because there are so many leaders who have devoted their entire careers to fighting for a better future and for working families; not just a few working families, but all working families. And I just wanted to give a special shout-out to Connie for the great job you do as well. Thanks for all you do.

Now, I'm not going to start naming other names because I'll miss somebody. But I want you to know that all of us in the Labor Movement are proud of you here, and I'm very, very delighted to be here with all of you at ground zero in the political showdown between Wall Street and Main Street. Nowhere in the nation are voters' choices in November so stark as they're going to be right here in California.

You have the third highest joblessness rate in the country, a budget deficit of \$21 billion. So clearly you need leaders who can create and save jobs. You need leaders who can deal with tough budget decisions, right?

But for the elections for governor and senator, it amazes me. Because who do the Republicans throw at the problem? Two poor, rich CEOs. They weren't even good at being CEOs. Meg Whitman – yeah, Meg Whitman. Meg really makes me mad. Meg Whitman helped engineer the kind of executive bonuses and mortgage-backed security deals at Goldman & Sachs that sank the firm and tanked our economy. Then she got thrown off the Goldman Sachs board, because even at that unsavory



environment, her insider deals were unacceptable to those that are unacceptable to the rest of us. Now there's someone that you can count on, right, in a budget crisis? She's the kind of person we ought to look to.

And Carly Fiorina, as noted before, laid off 30,000 Hewlett-Packard employees and shipped those jobs overseas. Then she presided over the collapse of Hewlett-Packard's stock value, got fired, walked away with a 20 million plus golden parachute and was labeled one of the worst CEOs of all time.

Now, seems to me that's exactly the kind of person who should replace a U.S. senator who actually created jobs for California and America, right? Because after all, as she said, "The idea of keeping jobs in America is so yesterday." Right?

You see, brothers and sisters, this is crazy. Wall Street destroys our economy and kills millions of jobs, CEOs destroy companies and kill millions of jobs, and the Republicans response is, "Great! Now let's elect them to office so they can do more damage to the rest of the country."

The whole country, the whole country is counting on you right here in this state. Electing Queen Meg is not what we need in the biggest state in the country, especially after she's taken right-wing political tactics to a new level.

Well, let me tell you what's so yesterday. Running our country for the benefit of CEOs and the fat cats, that's so yesterday. And we had enough of that with George Bush didn't we? 30 years of corporate rule of the rich, by the rich, and for the rich is enough. We got rid of George Bush, and I'll be damned if we're going back to those days here in California or anywhere else across the country.

Now, I think their strategy is if they can get us down, if they can toss enough people out of work, keep everyone else in fear of losing their jobs and their health care and their pensions, then we won't have enough left in the tank to fight back, that we'll be too beaten down, too tired, too worn out to fight back. That's what they think.

But let me ask you. Do you feel too beaten down to fight back? Do you feel too tired to fight back? Are you ready to give up?

That's what I thought. I'm glad to hear that, and I'll tell you why. And I make no overstatement or exaggeration when I say this. The whole country, the whole country is counting on you right here in this state. Electing Queen Meg is not what we need in the biggest state in the country, especially after she's taken right-wing political tactics to a new level.

It used to be – well, it's always been I guess with those people – that the truth never got in their way. But they used to be willing to distort the truth to destroy a candidate. Swift Boat people lie about things. "Obama isn't a citizen of the country." All the nonsense that they talk about.

But now they're taking this nonsense to a greater level. Not only do they want to destroy the candidate that they're running against, they want to destroy the supporters of the candidate that they're running against.

And yeah, they're taking on CNA right now. And I'll bet the firefighters aren't far behind, and the police will

be next, and then it will be the teachers, and then it will be industrial workers, and then it will be everybody's turn in the barrel in here.

You see, it's time for us to put an end to this kind of nonsense and let them know that whenever they really do pick on one of us, it's a fight with all of us. That's what solidarity is about, and that's what we ought to show them in this election.

And I could tell you, letting Carly Fiorina take Barbara Boxer's seat is not what we need for California, it's not what we need for the country, and it would be a flat out disaster for everybody. You see, Barbara Boxer has got a 96 percent lifetime voting record on workers' issues.

And Carly has a record that's 100 percent wrong. She calls off-shoring jobs right-shoring. She loves it. She says the new Arizona immigration law promoting racial profiling is just fine. And here's the classic. She says, and I quote – I want you to tell this to all your members – she says, quote, "There is no job that is America's God given right to anymore."

So count on her. She doesn't even ever have the shame to hide her plan. And count on her to keep pushing for tax breaks for companies that ship jobs, our jobs, overseas and for rich people just like her. You see, brothers and sisters, that's the last thing that America needs in the Senate right now, another elected lobbyist for the job-killing greed-obsessed corporate thieves who are running away with this country. I say we put an end to her in this election and send Barbara Boxer back to the Senate.

And you and I both know what it's going to take to win election here in California and all across this country. It's going to take hard work, hard work. There's no substitute for that: educating, one-on-one educating, and mobilizing and phone-banking and house-calling and leafleting and rallying, and doing it big enough and loud enough and often enough that every one of our members hears it several times over. All the best things

that we do, that's what it's going to take, all the best things that we do.

And I want to give a special shout-out and give some recognition to the folks using this very convention as an opportunity to launch their worksite campaigns. They were out leafleting – or will be out leafleting – this week, the early shift. AFSCME 1267. I don't know where you are, but give them a hand.

San Diego Building Trades. Give yourself a round of applause. Fire Fighters, give yourselves a round of applause. CSEA, give yourself a round of applause. And the San Diego CLC, give yourself a round of applause.

And never forget for one moment why we're doing all of this, why it's important. Never forget how high the stakes are for working people, for our children and for America's future.

You see, we're going to be hardcore about politics, hard core. And we're also going to be hardcore about politicians. Those that get amnesia after using us to get them elected, they'll find out in the near future what hardcore means.

But remember this. What we're doing here really isn't for any candidate, and it's not for any political party. What we're working for and what we're fighting for are jobs for America's working people. That's what we stand for .

Because although we're slowly going to turn things around, America's private-sector job market is pretty much dead in the water right now; 15 million workers, Americans, out of work. 6-1/2 million have been out of a

job for longer than six months. 10 million more work in under-employed because they can't find a full time job.

Now, that's a crisis, brothers and sisters, and that's why we must fight for jobs every day, every single day until every one of our brothers and sisters who want to work can work in a job that pays a decent wage with decent benefits and providing job security for a lifetime.

That's why we're fighting to restore America's middle class, to keep good jobs in America, to keep teachers in classrooms, to keep police and fire fighters one cell-phone call away.

And we'll make it happen together. Unions built the middle class. We were the ones that did that. And we're not about to see it disappear on our watch. That's not going to be our legacy.

And it's no secret that 2010 is the year of the angry American. We see it in the tea party madness. We see it in the Gulf Coast. We see it in the decline of confidence in large institutions of all kinds, whether it's government, to corporate America, to Wall Street, to political parties, and even in the Labor Movement itself.

We see it in the hateful, anti-immigrant law in Arizona. We see it in the vitriolic supporters of Prop. 8. And we can see it and hear it in the increasingly violent rhetoric on the internet and the public meetings.

Now, think back to the time that John Kennedy was walking off a plane in Dallas, and people on the radio at that time were urging violence against the president of the United States. And it happened. And Martin Luther King went, and Bobby went, and Medgar Evers

Unions built the middle class. We were the ones that did that.

And we're not about to see it disappear on our watch.

That's not going to be our legacy.

went, and others in this country went because anger got turned to hatred, and hatred got turned to violence.

It's up to us to make sure that that anger doesn't get turned into violence but gets turned into progressive action. Because I can understand why people are angry. They're hurting. They've lost jobs. They've lost homes. They've lost their savings. They've lost their retirement security. They've lost everything they thought that America was about. And some of them – far too many of them – have even lost hope. They're angry. And hell, I'm angry too.

But it's up to us, our Labor Movement and our allies, to channel that anger into hope, not hate; into progress, not polarization; into our values and not into victimization. See, we're in a crisis, and it's hard, and it hurts.

But these are exactly the times that bring out the best in Americans. They bring out the best in the Labor Movement, and they bring out the best in America's progressives. I believe today's job and economic crisis will give birth to a new American economy, a restoration of America as a world leader in green technology and development, and high-quality exports; a restoration of balance in which working people, and not just corporations, benefit from our productivity; a restoration of a shared sense of what is right and what is worth fighting for.

And I believe that working together, standing together, we can restore hope for the American people. We can restore the promise of America and restore American prosperity. We can restore California. All that can be done.

But people who want better, want a better way, have to understand something. That if California and America are going to create new jobs with rising wages and stable benefits and a promising future, then we, all of us, have to stand together, and we have to work for it.

If you believe that keeping jobs in this country matters and in returning America to a country that actually makes things again, said "made and stamped in America with pride," then we have to stand for it, and we have to work for it again.

If you believe that America must invest in transportation and technology and education and the environment, then we have to stand for it, and we have to work for it again.

If you believe that when someone calls 911 they ought to get a cop or a fire fighter and not Halliburton or Xe Services or a recorded message, then we have to stand for it and work together.

If you believe that Wall Street got us into this mess and must now pay their fair share of the cost of getting out of this mess, then we have to stand together and work for it.

If you believe that a quality public education is our moral responsibility to our children and grandchildren, and that Social Security and Medicare are our solemn obligation to our parents and grandparents, then we have to stand for it and work together, work for it, stand together, stand together, march together, fight together, vote together, and we'll win together. And let know one, no one, not Meg Whitman, not Carly Fiorina, not anyone, stand in our way. God bless you.

GUEST SPEAKER



John Chiang
California State Controller

Thank you very much. Let me begin by thanking the committee. Thank you, Art, for your extraordinary leadership and those warm words of introduction.

Is my friend Dave Jones still here? We heard a great speaker this afternoon. Let me give you a backdrop. Dave Jones and I went to high school together in suburban Chicago. He was the student body president, I was the student body vice president. Now, Dave and I are much more happy to be here today.

So if you know, I am the oldest son of immigrant parents who came to this country in the 1950s when they lifted a lot of the legal restrictions against Asian Americans or Asians coming to this country.

And like many of your forbearers, no matter how many generations back, they came to America because they understood this was the land that provided the extraordinary promise, the greatest opportunity of any country on this good earth.

Now, our battle today is a Herculean one, which we understand that, in a world where there is tremendous global growth and we don't want to deny or discourage the opportunity of great humanity for everybody but we have extraordinary challenges.

And from my vantage point as the state's chief fiscal officer, there are three things that are critical to a thriving, growing economy, central tenet to what's important to California.

The No. 1 skill set – and you represent them – is human capital. It's the skill set of every single worker. Because every single worker, no matter what position, no matter entrusted with what responsibility, has an opportunity

to move mountains. So it's absolutely critical, and that's why those efforts today in trying to promote education and making sure we elevate the human skill set is absolutely critical.

Second – and we've fallen way too behind; we're trillions of dollars under-invested – is our infrastructure. If you can't move people and goods, you can't sell your products, and you can't sell your services. So what happens with the building trades is absolutely critical.

And at the end of the day when you bring the third factor – and I can count to three; I haven't forgotten the third factor – is the quality of life. And that's where many of you are invested: the healthy, smart communities that are safe, that our public-safety officers, that other service employees provide. And that's why America has elevated to become the strongest nation.

Now, the second factor is where we have collapsed as a state under failed leadership. And this is where we need to come together, where we really need to come together. Because we see a terrible pattern, and frankly America and California is calling for our leadership. Because when our people are divided, when our family is divided, we can't thrive. And so what you see in Washington, D.C. when you have dysfunctional, quote, unquote, leadership attacking people, not acting in the best interest, eliminating the safety nets, we're not going to get to that promised land that our forebearers in the greatest generation put us in an opportunity to get to.

And so that's where I am, and that's what I am fighting for. Because I'm fighting for the dreams of my parents and Dave Jones' parents and every single one of you who are parents or grandparents. Because every generation of America has afforded the next generation an opportunity.

“Today America doesn’t have somebody articulating a vision. It’s not happening in California. But it can start here, because your people are on the front line. Together we can articulate a vision to once again restore the greatness of all California.”

My mom, who came to this country, was so inspired by somebody who became the president of the United States, John F. Kennedy, she named me John. Now, my dad’s a great man. My dad’s politics are a little off tilt. He wanted to name me Richard. Thank God for my mom. Now, I know some of you are Republicans.

Now, that didn’t stop there. My brother, who’s the good Asian son, right? If you know the immigrants from Asian back then, it’s still to this day, they used to test – well, some of the Asian countries – they used to test into their school every year. And so if you tested into the highest profession, you could become a medical doctor.

So my mom wanted four doctors. Now, I’m the big failure – I’m the oldest son – who’s the state controller of California. I think it’s pretty damn good. My brother who’s second is the doctor, but he didn’t get to the finish line. Because not only — if you have an Asian parent, not only is it a doctor, you’ve got to be a surgeon. My brother’s an ophthalmologist, and until my mom got to her sixties, she never wore glasses. So we said, “Bob, you got close, but you didn’t get there.”

But today the finances of this state are in a huge hurt. And every single one of you, and every single one of the 38 million Californians are being impacted. Because this state went net cash red – and for those of you who don’t deal with numbers – we went into the hole on July 12th, 2007. The state recession didn’t begin until a few months later, November of 2007.

So it’s the bad fiscal practices in Sacramento, that you’re trying to fix and tackle with many of your resolutions, that are needed to get California back on the path to fiscal health.

And so if we don’t get there, you get to what I’m trying to protect every single day. Because some of you saw twice last year -- and you don’t understand it, because you didn’t get hurt by it, because I protected you and the other 38 million Californians from getting hurt.

Last January I had \$2.7 billion in the State treasury. Not bad you think. Expected tax revenues for the month of February were \$3.3 billion. But I had \$10 billion worth of bills to pay. Now, what happens when you have more

bills than cash? The State can’t file for bankruptcy, but we can do the near equivalent, which is to go insolvent.

So what you didn’t see last year, because I was protecting every single one of our dreams, was that I had to defer some tax refunds. I didn’t like doing it, because those are innocent people. Every time the governor fails to do his job, innocent people get hurt. We need to stop that. And then last summer I had to issue IOUs.

Now, what we’re still under is that same attack. Let me tell you what happens. Because if you have an insolvency, those of you who work in schools, if you thought things have been bad for the last three years, you’ve been living in heaven compared to what would happen: more pink slips, schools would be shut down. Forget the libraries, forget all the programs, forget the food. You would have schools shut down.

Law enforcement, fire fighters, forget your jobs. You think things are bad today? They would collapse. And infrastructure – and I talked to Tom from the Ironworkers talking about 45 percent unemployment – we had to shut down 5300 infrastructure projects temporarily last year, right? Each billion dollars in bond money for infrastructure is 18,000 jobs with a huge multiplier effect.

So that’s what this battle this summer is about. That’s what we’re all fighting about. It’s because we had problems among some in Wall Street, we have those of you representing education, those of you representing infrastructure. We need all to gather in these three elements and then talk about a vision for our future.

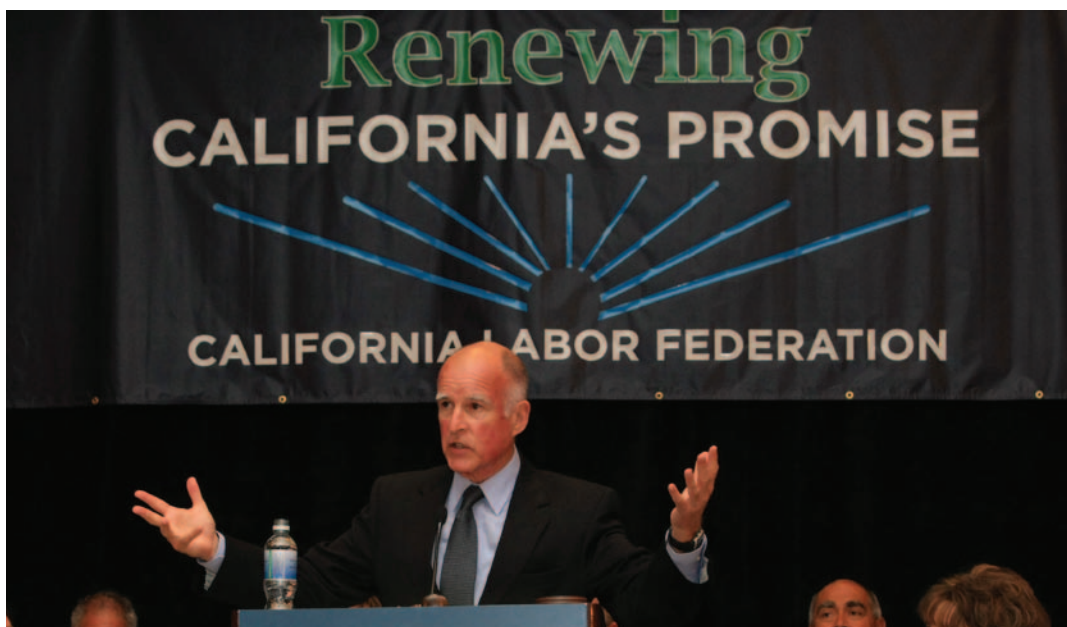
Because today America doesn’t have somebody articulating a vision. It’s not happening in California. But it can start here, because your people are on the front line. Together we can articulate a vision to once again restore the greatness of all California.

Most importantly, thank you for everything you do. Only united together will we build a future that we all truly dream and aspire for.

Thank you very, very much.

GUEST SPEAKER:

Jerry Brown: Candidate, California Governor



Thank you, thank you very much. With those films, I mean, they're so much better than the real thing. I don't know who that guy was, but he sure was handsome. He kind of looks like Gavin Newsom or something.

But anyway, it will happen to all of you. Just relax. It's part of the deal, okay? You start pretty, and you end ugly. We're not quite there yet. We're kind of in midstream.

So I got the smarts, got the experience, got the scar tissue, and that's what it going to take to get this state back on the track.

You know, I'm in a fight, but so are you. You're in a fight for your life. Because what we're looking at is a juggernaut aimed directly at Organized Labor, and aimed at me too, and aimed at the people who have the least power in this state.

We've never had the challenge of a billionaire who, at the snap of her fingers, can dominate the television for a week or a month or even a year. This is a radical turn in our democratic process. This country was built on debate, on exchange, not hostile takeover of all the channels of communication.

But we have the strength of millions of people, their families, their votes, and yes, their dollars. So we've got our challenge and you have your challenge, but together we're going to make a difference.

Now, right here in San Diego, you saw the paper yesterday, pink slips given out. Hundreds of really good-paying jobs. And all across this country for the last 15, 20 years, manufacturing jobs have been going out to other countries.

By the way Ms. Whitman, when she was there, she was a pretty good outsourcer. I'd say she's one of the best outsourcers around. And that's a big problem for the people who lose their jobs. She's doing well for India and the other foreign countries, but we have to take care of people right here in California. Because we're Californians first, and we've got to take care of our own.

By the way, these jobs didn't start going yesterday or last year. When NAFTA was being debated we said that you put this North American Free Trade Agreement, we're going to lose millions of jobs. And we did. And we did with GATT.

Now, yes, we're going to have free trade and world trade and globalized flow of money and all the rest of it. But we need to have job protection, we need to have environmental protection, we need people protection. And only you can get that through to these politicians who often don't listen.

You know, we had this great bank bailout. They called it TARP. We spent all this money. We had to bail out

the banks. If we didn't bail out the banks, everything would collapse. Well, probably so.

But what about the people? What about bailing out the teachers and the nurses and the in-home health supportive workers and fire fighters and policemen? Aren't they worthy like a bank? What are banks? Banks are just there with people's money.

So yeah, you've got to take care of everything. It's not just one piece. And that's really what's at stake here. What is our future going down the road? And California's got some big problems. America's got some big problems.

Actually, if you look at it, the whole Western Society, we're under challenge. Because of you've got this globalization, you've got cheap labor, and God bless them, they're coming up, but they shouldn't come up at our expense. We don't want to go down to meet them. We want to bring all the boats up. A rising tide raises all boats. And that's not the policy today. And that's going to be the policy if I'm the next governor, at least as far as California.

And what do you do about the budget? Well, I tell you what I'm not going to do is to abolish the capital gains tax which will drive a \$5 billion hole and make the deficit all that much more worse. And adding insult to injury, the capital gains elimination will put money in Whitman's pocket and those of all her very wealthy friends, because 80 percent of the benefits go to the very wealthiest Californians. So that's the exact opposite direction.

So we've got two problems. First we've got to stop the wrong direction, and then we've got to get together and move California in the right direction. And there we've got a big choice. You've got a big choice.

She came out the other day, she doesn't like high-speed rail. Well France has high-speed rail, Germany has high-speed rail, Japan has high-speed rail, China has high-speed rail. Can't California do that? I think we can. We can invest in the future and technology.

Shortly after I was governor we adopted renewable energy policies, and people thought this is Don Quixote, wind machines, wind mills, wood chips and that kind of stuff. Now they call it biomass. Has kind of a better ring to it.

But in the early '80s California had over 90 percent of the world's wind energy, wind-generated electricity, and we were real pioneers. Now who's the leader? China. Who's the leader manufacturing solar? China. Actually, they have more wind-generated electricity in Texas and in Iowa than they do in California. So we really slipped back.

*“A rising tide raises all boats.
And that's not the policy today.
And that's going to be the
policy if I'm the next governor,
at least as far as California.”*

But it isn't just solar and wind. We could electrify the entire car industry and bring it back to California and the United States. And it won't get done overnight, but we've got to make the decisions. And we make the right decisions, we're going to build for the future and not steal from it.

And that's what they've been doing. Those mortgage bankers, those leverage artists, those hedge-fund operators, they sure figure out a way to make bonuses. And when the whole thing collapsed, they get bailed out and you pay. That's not right. And we're going to have to reverse that.

And California is a key battleground, maybe the most important battleground. It's not only just about the next governor. It's about the direction of our state, it's about the direction of our country. Next year there will be reapportionment, who controls the House of Representatives. That's also at stake. So this is really high stakes.

I understand collective bargaining. From the time I grew up with my father telling me never cross a picket line, I learned at a very early age what you're up against. I'm proud to say it. From what I understand, collective bargaining is bargaining collectively, and it's really the working people in partnership with those who manage our future. And that's exactly what the other side doesn't understand.

You see some of those phony ads. One of them is hey, Brown raised taxes in Oakland. No, I didn't raise taxes in Oakland. The people did, by 70 percent. They wanted more cops, more teachers and more libraries.

I guess the other side doesn't think the people have a right to vote. It's all by CEO edict. Well, it doesn't work that way in Sacramento. You got to work with the legislature. Some are Republicans, some are Democrats, some like you, some don't. And you

work with a workforce that you don't outsource to India or something. You work with everybody. It's a totally different ball game.

In fact, I'd say the worst preparation is being a CEO. Probably the best preparation is having done it already. And I've been there, and I know what it's like.

And by the way, when I said electrifying the car industry, I think that can be done. We have enough energy, sun, wind, geothermal, efficiency, high tech. It can happen. We need the vision.

Now, when I was governor, I said, "Hey, California's got to have a satellite." They said, "Satellite? What are you, Governor Moonbeam or something?"

Well, that satellite, which we could have had for 5 million, is now probably 350 million and would have been a great opportunity for emergency communication, all sorts of good things. It's an idea. We've got to break ground.

And even though they're going to try to say, "Isn't he part of the old status quo," there's never been a guy more outside the status quo than me. I love challenges.

I remember something when I was in the Jesuit seminary, we were told that we were to be in the world but not of it. So I like to say I'm in politics but I'm not of it. Now, if you believe that, I've got a bridge to sell you. But in some sense that's very true. I do have an outsider's mind, and I have ideas.

When I became mayor of Oakland no one ever thought downtown Oakland was a great neighborhood, a great place to live. But I saw it, close to San Francisco, right next to BART, what a great transit village. And I said, "Let's get 10,000 people to downtown Oakland." And they came. And we built thousands of condos and apartments and thousands of jobs. But it was an idea.

And by the way, that idea wasn't just based on what I wanted. My father started the whole BART project way back in the '60s. And he lowered the bond rate from 66-2/3 to 60. And then when he went to pass the bond issue to get BART built, it passed by 61 percent. So that was vision.

And then 45 years later I'm the mayor and they've got BART stops right downtown, and that becomes the hub

around which you build housing. Density; I call it elegant density. Some people didn't quite say living in downtown Oakland is elegant density, but actually it is, because you're so close to everything. So that's really the wave of the future.

And I even wanted to push this; I sued the City of Pleasanton because they had a housing cap. They want to say no, they're not going to build too many houses but we're going to build some commercial real estate.

I said, "Oh, no. If you're getting jobs, you need people next to the jobs." So we sued them, and now the judge agreed, and Pleasanton is going to start building thousands of additional housing to go with the jobs.

By the way, when you watch those ads, you really need to kind of have a detector here. During the primary Whitman was saying don't give any benefits to illegals, no state benefits to illegals. By the way, that was Proposition 187. No benefits. No health benefits, no school benefits to illegals.

What do we find now? Go to East L.A. and you see in Spanish Whitman is for benefits for illegals. She's against 187. But she thinks the people in English don't know about the Spanish ads, okay? I hope you get the word out. You can't talk out of both sides of your mouth. This is serious business. And what is it? Mean what you say and say what you mean. That's the ad, but it's not the reality.

And we're going to prove to the people of California they have a real choice, a choice for the future, a choice of someone who really understands what the state is all about. I mean, I've been here.

By the way, when you say, "I was against 187," she was 3,000 miles away. She hadn't voted for years. What does that mean, I was — hell, I was for the Revolutionary War too.

But we got a lot of stuff to do, a lot of stuff. We got the delta levies that if we had a big earthquake they'd break. There's tens of thousands of jobs there. The roads are falling apart. In the city of Oakland we've got pot holes this big.

If we just had the vision and we could mobilize the people of this state to invest in just what's needed we could put our people back to work.

And if I'm the next governor, as I think I will be, we're going to make the right actions, we're going to get the people behind us, and we're going to knock on the door of Washington and say, "It's time not for austerity, it's time for jobs. It's time for rebuilding America. It's time for building together."

By the way, in terms of jobs, just in renewable energy I say we could build 20,000 megawatts by 2020. And that's probably 30 or \$40 billion worth of investment. And that can be made by the utilities. You see, one way we spend it on bills, or we spend it in investment. And we can do that with renewable energy. And that's all American jobs. That's California jobs. And that's the difference.

Because what's going on now, people buy stuff, but it's made in China or India or somewhere else. We need those goods that we produce to the maximum degree, because then people not only make them, they

earn the money, and with the money they spend it and we create more jobs. That's the way America's worked in the past, that's the way it's got to work again.

And I'll tell you, to make that happen, we've got to win November, we've got to win the legislature, we've got to win in Congress, keep Barbara Boxer there, and that's going to take some solidarity. I can't do it alone. I'm going to need your help.

This is a big, big challenge. With your help, your hands, your heart, your funds, we'll take California back. We've got one Schwarzenegger and we don't need a second. Together we're going to get California moving again. Thank you very much.

"And if I'm the next governor, as I think I will be, we're going to make the right actions, we're going to get the people behind us, and we're going to knock on the door of Washington and say, "It's time not for austerity, it's time for jobs. It's time for rebuilding America. It's time for building together."

DAY TWO PROCEEDINGS JULY 14, 2010

Summary



President Leyva and Executive Secretary-Treasurer Pulaski welcomed delegates to Day 2.

Recognition

Art Pulaski recognized two vice presidents who retired from the Federation, Barry Luboviski. and Al Shur. Art Pulaski also recognized two new vice presidents, Randy Cammack from the Teamsters Joint Council 42 in Southern California Malinda Markowitz from the California Nurses Association.

Late and Amended Resolutions

Resolution 20: "In Support of AFGE's Campaign To Organize TSA Employees" Motion carried.

Resolution 21, "Saving Six Day Delivery and the Postal Service" Motion carried

Resolution No. 22. "Put America Back To Work!" Motion carried

Resolution 24 "Regarding the Support of Iraqi Labor Rights" Motion carried

Resolution No. 19. "Resolution Regarding Gaza Aid Flotilla Incident and Calling for a Just Solution To the Middle East Conflict" Motion tabled

Resolution 5 "Regarding the Attack On the Gaza Aid Flotilla, Calling for an Independent International Investigation, and Opening of the Gaza Border," Motion tabled

Resolution 13 and 23 combine : both deal with Arizona law SB 1070. Motion carried.

IN MEMORIAM

- **Jack Henning**, Executive Secretary-Treasurer Emeritus, California Labor Federation
- **Al Gruhn**, President Emeritus, California Labor Federation
- **Tom “T.J.” Stapleton**, IUOE 3
- **Archie Green**, UBC 2236
- **Bill Price**, UFCW and CARA
- **Andy Barnes**, IAM and CARA
- **Mike Nizetich**, MEBA 20 NMU District 1
- **Howard Steifer**, IBEW 1245
- **Obie V. Brandon**, UFCW 8 Golden State
- **Nadine Cox**, CWA 9408
- **John Ring**, SEIU 250, Hospital Workers
- **Tim Mackey**, AFSCME
- **Ray Burrell**, SEIU 1877
- **Jack Irving**, IAM 1484
- **Marian “Connie Costa” Shinualt**, AFSCME 2700
- **Maria Martinez**, AFSCME 2700
- **Rick Dowling**, ACE District, IBEW
- **Clyde Bowden**, IBEW 387
- **Luisa Ezquerro**, AFT 61, United Educators of San Francisco
- **Gene Mattingly**, AFT 61, United Educators of San Francisco
- **Paul Blackwood**, IBEW 569
- **Richard A. Clarey**, IBEW 551

COPE ENDORSEMENTS

State Constitutional Offices

Governor	Jerry Brown (D)
Lt Governor	Gavin Newsom (D)
Attorney General	Kamala Harris (D)
Secretary of State	Debra Bowen (D)
Treasurer	Bill Lockyer (D)
Controller	John Chiang (D)
Superintendent of Public Instruction	Tom Torlakson
Insurance Commissioner	Dave Jones (D)

Board of Equalization

District 1	Betty Yee (D)
District 2	Chris Parker (D)
District 3	No Endorsement
District 4	Jerome Horton (D)

U.S. Senator

Barbara Boxer (D)

U.S. Representatives in Congress

1	Mike Thompson (D)
2	No Endorsement
3	Ami Bera (D)
4	Clint Curtis (D)
5	Doris Matsui (D)
6	Lynn Woolsey (D)
7	George Miller (D)
8	Nancy Pelosi (D)
9	Barbara Lee (D)
10	John Garamendi (D)
11	Jerry McNerney (D)
12	Jackie Speier (D)
13	Fortney "Pete" Stark (D)
14	Anna Eshoo (D)
15	Mike Honda (D)

U.S. Representatives in Congress, con't

16	Zoe Lofgren (D)
17	Sam Farr (D)
18	Dennis Cardoza (D)
19	No Endorsement
20	Jim Costa (D)
21	No Endorsement
22	No Endorsement
23	Lois Capps (D)
24	Tim Allison (D)
25	Jacquese Conaway (D)
26	Russ Warner (D)
27	Brad Sherman (D)
28	Howard Berman (D)
29	Adam Schiff (D)
30	Henry Waxman (D)
31	Xavier Becerra (D)
32	Judy Chu (D)
33	Karen Bass (D)
34	Lucille Roybal-Allard (D)
35	Maxine Waters (D)
36	Jane Harman (D)
37	Laura Richardson (D)
38	Grace Napolitano (D)
39	Linda Sanchez (D)
40	Christina Avalos (D)
41	Patrick Meagher (D)
42	No Endorsement
43	Joe Baca (D)
44	Bill Hedrick (D)
45	Steve Pougnet (D)
46	Ken Arnold (D)
47	Loretta Sanchez (D)
48	Beth Krom (D)
49	No Endorsement
50	Francine Busby (D)
51	Bob Filner (D)
52	No Endorsement
53	Susan Davis (D)

California State Senate

2	Noreen Evans (D)
4	Lathe Gill (D)
6	Darrell Steinberg (D)
8	Leland Yee (D)
10	Ellen Corbett (D)
12	Anna Caballero (D)
14	Larry Johnson (D)
16	Michael Rubio (D)
18	Carter Pope (D)
20	Alex Padilla (D)
22	Kevin DeLeon (D)
24	Ed Hernandez (D)
26	Curren Price (D)
28	Jenny Oropeza (D)
30	No Recommendation
32	Gloria Negrete McLeod (D)
34	Lou Correa (D)
36	Paul Clay (D)
38	No Endorsement
40	Refer to Executive Council

California State Assembly

1	Wes Chesbro (D)
2	No Endorsement
3	Mickey Harrington (D)
4	Dennis Campanale (D)
5	Richard Pan (D)
6	Jared Huffman (D)
7	Michael Allen (D)
8	Mariko Yamada (D)
9	Roger Dickinson (D)
10	Alyson Huber (D)
11	Susan Bonilla (D)
12	Fiona Ma (D)
13	Tom Ammiano (D)
14	Nancy Skinner (D)
15	Joan Buchanan (D)
16	Sandré Swanson (D)
17	Cathleen Galgiani (D)
18	Mary Hayashi (D)
19	Jerry Hill (D)
20	Bob Wieckowski (D)
21	Rich Gordon (D)
22	Paul Fong (D)
23	Nora Campos (D)
24	Jim Beall (D)
25	No Endorsement
26	No Endorsement
27	Bill Monning (D)
28	Luis Alejo (D)
29	Michael Esswein (D)

30	Fran Florez (D)
31	Henry Perea (D)
32	No Endorsement
33	Hilda Zacarias (D)
34	Esmeralda Castro (D)
35	Das Williams (D)
36	Linda Jones (D)
37	Dual: Ferial Masry (D)/ Jeff Gorell (R)
38	Diana Shaw (D)
39	Felipe Fuentes (D)
40	Bob Blumenfield (D)
41	Julia Brownley (D)
42	Mike Feuer (D)
43	Mike Gatto (D)
44	Anthony Portantino (D)
45	Gil Cedillo (D)
46	John A. Pérez (D)
47	Holly Mitchell (D)
48	Mike Davis (D)
49	Mike Eng (D)
50	Ricardo Lara (D)
51	Steven Bradford (D)
52	Isadore Hall (D)
53	Betsy Butler (D)
54	Bonnie Lowenthal (D)
55	Warren Furutani (D)
56	Tony Mendoza (D)
57	Roger Hernandez (D)
58	Charles Calderon (D)
59	Darcel Woods (D)
60	Greg Fritchle (D)
61	Norma Torres (D)
62	Wilmer Amina Carter (D)
63	Renea Wickman (D)
64	Jose Medina (D)
65	Carl Wood (D)
66	Douglas Dye (D)
67	Rosalind Freeman (D)
68	Phu Nguyen (D)
69	Jose Solorio (D)
70	Melissa Fox (D)
71	Gary Kephart (D)
72	Esiquio Uballe (D)
73	Judy Jones (D)
74	Crystal Crawford (D)
75	No Endorsement
76	Toni Atkins (D)
77	Mark Hanson (D)
78	Marty Block (D)
79	Ben Hueso (D)
80	V. Manuel Perez (D)

COPE ENDORSEMENTS: BALLOT MEASURES

Proposition 19	Legalize Marijuana	Recommend: Neutral
Proposition 20	Redistrict Congressional Districts	Recommend: Vote NO
Proposition 21	VLF Surcharge for State Parks	Recommend: Vote YES
Proposition 22	Prohibit the State from Taking Local Funds	Recommend: Neutral
Proposition 23	Suspend Air Pollution Control Laws (AB 32)	Recommend: Vote NO
Proposition 24	Repeal Corporate Tax Loopholes	Recommend: Vote YES
Proposition 25	Majority Vote Budget	Recommend: Vote YES
Proposition 26	Two-Thirds Vote Requirement for Fees	Recommend: Vote NO
Proposition 27	Eliminate Commission on Redistricting	Recommend: Vote YES

POLICY STATEMENTS

INCLUDING THE MIDDLE CLASS BILL OF RIGHTS AND
CALIFORNIA LABOR'S ECONOMIC RECOVERY AGENDA

CONTENTS

Middle Class Bill of Rights

California Labor's Economic Recovery Agenda

POLICY STATEMENTS

Executive Summary

Secure Jobs

An Enforceable Right to Organize

Living Wages and a Strong Social Safety Net

A Fair Economy

An Equitable, Sustainable Budget and Tax System

High Quality, Accessible Education

High Quality, Universal Health Care Coverage

Strong Protections for Worker Health and Safety

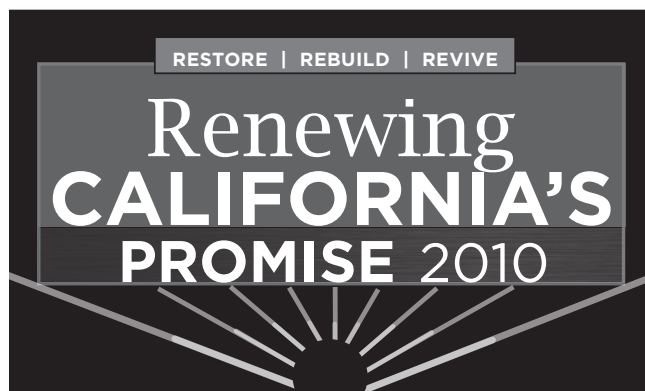
Sound Public Investments

Environmental Protection

Good Government and Accountable Corporations

Rights of Immigrants

Rights of All Working Families



The MIDDLE CLASS BILL *of* RIGHTS

EVEN THOUGH WE ARE PAYING OUR FAIR SHARE IN TAXES,
WORKING FAMILIES ARE GETTING LESS IN RETURN AND
BEARING THE BRUNT OF THE STATE'S DRASTIC BUDGET CUTS.

Our schools, colleges, and universities are dramatically underfunded, while our safety and quality of life have been compromised by cutbacks to police and firefighters, and other vital services. Our health, environment and economic security are at risk as the state continues to slash basic necessary services to our communities.

At the same time, many wealthy corporations are getting a free ride, bleeding the state of billions of dollars in corporate tax giveaways and blocking the collection of new sources of revenue, such as oil and tobacco taxes.

California was once the envy of the country. But years of failed leadership, drastic cuts and lack of vision threaten to shred the very fabric of our state. It's time for our government to prioritize rebuilding the middle class through good jobs, quality education, a clean environment and safe and secure communities. The state must commit to raising the necessary revenue and prioritizing spending to meet the basic needs of California families.

The Middle Class Bill of Rights clearly defines our demands as the people of this state to protect and promote responsible stewardship of our public dollars so that we can return California to a first-class place to live, work and raise a family.

AS THE PEOPLE OF CALIFORNIA, THESE ARE OUR DEMANDS:

- ★ The right to a good job that includes a living wage and adequate benefits;
 - ★ The right to quality, affordable health care for all regardless of socioeconomic status;
 - ★ The right to quality K-12 education to provide our state's children with necessary skills and knowledge to pursue the well-paying jobs of the 21st Century;
 - ★ The right to a world-class public university system to train and develop our state's young adults and foster the innovation to attract businesses from around the country and globe;
 - ★ The right to safe and secure communities through fully funded police and fire departments and other first responders;
 - ★ The right to clean air, water and preservation of our natural resources, wildlife and treasured state parks;
 - ★ The right of a well-maintained infrastructure through investment in safe roads, bridges, public transit and sewage and water supply;
 - ★ The right to a just system of taxation that ensures wealthy corporations are paying their fair share for the services necessary to run our state;
 - ★ The right to a strong safety net that provides the basic essentials for our state's most vulnerable citizens;
 - ★ The right of security in home ownership and protection against predatory lending practices to safeguard families from foreclosure;
 - ★ The right to a secure retirement to protect our state's seniors from poverty and homelessness in old age;
 - ★ The right of health and safety protections on the job;
 - ★ The right to join a union and bargain collectively for better wages without fear of employer harassment and intimidation or job loss;
- California's future depends on these rights being respected and protected. The aforementioned rights equal a more economically secure and healthier state for all our residents.

California families expect the state to provide the necessary resources to ensure these basic rights are met. We call on all of our state's leaders to adopt these values and principles as a positive step in rebuilding our once great state.

California Labor Federation 2010



An Economic Recovery Agenda

as adopted by the Executive Council December 1, 2009

Times are bleak for California's working families.

As layoffs mount, we are not just struggling to maintain healthcare benefits or get a cost of living increase, we are scraping to put food on the table and keep roofs over our children's heads. Wages continue to stagnate while we're losing 50,000 jobs a month, spiking unemployment to a post-World War II record. Budget cuts, furloughs, and foreclosures have unhinged our state's once stable middle class. Our social safety net has been ripped to shreds and no longer supports the most vulnerable among us.

The perfect storm of job loss, slashed wages, massive cuts in state spending and skyrocketing health care costs threatens to drown any chance of an economic recovery. In construction, our members are seeing unemployment rates of up to 30 percent. Tens of thousands of school employees have lost their jobs. State workers are suffering from a 15 percent wage cut and working without a contract. Public and private sector workers are being paid less to do more, facing additional layoffs, wage and benefit reductions and the constant fear of losing their jobs. The only way for California to emerge from this deep, dark recession is to invest in the creation of good jobs with decent pay and benefits.

Federal stimulus funds have mitigated our job loss and begun to spur economic activity in our state. But much more needs to be done. We need additional federal funds to be distributed to states as quickly as possible.

An Economic Recovery Agenda

1. Rebuild California's Crumbling Infrastructure

For too long, our state's roads, transportation and water systems, hospitals, and schools have been deteriorating and neglected. Our public infrastructure has been slashed, preventing government from functioning effectively. In the global economy, we must invest in the infrastructure that supports the movement of goods from ships to maritime terminals to trucks to rail, creating good jobs each step of the way. We should prioritize infrastructure projects based on the needs of our state and the importance of good job creation. Investing in projects like building high speed rail, retrofitting and weatherizing public buildings, creating a maritime highway, and expanding broadband access will create sustainable, year-round jobs, advance the public interest, and attract new businesses to California. As we rebuild, every effort must be made to buy materials made in America and in California. We should be manufacturing, rather than importing, the goods necessary to rebuild this state.

2. Invest in a 21st Century Workforce

Business and government need a trained and skilled workforce to get the job done and our economy needs workers with good wages and benefits to grow and prosper. Training must begin in primary school and should continue through career technical education, worker training programs, apprenticeship programs, career ladders, and higher education. The most successful training comes from our unions, through mentor training, where apprentices learn from journey level union members. Funding these programs will spark innovation and create the skilled workforce California needs to compete both nationally and globally.

3. Enact the Middle Class Bill of Rights

Working families share the same belief – if we play by the rules, pay our taxes and work hard, the promise of California can be ours. That belief is no longer a reality. Even though we are paying our fair share in taxes, middle class families are getting less in return and bearing the brunt of the state's drastic budget cuts. Our schools, colleges, and universities are dramatically underfunded, while our safety and quality of life has been compromised by cutbacks to police and firefighters, and other vital services. Our health, environment and economic security are at risk as the state continues to slash basic necessary services to our communities. At the same time, many wealthy corporations are getting a free ride, bleeding the state of billions of dollars in corporate tax giveaways and blocking the collection of new sources of revenue, such as oil and tobacco taxes. A Middle Class Bill of Rights clearly defining our demands as residents of this state will protect and promote responsible stewardship of our public dollars.

4. Repair the Safety Net

Laid off workers stay awake at night worried about their lost income and health care. Injured workers are denied medical treatment and adequate benefits. Too many workers are denied basic labor rights, like minimum wage and overtime. Seniors, people with disabilities, and children are faced with losing the assistance they depend upon for survival. By providing necessary support to the vulnerable and those most impacted by the economic crisis, we not only provide a lifeline to families and neighborhoods in need, but also create vital economic stimulus to put our state on the road to recovery. Repairing the safety net is both morally imperative and fiscally responsible.

5. Develop and Implement an Economic Vision

In addition to shoring up our traditional sectors, we must attract new and diverse enterprises in California, those that capitalize on the new economy and new technologies. Targeted efforts to partner with our university systems and community colleges to attract investment and create industry clusters are needed to grow our state economy. A sustainable economy will be based on rebuilding our middle class through good jobs and a voice at work.

Policy Statements



2010 Policy Statements

The nation faces one of the most daunting economic challenges of our times. Financial deregulation, risky investments and unbridled greed on Wall Street caused an unprecedented global economic crisis. California has been particularly hard-hit. Unemployment, foreclosures and bankruptcies are skyrocketing, while deep budget cuts devastate essential public programs such as education, public safety and the social safety net.

In the midst of economic crisis, the Labor Movement is turning challenge into an opportunity for fundamental change. The passage of federal health care reform is an important victory and step toward making health care accessible and affordable for all. Reform and regulation of the financial industry is underway and the fight for the Employee Free Choice Act has been re-energized.

The Labor Movement's work is more urgent now than ever. The social contract between employers and America's working families is broken. There used to be an agreement that workers who put in their time and paid their dues would be secure in their jobs, benefits and retirement. When illness struck, company health care coverage would make sure families were covered. When companies prospered, they recognized the contributions of their workforce, and corporate prosperity benefited executives and line workers alike. When workers retired, solid pensions ensured financial security and peace of mind.

The government played a role in that economic boom and built a safety net for workers. Corporations paid their fair share in taxes and we were able to enact a crucial set of safety net protections that guaranteed a lifeline during hard times such as poverty, unemployment, sickness, injury and old age. In California, public investments in infrastructure built the nation's most impressive highways, bridges, aqueducts and dams. The state fully funded primary education and created a system of higher education that was the envy of the nation.

Our economy was once built on workers' wages, not financial bubbles and consumer debt. The state invested in the lives and futures of our people.

Now, instead of sharing the wealth when business is booming, executives are reaping the benefits of outrageous compensation packages while the wages of the rank and file stagnate. Instead of honoring commitments to retirees, companies and local governments are filing for bankruptcy to evade their pension obligations and the financial industry continues attempts to privatize Social Security.

Union by union, industry by industry, we can see that the social contract is broken. The hard numbers prove that this is more than a smattering of anecdotes – it is a nationwide reality. In 2010, only 20 percent of private sector workers were covered by a defined benefit plan. While worker productivity has nearly doubled since the 1970s, worker wages have remained flat. We are now the most productive work force in the world yet American workers have been rewarded with rollbacks of basic protections and retirement insecurity. The American dream has been dismantled by a corporate agenda premised on deregulation, corporate globalization, privatization, attacks on workers and unions, and greed.

Now is the time for the Labor Movement to repair the broken social contract and renew California's promise. The California Labor Federation has a plan for economic recovery that will restore, rebuild and revive our state. It's time to rebuild California's crumbling infrastructure and invest in a 21st century workforce. It's time to repair the safety net and restore and increase funding for public programs that made our state great. It's time to build a new high-road economy based in manufacturing and in the creation of union jobs with good wages and benefits.

We endorse these policy statements as the roadmap to begin economic recovery and renew California's promise.

Executive Summary

1. Secure Jobs

All workers deserve to know that their jobs will still be around tomorrow, but the economic crisis combined with changing federal trade policy and bad employer behavior are working against job security in California. From misclassification of workers to the growth of the underground economy and the steady stream of jobs headed overseas, California's workers and their jobs are less secure than ever.

We need to crack down on employers that intentionally misclassify their workers as independent contractors, depriving them of nearly every worker right we've fought to protect. We need better funding and enforcement of state and federal labor laws to stop the growing underground economy and to catch employers who violate workers' rights.

2. An Enforceable Right to Organize

We know that good union jobs are the best way to secure the middle class, but for too many American workers, the right to join a union exists only on paper. Increasingly ruthless employer opposition to organizing efforts has contributed to slipping unionization rates and increased the challenge of organizing new workers.

Tireless work by California's unions has countered this national trend, even as we have confronted anti-worker gaming compacts and attacks on our right to make union members' voices heard in the political process. We will continue to defend workers' right to organize, a right we can make real by passing the federal Employee Free Choice Act. We support the creative, cooperative and successful organizing work being done by our affiliates.

3. Living Wages and a Strong Social Safety Net

Workers' wages are failing to keep up with the rising cost of food and gas, the state's unemployment insurance system is billions of dollars in the red, worker's compensation benefits have been slashed and our right to a basic lunch break and overtime pay is under attack. California's unions have fought hard for these protections, but they need constant defense.

We need to raise our minimum wage to meet the needs of working families. We must shore up our social safety net programs. We will continue our defense of workers' basic rights to lunch breaks, adequate workers' compensation benefits and retirement security. We won't just fight back attacks – we'll continue to push forward by enacting legislation to guarantee paid sick days for all California workers and to repair our unemployment insurance system.

4. A Fair Economy

The Bush Administration's policies culminated in a global economic meltdown and subsequent billion-dollar bailout of the big banks and financial industry corporations that caused the crisis. California's workers have been hard hit by the crisis and are facing Depression-era unemployment and skyrocketing numbers of foreclosures and bankruptcies. Devastating state budget cuts threaten to undermine any economic recovery. All these troubles are worsened by the continual advocacy of bilateral trade agreements that fail to protect workers' rights here or abroad.

We need an economy that works for all, not just the wealthy few. We need to build a 21st century economy in California that creates stable jobs with good wages and benefits. We need a trade policy that protects workers' rights and jobs. We call for continued rejection of the proposed U.S.-Colombia Free Trade Agreement and others like it that fail to include labor protections for workers in the U.S. and around the globe.

5. An Equitable, Sustainable Budget and Tax System

Between California's supermajority requirement to pass a budget or raise taxes, long history of voter-approved spending limits and requirements, and outdated tax code that is riddled with loopholes, the state's fiscal house is in continual turmoil. Annual budget fights have serious impacts on California's working families in every sector of the economy. Years of deep cuts have strained the state's systems to the breaking point.

We need a budget and tax system that raises the necessary revenue and prioritizes spending to meet the basic needs of California families. We reject budgets based entirely on cuts to programs and services and simultaneously give away billions of dollars to corporations in tax breaks. To create a state budget that takes care of our basic needs, we must close tax loopholes, increase transparency and accountability for tax expenditures, improve enforcement of current tax laws and develop new revenue sources.

6. High Quality, Accessible Education

California's education system lies at the heart of the state's economic future. Without appropriate investment at all levels of the system, we won't be able to train the workers our state needs. Persistent state budget problems and attacks on education workers threaten this investment, and have led to increasing challenges for both workers and students.

We call for full funding of California's entire education system. We support universal access to public higher education and we recognize that affordability is a key component of access. We oppose attempts to circumvent education workers' collective bargaining agreements. We need to expand the state's investment in career technical education and workforce development for workers of all ages. We will continue our ongoing work to defend labor education efforts across the state.

7. High Quality, Universal Health Care Coverage

For years, California's unions have led the fight for better, more affordable health care in California. The passage of federal health reform is a step forward but more work remains to make health care affordable and accessible for all. A large amount of the crucial details of implementing health care reform is left up to the state and we have the opportunity to contain costs, strengthen regulation and lay the groundwork for a single public insurance system.

In implementing federal health care reform, we need to create a public exchange staffed by civil service workers that uses the power of bulk purchasing to drive cost containment. We need to strengthen regulation of the health insurance industry, contain costs and create a public alternative to private insurers. We still need to protect the state's ailing safety net institutions and improve the quality of the health care we all receive.

8. Strong Protections for Worker Health and Safety

All workers deserve a safe and healthy workplace, yet an average of 16 American workers are fatally injured at work every day. Immigrant workers are particularly vulnerable to workplace injuries and death. These problems are made worse by under-funding of state health and safety enforcement efforts.

To protect worker health and safety, California must increase funding for enforcement efforts as well as penalties for violators of the state's health and safety laws. Fines must never become just another cost of doing business. We need meaningful regulations on indoor and outdoor heat exposure to protect vulnerable workers. To protect workers at home and on the job, we need better regulation of dangerous chemicals.

9. Sound Public Investments

California desperately needs sound public investments, as our infrastructure ages and our population grows. Our roads and levees need repair. Our hospitals need retrofitting. Our schools need modernizing. Our prisons are bursting at the seams. Our public infrastructure needs serious, immediate attention.

We must have a comprehensive strategy for making those investments and a sustainable, equitable way to finance them. We need to invest in our public transportation systems, high-speed rail system and our roads and highways. We need to continue to support California's maritime trades and the vast economic engine they fuel through the state's ports. We must preserve the people's right to control the state's water. As the state makes new investments, we must also defend our existing assets from privatization efforts.

10. Environmental Protection

As workers and as residents of California, we all deserve clean air, clean water and safe energy sources. Protecting the environment is both socially responsible and a key component of future growth for organized labor. The decisions we make now about adapting to global warming and the ways we generate energy will impact the economy, environment and infrastructure of California for decades to come.

As we adapt to climate change and new energy sources, we must fight to ensure that the new jobs of the green economy are union jobs with a future. We recognize that the future stability of our energy supply depends on renewable energy sources and we support efforts to move in that direction. We continue our steadfast opposition to deregulation of the energy market.

11. Good Government and Accountable Corporations

As Californians, Americans, consumers and unionists, we deserve government that works for the people and accountability from corporations. Without a healthy democracy in which public participation is allowed and encouraged, the voices of union members will be drowned out by the influence of powerful corporations.

We support public participation in the political process and defend the right of workers to make their voices heard. We believe that corporate accountability starts in the boardroom and must continue in the community. Transparency in corporate behavior and government decision making are vital to the health of our economy and our democracy.

12. Rights of Immigrants

Without immigrant labor, California's economy would grind to a halt. Immigrants have been at the forefront of organizing campaigns in recent years and have helped revitalize the Labor Movement. Protecting the rights of immigrant workers and their families, especially the right to organize, benefits all workers in California.

We call for humane and comprehensive immigration reform that includes a path to legalization. We reject anti-immigrant rhetoric and policies. We support strong enforcement of labor laws to prevent exploitation of immigrant workers and the race to the bottom for all workers.

13. Rights of All Working Families

Union members are more than just workers. We are also family members, consumers, community members and neighbors. The Labor Movement defends the rights of working people in different areas of our lives, not just the workplace. Federal policies of pre-emptive war and violations of civil liberties have made our work in this area more important now than ever before.

We support consumer rights to product safety, financial privacy, and regulation of public goods. We support policies that help workers balance work and family lives. We are unflinchingly devoted to the protection of civil rights and liberties, and abhor discrimination in all its forms.

1

Secure Jobs

ALL workers deserve to know that their jobs will still be around tomorrow. Unfortunately, the economic crisis, crippling unemployment and the specter of a long, slow recovery makes work less secure for all workers. Changing federal trade policy and bad employer behavior continue to work against job security in California. As the state budget faces billion dollar shortfalls, many of California's public servants have been furloughed, have taken pay cuts and have been laid off.

Declines in the newspaper industry have impacted every newsroom in the state. The closing of the New United Motor Manufacturing, Incorporated (NUMMI) factory eliminated 4,500 union jobs and is yet another blow to California's crumbling manufacturing base. Mass layoffs by blue chip companies across the country have plunged the nation into an unemployment crisis. Competition from international labor markets with weaker worker protections continues to pull jobs away from the United States.

Both the types of jobs and the nature of work in California are changing. Employers are taking steps to sever the employer-employee relationship. They are hiring more contingent and temporary workers. They are contracting out more work and increasingly misclassifying their employees as independent contractors. These arrangements free employers from providing any real protections for their employees.

Contingent workers are unlikely to qualify for basic health and welfare benefits and, in some cases, are legally barred from organizing a union. Workers who are misclassified lose all employee rights, from minimum wage protection to the right to organize, leaving them with little hope of making a better life.

Workers in the underground economy receive the fewest protections of all. Employers in the underground economy can and often do leave their workers bare of all their legal protections. With few resources, remedies and protections, these workers toil in some of the state's most difficult, dangerous, and worst paying jobs.

Job insecurity can silence our voice at work, the voice that is so critical to a strong union movement. When workers are discriminated against, denied overtime pay, or forced to work in a dangerous environment, they are less likely to speak up if they think their job might be on the line.

The Federation will continue to fight for job security for all California workers. We are working to prevent jobs from being off-shored. We are pushing for more effective labor law enforcement. We are fighting to stop contingent work from eroding the quality of our jobs. And we are dedicated to reducing the underground economy.

Contingent Labor

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 the public sector. Temporary jobs have grown far faster than the overall number of jobs in the state. Women, people of color, immigrants and young people are disproportionately represented in the contingent workforce.

Contingent work generally means lower wages, fewer benefits, unsafe working conditions and less job security. Contingent workers are less likely to receive benefits or pensions. Job insecurity is a particular problem for contingent workers, who are easy to eliminate in an economic downturn.

because of the very nature of their employment. While these new work arrangements may make it easier for big businesses to dispose of workers at will, these jobs are not meeting the needs of workers. Most temporary and part-time workers report that they would prefer to be employed in a full-time and permanent job.

Contingent work also presents new barriers to unionization. Some contingent workers, because they are technically self-employed, aren't eligible for unionization. High job turnover, frequent changes in job sites, and the disconnect between a worker's technical employer and his functional employer make organizing these workers extremely challenging. Some employers may choose contingent arrangements for their workers precisely to thwart unionization efforts.

The Federation supports policies that would eliminate the economic advantage that employers gain by keeping their workers in a marginal status. The Employee Free Choice Act (EFCA) will pave the way for millions of workers to join unions and we cannot allow employers from creating new barriers to the right to organize in the wake of EFCA's passage.

We support strong enforcement of requirements mandating temporary employment agencies and other brokers of contingent labor to pay for workers compensation for their employees. Independent contractors should be held to the same credentialing, security, safety, and other standards that apply to other employees, and employers should pay pro-rated benefits to part-time workers. We support the right of temporary workers to know how much an employer is paying for their services so they can bargain more effectively for higher wages.

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. Contingent workers deserve the same rights as traditional workers: wage and hour protections, health and welfare benefits, the right to a voice at work, and assistance in times of an illness, layoff or workplace injury.

INDEPENDENT CONTRACTORS

One of the most rapidly increasing forms of non-standard work arrangements is the use of independent contractors. In theory, independent contractors are hired by employers under contract to complete specific work. Often they are paid by the job rather than by the hour. Since they are considered "self-employed," these workers are not eligible for state-mandated employment-related benefits. Those who hire them save considerable sums by not paying Social Security, unemployment insurance taxes and workers' compensation insurance premiums.

Nationally, more than 10 million workers are classified as independent contractors. The U.S. Department of Labor has conservatively estimated that 10-30 percent of the nation's businesses misclassify at least some of their workers. But simply calling a worker a contractor does not make it so. If an employer still maintains control over the worker and his or her working conditions, that worker is an employee, entitled to important benefits like workers compensation coverage, minimum wage and overtime protections, and access to family medical leave.

Over 75,000 California workers were misclassified as independent contractors in 2003 and violations are not contained to the underground economy. In 2009, courts awarded more than 200 Federal Express drivers in California \$14.4 million in compensation for their illegal misclassification as "independent contractors."

The Federation recognizes that the misclassification of workers as independent contractors is one of the greatest threats to worker rights that we face today. It represents the severing of the traditional employment relationship and the shifting of all risk – of illness, injury, economic slowdown – onto the worker. We are committed to finding effective tools to fight misclassification of workers.

In 2007, we worked with the Teamsters to pass legislation to increase penalties on employers for intentional misclassification. In 2008, we sponsored three bills to hold consultants liable for promoting misclassification schemes to employers, to give workers information about the rights they lose as independent contractors and how to get help if they are misclassified, and to subject

independent contractors in the telecommunications industry to greater scrutiny and oversight. We support federal and state legislation that would require employers to notify workers if they are classified as independent contractors and increase penalties on employers who misclassify workers and violate labor laws.

The Federation will continue to fight alongside our unions for these policies and others to curb employer abuse of independent contracting arrangements. The Federation opposes any effort to erode job quality through the abuse of independent contractor classification

The Federation believes that all workers deserve basic workplace rights, whether they are temporary workers, part-timers, independent contractors or sub-contracted employees.

Volunteer Labor

Toxic oil spills, raging wildfires and other disasters frequently spark big-hearted responses from Californians ready to step in and help wherever they can. The Federation supports civic engagement and volunteerism and our members are often the first on the scene to lend a hand. At the same time, we recognize that volunteer labor should not be relied on to replace or eliminate jobs that should be filled with trained professionals.

The proper staffing of emergency responder positions, environmental clean up crews and other disaster-response teams is vital for worker, public and environmental safety. In cases where volunteer labor is appropriate, volunteers should be provided with all necessary legal protections, including workers' compensation insurance, as well as the proper level of training, protective clothing, and equipment for the tasks to which they are assigned. Volunteer worksites should always follow all worker health and safety standards for volunteers, including applicable standards for the use of a respirator.

Workers should not be expected to serve as volunteers in their own worksites. Recent proposals to require classified school employee "volunteers," without any medical experience, to administer medications to students pose serious threats to student safety and workers' rights. In this economy, workers do not really have the option of declining so-called voluntary assignments without fear of consequences. Districts should not be able to shirk their responsibility under federal law to provide adequate medical care to students by pressuring classified employees to take on this role.

The Federation supports increased regulation of unpaid internships for students and young workers. Internships are only loosely regulated through vague and outdated employment law, yet the numbers of unpaid internships is on the rise as the tight job market prevents inexperienced young people from getting paid work. The use of unpaid internships by employers not only deprives interns of labor law protections, but also displaces older, paid workers.

Off-shoring

The lack of enforceable worker protections abroad puts tremendous pressure on the California economy. Workers in our state must now compete with workers around the globe who earn less than a dollar an hour. We have seen the steady loss of manufacturing jobs over the past few decades, but more recently a wave of service sector jobs have also been lost to the global economy. Today, it seems that almost no job is safe from threat of the global race to the bottom.

Over 14 million service sector jobs in the U.S. are at risk of being off-shored, as functions from paperwork to word processing to telephone answering are moved to lower-wage countries. Software and other technology jobs are increasingly being relocated to India, where highly skilled and well-educated workers can replace U.S. employees at a fraction of the cost. An increasing number of U.S. patients are even going abroad to have medical procedures done at a lower price.

All too often, consumer calls to call centers for technical assistance are answered by workers in other states or countries. What used to be solid middle class California jobs have now been lost in the race to the bottom for workers. Between 2008 and 2009 Verizon and AT&T cut more than 2,000 jobs and many of those cuts were due to the relocation of call centers outside the state or

country. We support legislative proposals that require disclosure of the locations of public utility call centers that receive calls from California and that require the utility to report to the state the locations, and other data, on call centers. We also support legislation to require call centers to remain in California if receiving public funds.

The Federation has worked to prevent corporations from using public funds to export good jobs overseas. We support requirements that goods and services purchased with public funds create jobs in California. We support requiring corporations to report the number of jobs they are shipping outside the state and the country as well as the amount of work they are sub-contracting away from California.

The Federation will continue to fight for job security and to prevent employers from shopping around to other states and other countries in a global race to the bottom for wages, working conditions and worker rights.

The Underground Economy

California's vast underground economy continues to grow. According to a California Employment Development Department analysis of IRS data, California's underground economy is worth between \$60 and \$140 billion a year. It has been estimated that this represents a tax loss to California of between three and 6 billion dollars a year. An estimated 2 million Californians – 15 percent of the total workforce – work in the underground economy. Because business in the underground economy is conducted outside the bounds of state law, businesses operating there are able to gain an unfair advantage over their law-abiding competitors by flouting labor laws and ignoring their tax obligations to federal, state and local governments.

These scofflaw employers corrode entire industries. Their behavior forces responsible employers in the same industry to follow suit or be forced out of the market, effectively lowering the floor for workplace standards. The underground economy extends well beyond traditional sweatshop industries and now includes entire sectors of the economy from construction to restaurants and domestic work. A 2009 study entitled "Confronting the Gloves-Off Economy" details how the pervasiveness of the underground economy has caused a shift in the norms of the workplace. Employers can get away with providing less and less to workers as basic aspects of employment—paid sick days, vacation, health care, pensions—become luxuries.

Workers in the underground economy suffer the worst abuses. Many don't earn fair wages or overtime pay. Some are never paid at all. They are often forced to work in unsafe work environments. If they are hurt, they can't receive workers compensation. If they lose their jobs, they don't get unemployment insurance. In the construction industry, the underground economy remains a critical problem, resulting in lower wages and appalling safety conditions. Workers in the underground economy are the victims of unscrupulous employers who take advantage of workers with few choices, and then intimidate them into silence about these abuses. Undocumented workers are most likely to be trapped into these no-win situations.

Workers in certain industries are particularly vulnerable. A 2009 study by UCLA found that in Los Angeles, 60 percent of garment workers were paid less than the minimum wage, and a staggering 92.5 percent aren't paid proper overtime. The same study also found widespread overtime, unpaid work and meal break violations for child care and domestic service workers, indicating that violations of labor law are accepted business practice. A 2005 survey of raisin workers by the California Rural Legal Assistance Foundation found that more than 70 percent of raisin workers failed to receive the state minimum wage when they worked for piece-rate wages.

In February 2009, the L.A. city attorney filed criminal charges against two car wash owners for failing to pay 250 workers the minimum wage and for denying them legally required meal and rest breaks. These two employers are indicative of an entire industry based on worker abuse. A Los Angeles Times exposé of Southern California car wash workers found that two-thirds of employers investigated since 2003 were out of compliance with state labor laws such as minimum wage.

The underground economy is built on employers exploiting the vulnerability of immigrant workers who lack legal status. The threat of deportation and fear of reporting labor law violations to authorities when they lack legal status keeps immigrant workers trapped in the underground economy. The Federation supports immigration reform that gives immigrant workers full protection under U.S. employment and labor law and prevents employers from using legal status to exploit and threaten immigrant workers.

Labor Law Enforcement

The Federation has fought for stricter enforcement and tougher penalties for scofflaw employers. We support coordinated enforcement and investigations between tax and labor law enforcement agencies. The Federation has supported legislation to increase the penalties for employers that pay unfair wages or illegally withhold wages, but those penalties still remain far too low. The state should maintain a public database of labor law violators to bring needed scrutiny to these employers.

Many employers punish and retaliate against workers who report violations to deter other workers from filing complaints. Current protections against retaliation are inadequate and thousands of retaliation cases filed with the state have yet to be acted upon. We support legislation to curb retaliatory actions by employers, such as requiring employers to prove they are not retaliating if they fire workers who have filed labor claims.

In 1999, the Federation won a landmark piece of legislation that guaranteed joint liability for garment manufacturers and their subcontractors. That legislation has made employers liable for the wage and hour violations of their subcontractors. We support extending joint liability to all businesses that profit by using middlemen to accomplish work in agricultural, construction and janitorial industries. No employer should be able to hide behind an unscrupulous subcontractor to escape liability for the working conditions of employees.

Funding for labor law enforcement has failed to keep pace with the growth in the state's workforce. We support all efforts to increase state funding for labor law enforcement, through the Labor Commissioner, Cal/OSHA, the Public Employment Relations Board, the Employment Development Department, district attorneys, and the Attorney General's office. Even Governor Schwarzenegger recognized labor law enforcement positions as revenue generators and those positions should continue to be protected from state budget cuts. We support empowering unions to take legal action on behalf of aggrieved workers. The Federation also supports labor-management labor law compliance funds, which have proven useful in combating scofflaw employers in the construction and janitorial industries.

Because of the budget deficit, the Legislature authorized a temporary program to charge employers a fee to fund the Department of Industrial Relations, the agency that oversees labor law, health and safety and workers compensation enforcement. This means that the employers that are supposed to be regulated by DIR are now paying for their own regulation and paying the salaries of the enforcers, creating a fundamental conflict. The Federation will continue to monitor this three-year pilot program and advocate for changes if needed.

The Cal/OSHA Appeals Board has issued decisions the past few years that ignore the law, undermine legislative intent, and are contrary to its own and court precedents. Also of concern are the Board's rules and practices that the ability of the enforcement arm of Cal/OSHA to protect the lives, health and safety of California workers. The way the Board handles its cases leads to a culture of settlement by Cal/OSHA inspectors forcing attorneys to whittle down proposed penalties. This culture eviscerates the deterrent effect of Cal/OSHA on bad employers. The Federation will continue to monitor decisions at the Cal/OSHA Appeals Board and work to increase enforcement to protect workers' health and safety.

We support increased coordination between different departments and agencies to best enforce labor laws. Employers that violate health and safety and tax laws are likely violating labor laws for employees as well. Coordinated investigations, record-keeping and databases between agencies could both increase enforcement as well as better use and consolidate the resources of different departments.

The Federation applauds efforts by Labor Secretary Hilda Solis' Labor Department to more aggressively pursue companies that try to cheat their workers out of wages. The department has already hired more than 250 new investigators, increasing the total number by more than one-third. The Federation supports cracking down on the underground economy through a strategy that includes better enforcement of existing laws and establishing equal status for immigrant workers.

Finally, we support all efforts to make enforcement avenues more accessible and responsive to workers. We support the elimination of barriers to collecting due wages after the labor commissioner or the courts pass judgments. We also believe that enforcement will not be effective unless workers can communicate with public agencies in their own languages. The Federation will continue to work for better resources, including increased bilingual staffing, for labor law enforcement.

2

An Enforceable Right to Organize

NO one fights harder for a fair wage and decent working conditions than California's labor unions. Maintaining our right to organize workers and fight for the rights of working families is vital to the health, safety, and economic security of all Californians.

Despite a lasting legacy from one of the most anti-worker presidents in history and the unrelenting anti-union efforts of large employers like Wal-Mart, organizing efforts in California are gaining steam. The state is now home to 2.7 million union members and accounts for 17 percent of all the nation's union members, more than any other state. California has bucked a national trend of declining union membership and saw union membership as a percentage of the workforce rise dramatically— from 16.7 to 18.3 – between 2006 and 2009.

California's unions continue to lead the country in unionizing public sector workers. Over 57 percent of California's public employees are union members, compared to just 37 percent nationwide. This growth in public sector union representation can be credited to successful legislation sponsored by the Federation and our public sector unions that gave public sector workers the right to organize through majority sign-up cards, or card check. However, severe budget cuts are hitting public sector unions hard, as state, county and city workers are laid-off and furloughed. The Governor continues to undermine collective bargaining agreements by attempting to make unilateral cuts to state workers' wages and pensions and refusing to bargain in good faith.

A union job is getting harder to find in the private sector for workers across the U.S. and here in California. Fewer than one in ten private-sector workers in California is a union member. Nationwide, fewer than one in 12 belongs to a union.

Ruthless employer opposition is largely to blame for slipping unionization rates. Harassment, intimidation, threats and firings are more common than ever during an organizing campaign. According to a recent survey, employers illegally fire workers in at least 25 percent of all organizing drives. In nearly 80 percent of drives, management forces workers to attend one-on-one anti-union meetings with their own supervisors. Captive audience meetings, another common management ploy, further intimidate workers. Even when workers overcome these obstacles to win union recognition, employers frequently refuse to agree to a first contract. Federal labor law has failed miserably to protect workers' right to choose a union.

The Employee Free Choice Act (EFCA) is one way to level the playing field for workers. EFCA will put many of these needed changes in place and will pave a path for the millions of American workers who want to join a union but continue to be stymied by anti-union employer campaigns. EFCA would allow union certification with a majority of signed cards, provide mediation and arbitration for first contract disputes, and establish stronger penalties for violations of employee rights.

The Federation has made the passage of EFCA a top priority and we have worked to make California a pro-EFCA state. We've sponsored and passed two legislative resolutions putting the California Legislature on record in support of EFCA. In 2009, all Democratic members of the California Legislature committed their individual support of EFCA. The Federation worked hard to ensure that every member of the California Congressional Delegation and Senator Boxer also committed their full support of EFCA. The Federation will continue these efforts as part of its ongoing fight to win the right to majority sign-up for all workers.

Supporting Organizing Efforts

The Federation applauds the workers and unions who continue to successfully organize in such hostile anti-worker climates. From FedEx to Fresh & Easy, a grocery chain that uses scanning devices instead of grocery clerks, the Federation supports our unions as they continue the fight against anti-union employers, old and new.

The Federation embraces new and creative campaigns like the ongoing effort to organize truck drivers in California's ports. The port campaign is aimed at explaining the social and environmental costs of worker misclassification for communities across the state. This landmark campaign has already achieved incredible success in improving workers' rights, cleaning up some of the state's most polluted communities, strengthening ties with environmental allies, and creating job opportunities in the neighborhoods around the ports. The campaign represents the future of organizing and the importance of reaching out to contingent workers who have few other options for making a better life.

While we work for stronger labor laws at the state and national level, the Federation also supports innovative organizing strategies that our unions have adopted in place of the outdated and ineffective NLRB process. The current NLRB process is so slanted toward employers that there is virtually no opportunity for a fair election. We support the use of neutrality agreements with employers, card-check and community elections, and other ways to win union recognition that respect the will of the workers. Likewise, we continue to support organizing tactics like civil disobedience, corporate campaigns, community mobilizations, alliances with community-based organizations, Construction Organizing Member Education and Training (COMET), boycotts, strikes, salting and other forms of direct action to win recognition and contracts. We urge the cooperation of affiliates in multi-union efforts, which can effectively pool resources and eliminate jurisdictional disputes.

Standing Up for All Workers

The Federation strongly supports the rights of all workers to organize and to have their voices heard in the political process. Unfortunately, those rights have come under attack time and again through the efforts of right wing anti-union activists. The Federation unequivocally opposes paycheck deception measures. Right-wing proponents attempted to silence union members through a failed attempt to place paycheck deception on the November 2010 ballot and through Proposition 75 that was defeated in 2005. These paycheck deception measures would unfairly restrict uses of union dues and make union members play by different rules than big corporations when it comes to participating in the political process. These efforts to silence union voices are used by politicians like John McCain and Arnold Schwarzenegger, both prominent backers of Prop 75, to quash union opposition to their anti-worker agendas and to strip workers of their ability to make their voices heard.

We call for 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. For public employees not permitted to strike, we recognize the need for binding interest arbitration to level the playing field and ensure fairness in bargaining. We support the right of farm workers to use majority sign up to join a union free from employer intimidation.

The Federation opposes the use of municipal bankruptcy by cities to avoid obligations to public employees outlined in collective bargaining agreements. In 2008, the Vallejo City Council voted to declare bankruptcy, even after firefighters, police officers, and public employees offered a package of wage and benefits concessions that would have solved the city's deficit. This bankruptcy has jeopardized the benefits owed to employees and retirees, contracts with vendors, and the delivery of city services. The Federation has sponsored legislation to create an oversight structure to ensure that bankruptcies are only entered into when necessary and not to undermine collective bargaining agreements.

We oppose threats by Governor Schwarzenegger to the integrity of collective bargaining agreements. The Governor has attempted to circumvent state workers' contracts by cutting wages, increasing employee contributions to pensions and changing pension rules. The Governor and

Republican and Democratic legislators alike have also attacked teachers' collective bargaining agreements by attempting to effectively eliminate seniority and due process protections. These attacks set a dangerous precedent that could be used to strip away protections from all workers.

The Federation supports the National Mediation Board's decision to change anachronistic rules in the Railway Labor Act (RLA) that set prohibitively high thresholds for winning union elections for rail and airline workers. Rail and airline workers should be able to choose union representation by majority vote like other workers in this country.

The Federation applauds the appointment of Craig Becker and Mark Pearce to the National Labor Relations Board in 2010. The appointments of Becker and Pearce, both union-side labor lawyers, are important to provide balance on that Board and to give workers fair representation to mediate claims for better wages, benefits and rights. Despite fierce Republican opposition, labor sent a strong message to Congress about the importance of appointments to the NLRB.

In 2007, the Federation stood up for the fundamental right to organize by opposing four new gaming compacts, negotiated by Governor Schwarzenegger, that had no enforceable right to organize. These multi-decade agreements granted new gambling rights to four of the state's wealthiest tribes and represented the largest expansion of gambling in American history. Unlike the compacts negotiated in 2004, these compacts failed to provide a real right to organize for low-wage casino workers. While we supported a new compact for the San Manuel tribe, which had signed a collective bargaining agreement with the Communication Workers of America, labor launched a tireless effort to stop the legislative ratification of the other compacts and then worked to overturn them on the ballot. While those efforts were ultimately unsuccessful, the Federation will remain steadfast in its commitment to ensuring that all future compacts include an enforceable right to organize and will continue to hold individual legislators to account for their votes against such workers' rights.

Giving Workers the Tools They Need to Organize

The Federation calls for comprehensive labor law reform to ensure that workers can organize a union without risking their job. Employers that fire workers for union activity or use other tactics to interfere with workers' free choice deserve severe and immediate penalties. 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.

California unions must continue to pursue state and local level reforms to support organizing. The AFL-CIO, Change to Win and their affiliated unions across the country have stood together to demand passage of the Employee Free Choice Act (EFCA) and the Federation will continue to fight for the enactment of EFCA.

3

Living Wages and a Strong Social Safety Net

AS the economy continues to sputter, California's working families are in an increasingly precarious position. The minimum wage doesn't meet the basic needs of working families, the state's unemployment insurance system is billions of dollars in the red, workers' compensation benefits have been slashed by nearly 70 percent, our basic right to meal and rest periods is in jeopardy, and our retirement systems are under attack.

California's unions have fought hard to guarantee living wages and a dignified retirement for workers and to create a strong social safety net. During this economic crisis, these protections give people the basic necessities they need to survive. However, deep budget cuts to programs and assaults on retirement security tear apart the social safety net and people start to fall through the holes. The Federation opposes cuts to the social safety net and attempts to rollback worker protections that slow the state's economic recovery.

Fair Compensation

All workers should expect to receive a fair wage for the work they do. But the hourly wage needed to support a family remains out of reach for millions of Californians.

Those working at the minimum wage are most in need of a raise. But it's not only low-wage workers who need a hand. The Federation supports living wages and prevailing wages to make sure that public dollars subsidize good-quality jobs. The Federation also believes that overtime, compensatory time, paid sick leave and meal and rest period breaks are all part of fair compensation for a day's work. We know that good jobs with fair wages and a decent retirement are what preserve California's middle class.

Too often, employers not only fail to pay their workers a living wage, but do so with government support. For just one store in Tulare County, Wal-Mart received state tax credits worth up to \$31,500 per employee, more than twice the average salary of a Wal-Mart associate. The Federation supports efforts to review and reconsider the use of tax dollars, both through enterprise zones and other tax breaks and incentives, to ensure that they are helping lift workers out of poverty rather than keeping them there with taxpayer support.

The bottom line is simple: all workers deserve to earn a fair wage for a hard day's work.

MINIMUM WAGE

California's economic downturn has hit the state's lowest earners the hardest. Our high cost of living already makes supporting a family on a low-wage job nearly impossible. An October 2007 report from the California Budget Project found that to make ends meet with a very basic budget, an individual worker in California would need to earn \$13.62 an hour. To support a family, a household with two working parents would need each parent to earn \$17.39 an hour, and a single parent would need to earn \$28.72 an hour – more than three and a half times the state's minimum wage.

In 2006, the Federation sponsored successful legislation to raise the state's minimum wage from \$6.75 to \$8.00 an hour over two years. However, inflation is eroding those gains. In 2008, the purchasing power of the state's minimum wage was 24.8 percent below what it was in 1968. Between 2002 and 2006 alone, the purchasing power of the minimum wage fell by 11.6 percent. While this increase concretely helped the 1.4 million Californians working at or near the minimum wage, it is not enough to sustain California's working poor as the cost of living increases.

With the price of gas, food and rent skyrocketing, working families need a lasting solution to make sure their wages keep pace. The Federation supports indexing the minimum wage to the cost of living so that workers have a fighting chance to meet their financial obligations as prices for household essentials rise.

Increasing and indexing the minimum wage will benefit not only low-wage workers, but also taxpayers and the economy as a whole. The lowest-paid workers are the most likely to spend new disposable income, stimulating economic growth. As that money is spent on taxable merchandise and services, revenues to the state also increase.

The Federation supports strong oversight over employers that are allowed to pay workers with disabilities less than the minimum wage. Programs designed to increase workforce participation among the developmentally disabled through the payment of sub-minimum wages must be carefully constructed, reviewed, approved, and monitored to both ensure the protection of the workers and to mitigate the downward pressure on wages for other workers.

LIVING WAGE ORDINANCES

The Federation strongly supports local living wage ordinances. These laws require employers who receive funds, contracts or tax breaks from government to provide decent pay and benefits to their employees. Over 120 communities across the country have living wage ordinances. Living wage campaigns have succeeded in close to two dozen California cities, including Los Angeles, San Francisco, Santa Cruz, San Jose and Oakland.

More than a decade after the first living wage ordinance was passed in California, the evidence suggests that these laws substantially raise pay and benefits, reduce pay inequality and improve services, all at minimal costs. However, the work cannot stop there. Living wage ordinances are not just minimum standards, but should reflect the cost of living in a given area. The Federation supports indexing living wage laws to inflation to keep up with increases in the cost of living.

The Federation will continue to support living wage laws at the municipal, county, regional, state and national levels. We also support the efforts of local unions to use living wages and other area wage standards as bargaining tools. These wage standards are not always adequate to support a family, but they can create a floor from which unions can negotiate for higher wages and benefits.

PREVAILING WAGE

In California, 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 of California (SBCTC) that public funding for construction and development projects should go to employers who 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.

The failure to pay prevailing wages and benefits doesn't save money: it shifts other costs to taxpayers. Workers without health care or pensions end up in public hospitals and emergency rooms, and are forced to rely on public programs. 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, forces skilled workers to migrate to other areas, and harms the overall economy.

The Federation joins the SBCTC in opposing all efforts to undermine project labor agreements and prevailing wage laws, such as when city governments propose transitioning from a general law city to a charter city for the express purpose of opting out of State Prevailing Wage Law and prohibiting project labor agreements. This approach is wrongheaded as it represents an erosion of standards in the construction industry. It also undermines good wages and benefits on public projects at a time when private development has receded and publicly funded construction makes up a larger chunk of available construction work.

In San Diego County in 2010, anti-union charter amendments have been placed in front of voters in several charter cities. These initiatives would prohibit the city from funding contracts for public works project that have a Project Labor Agreement. These amendments, if passed, would force the city to forgo critically needed funding to repair crumbling infrastructure and construct new roads, water systems and other public works.

The Federation will continue to support the SBCTC efforts to protect Project Labor Agreements and prevailing wages and level the playing field for union contractors in California.

OVERTIME AND COMPTIME

In 2004, the Bush Administration jammed through a series of anti-worker changes to federal overtime regulations. The new rules reclassified millions of workers as “exempt” from overtime rights. Although the rule changes had limited impact in California, because of higher standards that labor has won here, the regulations set a troubling precedent nationwide. The changes also followed a cynical attempt by Congressional Republicans to erode overtime rights by allowing employers to offer comp time instead of overtime.

When workers put in extra hours, they deserve to be compensated. The Federation opposes any efforts to infringe on workers’ right to overtime pay. Overtime pay protects workers from dangerously long shifts. In the current jobs crisis, overtime pay also creates an incentive for employers to hire the appropriate number of employees rather than piling more hours on fewer workers.

Each year in Sacramento, legislators introduce Chamber of Commerce sponsored bills to take away overtime protections. We oppose efforts by Republican lawmakers to demand concessions on the 8-hour day as part of a reaching a budget deal, especially since such a proposal saves the state no money and simply hurts workers already struggling to get by. We condemn the high-tech overtime takeaway that was part of the 2008 budget deal, the first time a private sector worker protection was negotiated away as part of the budget.

We will resist any future efforts and continue to vigilantly defend the eight-hour day in California. We continue to oppose unnecessary mandatory overtime policies, and we support policies that curb abuse by supervisors and managers.

MEAL AND REST PERIODS

No workplace right is more basic than a lunch break. The Federation will staunchly defend workers’ rights to take meal and rest periods during the workday.

Governor Schwarzenegger has pushed to eliminate lunch break rights since he first took office in 2004. He has tried through emergency regulation, regular rulemaking, legislation, and budget leveraging. After battling the Governor for six years, the Federation is proud to have defeated every one of his efforts to take away this essential right.

We will continue to oppose all efforts to take away or weaken our fundamental right to a lunch break.

Social Safety Net

Workers need protection against unexpected interruptions in their work lives, such as workplace injuries or layoffs. Workers’ compensation, disability insurance, and unemployment insurance all provide vital safety nets to working people.

The Labor Movement will continue to fight to preserve and expand safety net programs for working people. We will push for better funding for our strained unemployment system. We will work to preserve benefits for workers on state disability. We will fight to help injured workers get the care and benefits they deserve in the workers’ compensation system. The Federation will continue to fight to support these programs as a basic component of workers’ rights in California.

UNEMPLOYMENT PROTECTIONS

California's Unemployment Insurance (UI) system provides temporary benefits for laid-off workers who lose their job through no fault of their own. The Federation believes that all laid-off workers deserve a way to support their families until they can find another job.

California has lost more than a million jobs since the recession began in 2007 and the unemployment rate is at a Depression-era high. Increasing numbers of the unemployed have been looking for work for over six months. Long-term unemployment is becoming the norm as the economy continues to struggle and economists predict a slow recovery over the next five years.

Given the economic crisis, UI benefits are for a lifeline for California's families, and can provide a critical stimulus to the overall economy. Studies have shown that every dollar spent on UI benefits results in a \$2.15 boost to the economy.

The American Reinvestment and Recovery Act (ARRA) signed by President Obama in February 2009 extended crucial relief to the unemployed and state UI funds, including a temporary increase in the amount of UI benefits, extended jobless benefits and subsidies for unemployed workers' COBRA health care premiums. A key portion of the legislation is the Unemployment Insurance Modernization Act (UIMA), which provides substantial financial incentives for states to close the major gaps in the unemployment program that deny benefits to workers.

The Federation sponsored two successful pieces of legislation to make urgent reforms to the state's UI program, take advantage of federal aid, and provide much-needed relief to jobless workers. The bills moved the state to an alternative base period, temporarily lowers the state's threshold for authorizing extended benefits and modernizes the state's outdated eligibility rules. Together the reforms allowed the state to access billions in federal funds and make long-term changes that will allow workers to include their most recent quarter of earning toward UI eligibility.

More help is needed for unemployed workers facing a long, jobless economic recovery. The Federation supports more federal funds to extend UI benefits and COBRA subsidies for health care premiums. As long-term unemployment increases, now is the time for the unemployed to attend job training and pursue an education to prepare for economic recovery. However, California makes it difficult to access training programs and receive benefits at the same time. The Federation supports removing barriers to allow the unemployed workers to gain the skills necessary to find a stable job with good wages and benefits.

Changes to specific UI programs cannot hide that California's Unemployment Insurance system is in crisis. The recession has only exacerbated existing problems with the UI system that need repair. The Federation supports major reforms to the state's UI system that will ensure the long-term solvency of the program and the ability of the unemployed to access adequate benefits.

The California UI fund is close to insolvent and has borrowed billions from the Federal government to stay afloat. Structural problems with the fund have caused the insolvency crisis and the Federation calls for financing reforms to the out-of-date UI system. The current system requires employers to pay higher tax rates when the UI Trust Fund balance falls. This structure charges employers more during economic recessions, but does nothing to prepare for downturns in advance. California must move from the current "pay-as-you-go" system to a "forward-funded" UI system. A "forward-funded" system would allow the Trust Fund to build reserves in times of prosperity so that businesses could avoid higher tax rates in rough times.

Re-financing the UI system must also include an increase in the taxable wage base. Federal law requires that employers pay UI taxes on the first \$7,000 of wages at a minimum. While at least 40 other states have adopted higher levels, California has remained at the federal minimum for taxable wage base since 1983. Maximum tax rates in California should be increased to ensure that the experience rating provisions of the program have an impact on high cost employers, especially those in the agriculture, construction and film industries.

The Employment Development Department—the agency that runs the UI system—needs an overhaul of their infrastructure to adequately serve the increasing numbers of unemployed Californians. No one at EDD's one-stop offices can help with unemployment insurance claims. The EDD computer system is built on an outdated computer language and the computer system is from the 1950s. Problems in these areas have only been made worse by furloughs of state workers. The Federation stands with the dedicated state workers at the EDD to support efforts and funding to modernize EDD's computer system and adequately staff the department to deal with the unemployment crisis.

EDD is following the national trend to eliminate the payment of unemployment and disability benefits by check and moving toward paying UI and DI benefits by direct deposit or electronic pay cards. Although the move to pay cards would benefit the “unbanked,” strong protections are needed to guard against costly hidden fees charged by banks that take a chunk out of benefit checks at a time when Californians can least afford it. The Federation supports strong protections for electronic benefits pay cards issued by EDD or any state agency.

The Federation supports better benefits for unemployed workers. California should join more than 35 states that index their maximum weekly benefits to the average weekly wage and create a dependent's allowance that would supplement weekly unemployment benefits for claimants with a dependent child.

Employer attempts to avoid responsibility for the payment of UI benefits should not be tolerated. When employers misclassify workers as independent contractors or form a shell corporation to qualify for a lower tax rate – a fraudulent practice known as “SUTA dumping” – they should face serious penalties. The Federation opposes employer fraud and opposes attempts by employers to roll back benefit increases won in 2001. We also oppose the increasing use of professional employer organizations (PEOs) as a tool for evading UI and other employment responsibilities. Using a PEO allows employers to mask their true unemployment responsibilities and gives them a backdoor way to offload higher, but deserved, UI costs while forcing the rest of the participants in the UI system to pay the price.

Finally, the Federation supports a strong worker layoff notification system and increased state and federal investment in retraining. In 2002, the Federation sponsored legislation to create a California specific version of the Worker Adjustment and Retraining Notification (WARN) Act, obliging businesses that lay off 50 or more workers to give 60 days notice.

The Federation supports legislation to strengthen the WARN Act by reducing the number of layoffs necessary to trigger a notice to 25 and increasing notice time for employees and state agencies to 90 days. The legislation also requires notification of layoffs due to off-shoring of work, and requires businesses that intend to close plants to bargain over alternatives. In cases of closure, companies should provide ample severance pay and income maintenance programs, extended health benefits, high quality retraining for real jobs, and early retirement options.

Despite efforts to strengthen the WARN Act, some employers game the system by staggering layoffs to avoid triggering the WARN Act provisions. We support efforts to ensure that employers comply with the law and provide workers and communities the notice they deserve to deal with the devastating impacts of layoffs.

DISABILITY INSURANCE AND PAID FAMILY LEAVE

California's State Disability Insurance Program (SDI) was created to compensate workers for wage loss when they are unemployed because of illness or injury that is not job-related. California's groundbreaking paid family leave program is also housed in the SDI program. California is one of only five states with a state disability program, and the only state with a comprehensive paid family leave program.

The worker-funded family leave program provides an essential financial bridge for more than 150,000 families each year. In the first five years of the program, 740,000 California workers received over \$4 billion in PFL benefits. Because of paid family leave, these workers are able to care

for a new child or sick family member without entirely foregoing their income. More outreach efforts are needed to spread the word about paid family leave benefits as widely as possible. Recognizing the diverse family structures of California's workers, the Federation supports a broad interpretation of which family members a worker may care for while on paid family leave.

The Federation supports the inclusion of all public sector workers in the SDI program, which can be done through the bargaining process. The Federation also believes that all workers who have paid into the disability fund, regardless of their citizenship, should be entitled to receive SDI.

The Federation supports strengthened workplace protections that guarantee no worker will be fired or face retribution for taking family leave or for using SDI. Employer retaliation against workers who need and take leave is simply unacceptable. The main reason injured or ill workers do not take leave is that they cannot afford to do so.

The Federation supports adequate benefit levels for SDI recipients. The Federation passed legislation in 1999 that pegged SDI to workers' compensation temporary disability benefits. The rationale is 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. More recent legislation increased maximum weekly workers' compensation temporary disability benefits and indexed them to increases in the state's average weekly wage, so maximum weekly SDI benefits are now indirectly indexed.

Because only 29 percent of California workers have ever heard of Paid Family Leave, workers are paying into the Fund but underutilizing it. Therefore, the Federation supports a small portion of the SDI Fund to be used for outreach and education.

The SDI system allows employers to substitute their own private "voluntary" 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 that weaken the overall state plan. When PG&E went bankrupt, its voluntary plan ran out of funds. Special legislation was required to provide disability insurance benefits for disabled PG&E employees and others in a similar situation.

The Federation opposes taking money out of the DI fund to use for other purposes. In 2010, Governor Schwarzenegger proposed taking a "loan" from the 100 percent worker-funded State Disability Insurance fund and funneling it to grants to employers as part of his "Jobs" program. Such a loan out of the fund could trigger an SDI tax increase for workers. Under Schwarzenegger's plan, this money paid by workers for workers would instead be diverted to subsidize employers.

WORKERS' COMPENSATION

A workplace injury can be devastating. The loss of an arm or leg changes a life forever, and no level of compensation makes up for such a loss. But when health and safety programs fail to prevent injury on the job, workers' compensation is a critical safety net. Workers' compensation is a negotiated deal between employers and employees. In exchange for workers giving up the right to sue for workplace injuries, workers' compensation is supposed to provide for adequate wage replacement and medical care. That safety net has frayed in California, and the Federation is determined to restore it.

Even after significant reforms of the workers' compensation system at the beginning of the decade, insurers refused to lower premiums and employers continued to urge changes to reduce their costs. In 2004, Governor Schwarzenegger, while backing a draconian anti-worker ballot measure on workers' compensation, introduced a harsh legislative proposal to change the system. He promised that the reform would cut costs by improving consistency and decreasing friction and litigation in the system, not by reducing injured workers' benefits.

Despite that commitment, the regulations implementing the compromise have slashed benefits for workers, delayed and denied medical treatment, and failed to provide a significant increase in the number of injured workers returning to work. Since the Schwarzenegger changes, permanently disabled workers have had their benefits slashed by nearly 70 percent.

Employers have enjoyed significant savings in workers' compensation costs, and insurers are making record profits. In 2006, insurers paid out only 36 cents on every dollar in workers' compensation benefits, while they took home 37 cents of profit on each premium dollar.

In 2009, the Federation sponsored two successful pieces of legislation to help injured workers. One was to protect injured workers' right to see their own doctors. Thousands of union members have completed pre-designation forms so that they may maintain their right to see their own doctors. That right was set to end on December 31, 2009 and the Federation successfully deleted the sunset provision.

The second piece of legislation created a publicly accessible database of employers' workers' compensation coverage. A searchable database will assist injured workers, other employers, medical providers and government agencies to file claims and enforce the law.

The pendulum of workers' compensation reform has swung too far, and injured workers are paying the price. To restore balance and fairness, the Federation supports the following policies:

- ~ **Increase benefits to workers with permanent disabilities and improve return-to-work policies.** The Federation is proud of its long history of fighting for the rights of injured workers, and will continue to fight until injured workers receive the benefits they need and deserve from the system. We also support changes to the permanent disability ratings system so that ratings correspond to diminished earning capacity using the method suggested by the Commission on Health and Safety and Workers' Compensation. We support indexing of workers' compensation benefits so that they keep up with rising costs elsewhere in the economy.
- ~ **Guarantee that injured workers receive timely and appropriate access to medical care.** Ensure that medical treatment guidelines used by utilization review doctors are comprehensive.
- ~ **Re-regulate the workers' compensation insurance system.** The Federation supports re-regulation of the workers' compensation insurance industry. Deregulation of workers' compensation was the change that destabilized the industry for nearly two decades. Regulation would stabilize costs and stop insurance industry profiteering. The Insurance Commissioner should have the authority to set the rates charged for workers' compensation insurance.
- ~ **Improve standards for medical provider networks.**
- ~ **Work for the long-term integration of group health and workers' compensation medical care.** The Federation supports the long-term integration of the workers' compensation and standard medical insurance systems. An integrated system would eliminate duplication and provide more unified care for injured workers.

Until the workers' compensation system is fixed through legislation, regulations, and ongoing litigation, unions and unionized employers have the opportunity to make it work better through collectively bargaining "carve out" programs. In 1993, the State Building and Construction Trades Council and the Federation succeeded in including a provision in a broader "reform" bill to allow union construction employers to negotiate modified workers' compensation programs with union bargaining representatives.

These programs cover several elements of the workers' compensation system, while leaving intact its basic protections. Labor and management can negotiate alternative dispute resolution systems generally consisting of an ombudsperson, mediation and arbitration; an agreed upon list of medical providers and evaluators; joint labor-management safety committees; and rehabilitation and return-to-work programs.

In 2003, we won the ability to negotiate carve outs in any unionized industry and in most of the public sector. We also expanded the scope of bargaining to include the integration of temporary disability benefits with state disability insurance benefits, and the integration of workers' compensation medical treatment benefits with employer provided health benefits.

Carve outs have proven to provide both better treatment for injured workers and significant cost saving to union employers. The Federation encourages unions to consider negotiating for them.

PAID SICK DAYS

Six million California workers – more than 40 percent of the workforce – do not have the ability to take the day off when they or someone in their family is sick. Current law does not require their employer to provide paid sick days. Low-wage workers, including food service and hotel workers, child care and nursing home workers, and retail clerks disproportionately lack paid sick leave.

The Federation believes that all workers deserve time to care for themselves and their sick family members without fear of losing their jobs or their wages. We support policies, like the ballot measure passed by San Francisco, which allow all California workers to earn paid sick days based on the number of hours they work. We are sponsoring legislation to win paid sick days for all workers and will continue to fight until all workers are guaranteed this basic right. The Federation opposes employers' increasingly abusive use of "absence control policies" which unfairly punish workers who take the time they need to care for themselves or their families.

RETIREMENT

All workers deserve a secure and dignified retirement. Over the last decade, we have seen an all-out assault on retirement security, with employers swapping out defined benefit plans for riskier defined contribution plans; ongoing attempts to rollback public employee pensions; and a push to privatize social security. The same financial institutions that created sub-prime mortgage crisis want to gamble with our pension funds, leaving workers holding all the risk.

Today, only 20 percent of private sector workers are covered by a defined benefit plan. The funding rules contained in the Pension Protection Act of 2006 and new accounting standards have led many employers to abandon these plans. Public sector workers are seeing increasing attacks on their pensions, in spite of the fact that the average public sector retiree makes just around the federal poverty level. Just as corporations like United Airlines used bankruptcy to evade pension obligations, now cities are looking to municipal bankruptcy to break their promises to workers and retirees.

Individual savings like 401(k) plans and IRAs cannot offer all the benefits of real pensions. Defined benefit pension plans are the only ones that can offer real retirement security. They provide for all covered workers, a predictable and reliable lifetime retirement income, valuable survivor and disability protections, possible early retirement benefits, and post-retirement benefit increases.

By contrast, individual savings plans, or defined contribution plans, require workers to bear all the risk and provide no guarantee of an adequate retirement income. These plans are often insufficiently diversified, suffer from poor returns and market volatility, and typically carry very heavy fees and administrative expenses. In light of the dramatic stock market losses in the past few years, it is increasingly clear that retirement security can only be achieved through defined benefit plans.

The Federation is committed to pursuing real retirement security for all including:

- ~ **Strengthening Social Security:** The bedrock of retirement security for America's working families is Social Security. While we successfully defeated the Bush Administration's attempt to privatize Social Security in 2005, we must continue to fight all such efforts. We need to work for improvements in Social Security, at least to provide above poverty-level benefits for workers who put in a full career at low-wage jobs and to improve the retirement security of women.
- ~ **Resisting efforts to privatize public pensions:** The Governor and Republican legislators continue to push to for pension privatization. These proposals would jeopardize the secure retirement benefits our members have fought for and sacrificed wage increases to preserve. We know that efforts to undermine defined benefit pension plans in the public sector would only accelerate the corporate push to eliminate secure retirement for private sector union members as well.
- ~ **Ensuring employer responsibility:** All employers should be required to fund retirement benefits as an essential part of every worker's pay. The most effective and efficient way to do this is through a defined benefit pension plan. Private-sector employers that don't provide such a

plan should be required to contribute into either a supplementary Social Security plan or a government-sponsored annuity plan that builds on existing programs, e.g., state employees' pension systems. We should build toward a system of retirement security for all workers.

- ~ **Curbing abuse of the bankruptcy process:** No employer should be able to follow the example of United Airlines, which entered bankruptcy proceedings for the purpose of shedding the pension obligations it had made to thousands of long-time employees and retirees, leaving them with a small fraction of the retirement income they had been promised and depended upon. Cities and counties must be restrained from the use of municipal bankruptcy to eliminate pension obligations. The state must have oversight into the municipal bankruptcy process to ensure that it is not abused to undermine retirement security, as is the case in 19 other states.
- ~ **Making all retirement savings vehicles effective and efficient:** Many 401(k) plans and IRAs are not operated in the best interests of Americans straining to save for retirement. Reducing the big fees paid out of workers' retirement accounts can yield both enormous aggregate savings and meaningful improvements in individual workers' retirement security. Making sure plans are structured and operated so that saving, investment and distribution decisions are simple also will improve retirement security.

4

A Fair Economy

WE need an economy that works for all, not just for the wealthy few. Under the Bush Administration, Wall Street was allowed to run wild, resulting in risky practices, questionable deals and unbridled greed. Financial industry giants, like Goldman Sachs, gambled on complex mortgage-backed securities resulting in the near collapse of the global economy. However, the roots of this economic crisis lie in the decades long trend of concentrating wealth, power and privilege in an ever-dwindling number of individuals and corporations. Runaway CEO pay reflects that trend towards inequality—in 1980, CEO pay was 42 times the average workers' pay. By 2008, CEO pay was 309 times the average worker's pay—by far the widest gap in the world.

The current economic crisis has only exacerbated economic inequality. Working people are paying the price to clean up the financial industry's mess, while the wealthy who caused economic chaos are walking away richer than ever. Big banks and corporations took billions in taxpayer bailout money and now are posting record profits while their CEOs rake in billions in perks. The CEOs of the nation's top corporations in the U.S received \$9.25 million in average total compensation in 2009 while millions of Americans lost their jobs, homes and health care.

The legacy of the Bush Administration's "capitalism run amok" policies have devastated the economy and put tens of millions of Americans in dire financial straits. In California a perfect storm of job loss, slashed wages, furloughs and home foreclosures have plunged the state into an economic crisis. The state has lost 1 million jobs since the recession began in 2007 and is predicted to lose a million more. Long-term unemployment of over 6 months is up 170 percent since 2009 and many Californians have exhausted their federal extensions of UI benefits.

Federal stimulus funds have mitigated job loss and begun to spur economic activity in the state. But much more needs to be done. Additional federal funds need to be distributed to states as quickly as possible to stem further job loss in the public and private sector and to stop devastating cuts to state programs.

The global economy impacts California's recovery as well and destructive Bush-era trade policy still in place further increase global inequality. Most of these agreements are built on the failed model of the North American Free Trade Agreement (NAFTA) and Central American Free Trade Agreement (CAFTA). This model has accelerated job loss and lowered living standards in the United States while exacerbating poverty and social disparities in the developing nations with which we trade.

The new Administration is still considering bilateral trade agreements with countries that have long track records of labor and human rights abuses. Colombia is the most dangerous place in the world to organize a union, yet the government has done nothing to protect unionists or hold their killers accountable. The US should not sign a trade agreement with a nation that is unwilling to protect its workers.

The Federation supports an economy that works for working people. We need to build a 21st Century economy that creates stable jobs with good wages and benefits. Economic recovery depends on strategies to capitalize on innovation, bring high-growth industries to California and create long-term, good jobs for working people. The state has an important role to play in creating good jobs and jumpstarting the economy, a role that requires continued public investment in economic recovery.

Economic Growth to Benefit All

The Federation supports real economic stimulus programs to create jobs and get our economy moving. We believe that targeted public investments and economic development strategies will fuel economic growth. The only way for California to emerge from this deep, dark recession is to invest in the creation of good jobs with decent pay and benefits.

The Federation supports investment in infrastructure projects based on the needs of our state and the importance of good job creation. For too long, our state's roads, transportation and water systems, hospitals, and schools have been deteriorating and neglected. In the global economy, we must invest in the infrastructure that supports the movement of goods from ships to maritime terminals to trucks to rail, creating good jobs each step of the way.

Government spending on these building blocks laid the foundation for California's post-war boom in the 1950s and 1960s. Cutting spending in these areas will slow or derail economic recovery in the state. Spending today will create jobs and improve the quality of life for Californians today and for generations to come.

The Federation also supports policies to revitalize the state's manufacturing base—which is critical for long-term economic growth. Manufacturing jobs have the highest multiplier effect of any job classification in any industry—for every manufacturing job created, an additional 2.5 jobs are created in the broader economy. The presence of one manufacturing firm gives rise to an entire supply chain creating business opportunities for suppliers and component manufacturers and producing goods in state fuels economic activity in the transportation and shipping industries.

California has great potential to generate new manufacturing activity, especially in the green economy. The growing demand for green technology and products provides a perfect opportunity to revitalize California's manufacturing base by producing components to build solar panels, wind turbines, high-speed rail trains and other building blocks of the green economy. However, currently many components are brought in from abroad. We should be manufacturing, rather than importing, the goods necessary to build the green economy. We support efforts to buy materials made in America and in California. We also support bid preferences for contracts for goods and services that create jobs in California.

Construction of a high-speed rail system in California provides an opportunity for the state to rebuild the manufacturing base. The state will spend billions to construct, maintain and operate a high-speed rail system, and the trains should be built in California. The Federation has introduced legislation to create a market for high-speed rail manufacturers to build trains in state. Bringing high-speed rail manufacturing technology to California is a first step toward revitalizing and revamping the state's manufacturing base to meet the growing demand for energy efficient and "green" modes of transportation.

Green jobs are also a key part of economic recovery as well as building a 21st century economy. The federal government has invested billions of stimulus funds for projects involving renewable energy, mass transit, energy efficiency and modernization of the nation's electrical grid. These investments support the creation of green jobs that are fast becoming an integral part of the economy. However, green jobs are not intrinsically good jobs—we have to make them so.

The Federation supports aggressive use of the tools – including labor standards for subsidy recipients, living wage rules for government contractors, prevailing wage requirements and project labor agreements – to hold employers accountable for creating good green jobs. The best strategy for making green jobs into good jobs, however, is to protect and expand the right to organize for all workers.

We support policies to keep green jobs in California, such as the requirement that renewable portfolio standards be met by purchasing from in-state energy suppliers. We reject the notion that we have to choose between a clean economy and good jobs. They can and must be linked.

State Role in Economic Growth

The state plays an important role in attracting new business and industry to California. Currently, there are over 100 economic development agencies, departments, commissions, and task forces located throughout state government. There is no coordinated effort to attract high-road employers and create good jobs in California. The Federation sponsored legislation to create an Office of Economic Development and Job Creation to be the point of entry for companies who want to bring jobs to California, and help those employers navigate through the various state resources. The Agency will also make sure that businesses that create good, stable jobs get first priority for support from the state.

As credit markets tighten, however, many manufacturers can't access the capital they need to scale up operations and create jobs. In 2010, the Federation sponsored legislation to create a Revolving Loan Fund for manufacturers so they can access low-interest loans to expand operations. Only employers that create jobs in California with good wages and benefits can access the loan funds. The Fund prioritizes labor-management joint applications, ensuring that good union employers will be able to expand and create more union jobs.

Economic recovery also depends on investing in public sector jobs. The public sector has traditionally offered hundreds of thousands of Californians secure jobs with good wages, benefits and pensions. This provided our economy with some stability when the private sector hit a downturn. Times have changed, and mass public sector layoffs are expected to hit just as our economy appears to be turning the corner. Tens of thousands of school employees have already lost their jobs. State workers are suffering from a 15 percent wage cut and are working without a contract. Cities, counties, school and transit districts are proposing massive staffing cuts for the coming year.

The Federation opposes proposals to pare down the public workforce through budget cuts, layoffs and furloughs. All Californians suffer when the state does not have enough trained workers to provide high-quality services to residents.

We oppose the belief that tax breaks for corporations constitute job creation. These corporations must be held accountable for their promises to create jobs and stimulate the economy. We support closing tax loopholes that give away billions to corporations. Every new tax break should be tied to measurable standards, and when a company does layoffs or outsources jobs, they should have to pay that money back. If we want job creation, the state needs to make targeted investments in industries that create good jobs, not give away billions in tax breaks to big-box retailers and fast food restaurants.

Affordable Housing

The dramatic burst of the national housing bubble is reverberating throughout the economy. Falling home prices are wreaking havoc on local governments. The U.S. Conference of Mayors has reported that the foreclosure crisis will result in a loss of \$4 billion to California cities in declining tax revenue, jeopardizing the jobs and services our members depend upon. The Federation supports policies to keep California's working families in their homes and make housing affordable and available for all.

The foreclosure crisis has exposed widespread abuses in the lending market. The Federation sponsored legislation targeting one of the most abusive lending practices – steering borrowers into risky, high-cost loans. This bill imposes a fiduciary duty on brokers to act in the best interest of the borrower, and bans brokers from steering borrowers into more risky loans. That bill was vetoed in 2008 but signed into law in 2009. We support continued efforts to protect tenants, hold lenders and servicers accountable, and require that the industry work harder to make loan modifications happen.

We strongly support efforts to prohibit discrimination against single-parent households, students, families with children, the elderly, minorities, and people with disabilities.

To spur quality economic growth and keep housing affordable for working families, we also support the following policies:

GUARANTEE AFFORDABLE HOUSING

- ~ **Revive rent control.** In California, rent control laws are weakening. With the notable exception of the 2002 ‘just cause’ eviction victory in Oakland, rent control ordinances are eroding under pressure from property owners seeking more control over their rental units. Attacks on rent control are also coming under the guise of eminent domain reform, most recently in Proposition 98, which voters soundly rejected on the June 2008 ballot. We support local efforts to restore rent control. We also support legislation to provide ‘just cause’ eviction, longer eviction notice requirements, and more regulation of landlord use and return of renter security deposits.
- ~ **Increase state and federal funding for low-income housing.** We support the establishment of a Statewide Housing Trust Fund with a dedicated stream of revenue that will produce rental and homeownership housing for low- and moderate-income workers throughout the state. When affordable housing units are destroyed by natural disaster or demolished for new construction, we support policies that require replacing those units with an equal number of affordable housing units.

USE UNION LABOR TO DEVELOP HOUSING IN THE RIGHT PLACES

- ~ **Build with union labor.** Governor Davis signed legislation in 2001 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 law.
- ~ **Pursue high-road housing 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 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.
- ~ **Pursue smart growth development.** Economic development activity should seek to create healthy communities and “smart growth” development. The Federation supports 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 reduces commute times, sprawl, traffic congestion and air pollution. It preserves open space for recreation, habitat preservation and agriculture. And it reduces economic inequality, because low-wage workers can live where they work; no one need be locked out of a job because of lack of transportation.

Trade Policy That Works for All Workers

America’s decisions about trade and economic policy have significant impacts on workers both here and abroad. The ill-conceived International Monetary Fund (IMF), the World Bank and trade policies have weakened the economies and labor protections in many developing countries. IMF policies have caused many public-sector workers to lose their jobs and union protections. NAFTA-style trade agreements have undermined agricultural economies in developing countries, leading workers to leave the fields and consider moving north. Without raising living standards abroad for workers and the poor, the pressure for immigration to the U.S. will continue and escalate.

The Federation supports international trade and rejects protectionism, but we also oppose so-called “free trade” arrangements like NAFTA (the North American Free Trade Agreement) and CAFTA (the Central American – Dominican Republic Free Trade Agreement), the FTAA (Free Trade Area of the Americas), as well as the “free trade” policies of the WTO (World Trade Organization) and the World Bank. Multilateral free-trade regimes serve the interests of multinational corporations in gaining access to markets – labor, suppliers and buyers – but do not serve the needs of workers for good jobs, consumers for safe products or people around the world for

clean air and water. In free trade competition, only the corporations win, the rest of us are pitted against each other in a desperate 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. We 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. Today, workers in the service sector are learning the same hard lesson.

The globalization of services opens the door further to privatization in the public sector. Health care, K-12 education, postal work and many other industries could all be pried open by foreign corporations, with disastrous outcomes for workers and unions in those industries. We reject plans to expand the General Agreement on Trade in Services and to include similar language on services in future trade agreements.

FIGHT THE FAILURES OF FREE TRADE

Labor's opposition to free trade began with the fight to stop NAFTA. After 10 years of the trade agreement, it is clear that unions were right all along. In the first decade after its enactment, NAFTA cost more than one million American workers – including 123,000 Californians – their jobs. Real wages in Mexico are lower today than before NAFTA went into effect in 1994, and the number of people in poverty grew from 62 million to 69 million through 2003.

NAFTA was supposed to increase U.S. exports to both Mexico and Canada, but instead, the maquiladora plants on the Mexican side of the Rio Grande have boomed, luring manufacturing away from U.S. workers, environmental standards and unions. Today, our trade deficits with Canada and Mexico are soaring.

Since the passage of NAFTA, unions and their allies in the battle against unfair trade have learned from their fights. In 1999, fair trade activists shut down the World Trade Organization in Seattle in a spectacular citywide demonstration that brought together union members with young people, environmentalists, consumer groups and others. In September 2003, the WTO met another setback as developing countries walked out of talks in Cancun.

But CAFTA did pass Congress in 2005. CAFTA expands the disastrous NAFTA model through Central America and the Caribbean. Wages in Central America are even lower than in Mexico, giving corporations an even more powerful lever to reduce the cost of production, and with it the pay, working conditions and environmental standards of the signatory nations. CAFTA threatens workers' rights, drives farmers off land, and undermines democracy in those countries. It also includes provisions promoting the privatization and deregulation of fundamental public services.

The passage of CAFTA was a difficult defeat, but the final vote count did demonstrate how the politics of international trade have changed. CAFTA was approved by Congress with a narrow two-vote margin, a major reversal from the landslide NAFTA vote. None of the Democrats in the California delegation voted in favor, thanks to aggressive lobbying from a coalition of labor, environmental and other grassroots groups in the state.

The Federation supports the efforts of our international unions to oppose the Bush Administration's series of bilateral trade agreements, especially the proposed U.S.-Colombia Free Trade Agreement. This proposal would reward a government with an abhorrent human rights and worker rights record with unfettered access to American markets. The Federation stands in solidarity with our brothers and sisters in Colombia and in opposition to violence against trade unionists, for justice and for the rights of workers in both Colombia and the United States to organize and bargain collectively without fear of firing, without fear of retribution and certainly without fear for personal safety. The Colombia Free Trade Agreement manifestly fails to protect those rights as well as the rights of American workers. In collaboration with the Colombian Labor Movement, the Federation is sponsoring a resolution calling on the Congress to reject a trade agreement with Colombia.

Unions in California will continue to expose the myth of free trade and push for a more fair global economy. We recognize that “free trade” is synonymous with corporate free rein over the economy. The Federation rejects Fast Track, which allows the administration to negotiate trade deals in secret without congressional oversight or amendment. We believe trade agreements need more scrutiny, not less. We support the state legislature’s efforts to expand public scrutiny of international trade agreements and the potential risks to state lawmaking authority.

USE UNION POWER TO PROTECT WORKERS’ RIGHTS

We urge international solidarity, not the liberalization of trade laws, in the face of the global economy. We support innovative coalition efforts to transform the global economy, such as the unity between environmentalists, consumer groups and labor unions that fought against NAFTA and CAFTA. We support solidarity campaigns that use purchasing power to bring pressure to bear on companies that abuse worker rights, including the campaign to expose Coca Cola’s human rights violations in Colombia. Multinational corporations can escape scrutiny only when we are divided.

We endorse cross-border organizing and international solidarity among workers. We believe that global unionism is the best answer to the system of global exploitation.

Here in California, we believe that workers that give a hard day’s work should receive decent wages, benefits, job protections and other workplace rights. We strive for the same standards for workers around the world.

The Federation will continue to fight for an economy that works for all workers.

5

An Equitable, Sustainable Budget and Tax System

BETWEEN California's supermajority requirement to pass a budget or raise taxes, its long history of voter-approved spending limits and requirements, and its increasingly dated tax base, the state's fiscal house is in continual turmoil. Annual budget fights have serious impacts on California's working families in every sector of the economy. Years of deep cuts to state-funded programs have strained our safety net programs to the breaking point, forced the state to renege on its promise of affordable higher education, allowed our infrastructure to crumble and threatened the jobs of hundreds of thousands of public sector employees.

Continual all-cuts budgets threaten to destroy our state. Year after year, the essential functions of government are being dismantled as the Governor and Legislators push cuts-only budgets with no increase in revenues. Our schools, colleges, and universities are dramatically under-funded, while our safety and quality of life have been compromised by cutbacks to police, firefighters and other vital services. Our health, environment and economic security are at risk as the state continues to slash basic services to our communities. At the same time, many wealthy corporations are getting a free ride, bleeding the state of billions of dollars in corporate tax giveaways and blocking the collection of new sources of revenue, such as oil and tobacco taxes.

California was once the envy of the country. But years of failed leadership, drastic cuts and lack of vision threaten to shred the very fabric of our state.

Budget cuts during this recession threaten to undo the economic boost provided by federal stimulus funds. The private sector also suffers from budget cuts — for each dollar of budget cuts, over half of the jobs and economic activity lost will be in the private sector. Private sector firms depend on the state for contracts, grants, goods and services, and they also depend on the business that comes from the recipients of benefits.

The furloughs of state workers have been a complete and utter failure, devastating state workers and failing to yield any real savings. Workers whose salaries are paid by federal or special funds, and those in revenue-generating agencies like the Franchise Tax Board, were all subject to furloughs. A study by the UC Berkeley Labor Center found that projected savings from California state workers' three-day-a-month mandatory furlough will be offset by reduced revenue and increased costs to the state general fund in future years. State workers suffered significant reductions in salaries, further damaging the struggling economy. Sacramento County can expect a loss of an estimated 4,100 private sector jobs due to the reduced spending by the county's many state workers.

The Federation opposes furloughs imposed by the Governor or legislature outside of collective bargaining. We coordinated with the state bargaining units to support legislation to exempt workers from furloughs if they are not paid from the General Fund or are in a revenue-generating department. Ultimately the Governor vetoed that bill. We oppose the furloughing of state employees funded by non-General Fund sources and continue to oppose all shortsighted attempts to balance the budget on the backs of state workers.

The Federation supports policies to create an equitable, sustainable budget and tax system in California and in the nation. We believe in an equitable tax system that collects enough revenue to meet the needs of Californians for quality education, essential services, a clean environment and safe and secure communities.

At the federal level, the Bush Administration's tax cuts for the nation's wealthiest families plunged the country further into debt with no measurable benefit to the economy. The Bush-era tax cuts should not be extended and tax equity should be restored at the federal level.

Tax equity includes both vertical and horizontal fairness. Vertical fairness demands that those with the most money should pay the largest share of the taxes. The greater an individual's income, the more he or she should pay. This principle – progressive taxation – is the cornerstone of a just tax system. Following its guidance, the state should avoid reliance on sales tax revenues, for example, which come disproportionately from low- and middle-income taxpayers. Horizontal fairness is a measure of whether taxpayers in similar circumstances pay similar amounts of tax. A tax that hits wage earners harder than investors (as the federal income tax currently does) fails the test of horizontal equity.

California's tax code needs to be updated for the 21st Century. Currently the state does not collect adequate revenue to provide needed services to the public and is forced to make devastating cuts. Modernizing the tax code would require broadening the tax base to include electronic commerce, such as downloads and increased collection of sales tax from out-of-state internet retailers. A stable tax code would include a balanced mix of tax revenues including a fair property tax, elimination of tax loopholes and a fair apportionment formula for corporations in California that also have out-of-state operations.

Debt service on bonds is the fastest growing area of state spending. The State Treasurer's Office estimates that California will spend 7.7 percent of the state's General Fund to pay debt service on bonds in 2010-11, growing to 8.8 percent in 2012-13. The ongoing budget shortfalls have taken a toll on California's ability to pay debt service – in December 2008, the state halted financing for more than 5,000 infrastructure projects, affecting the jobs of thousands of workers.

The Federation has supported the use of bond measures for many specific purposes, but urges careful analysis of the state's overall debt load when considering future borrowing proposals.

Real Budget Reforms, Not Gimmicks

California faces serious and structural budget problems, and there have been no shortage of proposals to address those problems. The Federation supports real efforts to reform the system, but rejects Governor Schwarzenegger's thinly disguised power grab proposals, auto-pilot cuts and attacks on teachers, nurses and state workers. We also oppose budget gimmicks such as the sale of the State Compensation Insurance Fund and the diversion of local property tax revenues to generate state savings. These gimmicks merely delay and patch over our structural deficit, and are distractions from real problems.

The current supermajority vote requirement allows a small legislative minority to hold the state budget hostage each year. This process is undemocratic and has exacerbated California's perpetual budget woes. When it comes to taxes, the supermajority requirement has stalled all recent attempts to raise new revenue through a progressive tax increase or by closing gaping corporate tax loopholes, and has forced legislators to fund vital programs through a hodge-podge of fees and ballot initiatives. The Federation supports putting an end to these unnecessary barriers by lowering the vote threshold for taxes and the budget.

The September 2008 and February 2009 budget deals contained a number of deep, devastating cuts to public programs. However, the pain of cuts was not shared equally – the budget deal also included three changes to corporate income tax laws that will give away billions in tax breaks every year to a very small number of corporations. The changes include:

- ~ **Elective single sales factor apportionment.** Allows corporations to choose between two methods for determining the share of their profits that would be taxed in California. Under the change made in February 2009, corporations could choose to be taxed solely on the share of their sales that occur in California, rather than a formula that includes sales, payroll and property. Every year, the corporation could switch back and forth, using whichever formula results in the least tax liability.

- ~ **Tax credit sharing.** Allows corporations to transfer tax credits among a combined reporting group of related corporations. Traditionally, only the corporation earning a tax credit could claim that tax credit.
- ~ **Net operating loss carrybacks.** Allows corporations to claim refunds on taxes already paid by claiming tax deductions for net operating losses (NOLs). California previously allowed businesses to “carry forward” and deduct operating losses against future income. The recent change allows businesses to “carry back” operating loss deductions and claim refunds against prior years’ taxes.

These budget deals were made in the dead of night with no public hearings or testimony. These corporate tax breaks are estimated to cost the state \$2 – \$2.5 billion in corporate tax revenues annually. As the state faces a budget shortfall and social services, education and other programs suffer devastating cuts, corporations should not receive billions in public dollars. The Governor’s 2010 budget preserves these massive corporate tax giveaways while cutting or outright eliminating social programs.

The Federation also opposes measures that would enact so-called “across the board” or autopilot spending cuts. These solutions are overly simplistic and deeply regressive in their impacts on the state’s working families. They fail to prioritize state programs based on their value, the vulnerability of their constituencies or the other fiscal ramifications of cuts. When the state doesn’t have the revenues it needs to fund its programs, the legislature, with public input, should make carefully measured decisions about increasing revenues and prioritizing programs, rather than relying on crude formulas to implement cuts.

The Federation opposes budget proposals based solely on cuts to programs, services and state workers’ salaries. The Governor’s 2010-11 proposed budget cuts \$8.5 billion in spending for health and human services, and includes permanent salary reductions for state workers. The rest of the budget is made up of alternative funding, fund shifts and appeals for more federal monies, which, if not received, will trigger more cuts. The Governor did not propose any new revenue sources and only delayed implementation of the three costly corporate tax breaks enacted in 2008 and 2009, rather than eliminating them.

The Federation opposes attempts by the Governor and legislators to circumvent collective bargaining agreements through the budget process. The Governor’s budget proposals would make unilateral wage cuts to state workers and increase their contributions to the pension fund. The Governor’s proposal would also give the Department of Corrections and Rehabilitation broad power to privatize operations of state prisons and prison services, such as medical and educational services, that are currently staffed by public employees.

The Federation also opposes efforts by the Governor and Republicans to hold the state hostage and demand concessions on basic worker rights and protections as part of reaching a budget deal. Workplace protections should not be negotiated away in exchange for votes to pass a budget. We will continue to fight demands for concessions on basic worker rights as part of budget negotiations.

The Federation supports a state budget that contributes to economic growth and provides all Californians with the services they need. Cuts to education, infrastructure and social services threaten the economic vitality of the state and undermine efforts for economic recovery.

Revenues to Meet the Needs of All Californians

Even though working families are paying their fair share in taxes, they are getting less in return and bearing the brunt of the state’s drastic budget cuts. It’s time for the government to prioritize rebuilding the middle class through good jobs, quality education, a clean environment and safe and secure communities. The state must commit to raising the necessary revenue and prioritizing spending to meet the basic needs of California families.

The Governor attempted to overhaul the state’s outdated tax code by promoting the Commission on the 21st Century Economy (COTCE). Instead of modernizing the tax code, the Commission’s proposals would have moved California backwards. The Commission proposed to shift the tax

burden from the wealthy onto working and middle-class Californians. The very wealthy would get a tax cut worth \$4.4 billion. Taxes for working and middle class Californians would rise by an estimated \$5-7 billion. Another element of the proposal was the creation of an untested Business Net Receipts Tax (BNRT) that would create a tax on goods and services. The BNRT would also create an effective tax on labor, since wages cannot be deducted from gross receipts. This would create downward pressure on wages and an incentive to contract out labor.

The Commission's proposed package depended on taxes that are not projected to show much growth in the long term, thus creating more budget problems down the line. The revenue streams that are projected to grow the most quickly over time are corporate and personal income of the wealthy, as they have for years. Yet, the Commission's proposal eliminates and reduces taxes on those revenue streams and replaces them with taxes on the middle class, whose incomes are stagnating. The Federation opposed the Commission's proposals and will continue to oppose tax policy that perpetuates income inequality and decreases state revenues.

The Federation supports the following policies to bring in the revenues we need to adequately meet the needs of all Californians.

RE-EVALUATE TAX BREAKS AND CLOSE LOOPHOLES

- ~ **Close and put a moratorium on enacting tax loopholes.** While the yacht tax loophole may generate the most headlines, it is not unique within the state's tax system. The Federation supports closing tax loopholes that do not provide obvious, necessary, and progressive economic benefit to the state economy. While our state faces a budget crisis, the Federation supports a moratorium on tax loopholes that drain the state budget.
- ~ **Repeal corporate giveaways in the tax code:** The 2008 and 2009 budget agreements made changes to California's corporate income tax that amount to a giveaway of billions of public dollars to the wealthiest corporations in the state. The Federation supports the repeal of elective single-sales factor apportionment, tax credit sharing and net operating loss carrybacks.
- ~ **Reinstate the top income tax brackets.** When the state budget was flush in the 1990's, California cut tax rates for individuals and corporations. According to the California Budget Project, the combined tax cuts enacted since 1993 will cost the state \$12 billion this year alone. The state can no longer afford these cuts, and the Federation supports reinstating the pre-1993 tax brackets.
- ~ **End the commercial property tax giveaway.** The current change-of-ownership rules for the reassessment of commercial and industrial property cost the state billions of dollars a year in lost revenue. These rules should be changed to allow more frequent and fairer reassessments of the value of commercial property.

IMPROVE COLLECTION, ENFORCEMENT, AND TRANSPARENCY OF EXISTING TAXES

Require public reporting of corporate tax information. Individual taxpayers deserve to know how much California's companies are paying or not paying in state taxes. Without this information, lawmakers and the public have too little information to effectively participate in democratic deliberation about uses and abuses of corporate tax incentives and loopholes. The Federation supports transparency in corporate tax payments, including disclosure of any discrepancies between book income reported to shareholders and tax income reported to tax authorities.

- ~ **Make tax collection a top priority every budget year.** The State Controller's office estimates that 11 percent of all taxes owed in California go uncollected each year. Employers operating in the underground economy owe much of that money. The Federation supports policies that improve compliance with tax laws and encourage better coordination between the enforcement of tax and labor laws.
- ~ **Impose penalties on wealthy tax cheats.** The Federation supports policies that increase penalties to prevent wealthy taxpayers from filing erroneous refund claims and playing the "audit lottery." This would bring California into conformity with federal law enacted in 2007 on erroneous refund claims.

DEVELOP NEW REVENUE SOURCES

- ~ **Bring the tax code into the 21st century.** California's tax code does not reflect the significant changes that the state's economy has undergone in the past half-century. Items like internet music downloads and custom computer software packages represent big business in the state, but our tax code doesn't include them. The Federation supports tax changes that expand the taxable base of goods to reflect the state's changing economy.
- ~ **Institute a meaningful tax on oil extraction and windfall profits.** California remains the only major oil producing state that does not tax oil companies for the oil they take from our land and water. The Federation supports oil severance taxes as well as taxes on windfall profits for oil companies.
- ~ **Allow local governments to increase revenues based on local needs.** Cities and counties bear the brunt of the state budget crisis as local money is taken by state and the demand for local services increases. Local government should be able to raise local revenue by majority vote in order to fund local needs.

Smarter Tax Policy for Economic Development

The Federation believes that tax policy should be used carefully and responsibly as an economic development tool. California spends billions in taxpayer dollars on economic development activities that are designed to fuel job creation and economic growth. Much of this spending has occurred on the tax side of the ledger: rather than give money to lure businesses to California, economic development officials have given them tax breaks and tax credits. Every year the state spends \$14.5 billion on corporate tax expenditures.

Tax expenditures can be enacted by majority vote, but it takes a two-thirds vote to reduce or repeal the expenditures. Under existing law, it is nearly impossible to track how much of California's budget is lost to corporate tax expenditures, what companies are getting the subsidies, and if those subsidies are creating jobs. Many of these tax expenditures are never reviewed and have no limit on the amount that can be given away. Companies are permitted to take taxpayer money and run – relocating jobs in other states or countries.

The Federation believes that economic development spending should be effective, transparent and accountable. Taxpayers need to know how what corporations are receiving subsidies and if they are meeting performance standards. Tax expenditures and other business subsidies should create quality jobs, and if that is not the case, taxpayers should get their money back.

The Enterprise Zone program is California's largest economic development program at an annual cost of \$440 million. Businesses located in any of the state's 42 zones can claim hiring and other tax credits. In June 2009, the Public Policy Institute of California released results from a study on the state Enterprise Zone (EZ) Program and concluded that enterprise zones "have no statistically significant effect on either employment levels or employment growth rates." A 2010 report by the Legislative Analysts Office recommended the restructuring or elimination of the Enterprise Zone program because the program is expensive and "not strongly effective."

The Federation supports the elimination of the Enterprise Zone program in order to use that money for responsible economic development and job creation programs. However, it requires a two-thirds vote to repeal a tax expenditure program like the Enterprise Zones, so, short of repeal, the Federation supports the following reforms of the program:

- ~ **Eliminate retroactive credits.** Businesses should not be able to claim tax credits for past hires.
- ~ **Restructure the hiring credit.** Currently, the hiring credit is structured so that employers can claim a bigger credit the first year they hire a worker, and that credit diminishes over time. A diminishing credit may encourage hiring, but it does not promote stable employment. The structure rewards employer behavior that encourages "churn" of workers, such as at fast food and other low-wage employers that have low training costs.

- ~ **Reform the hiring credit.** Eliminate Targeted Employment Area residency and other categories that are not linked to barriers to employment as criterion for hiring credit eligibility.
- ~ **Require pre-qualification.** Companies should pre-qualify for the benefits in Enterprise Zones and certify that they are not in violation of state and federal labor, health and safety, environmental or tax laws.
- ~ **Sunset and review.** Every zone should have a sunset date and annual review using standardized criteria.

The Federation supports local efforts to make business subsidies and tax breaks more accountable by negotiating community benefit agreements for redevelopment projects. These agreements demand that developers commit to provide certain community benefits – such as living wages or local hire arrangements – in exchange for receiving public subsidies. We support efforts to attach standards to any public funds used for economic development purposes.

Smart economic development requires better accounting of how public dollars are spent to create jobs and fuel the economy. The Federation advocates better design, closer scrutiny and comprehensive evaluation of state economic development subsidies, especially tax expenditures. The Federation supports:

- ~ A unified economic development budget that provides a comprehensive picture of state economic development spending.
- ~ A publicly accessible database that displays the names of all corporations that receive tax breaks, the amount received, the number of jobs created, their wage rates and benefits.
- ~ Sunset and annual review of all tax expenditures. Tax expenditures should set out clear outcomes and performance measures at enactment and be reviewed annually to make sure those goals are met.
- ~ Clawback provisions on all business subsidies that allows the state to recapture taxpayers money if a business does not meet the stated goals of the subsidy.

The struggle to raise sufficient revenues for California's growing population will persist unless and until we are able to elect a two-thirds majority of legislators committed to the needs of working families (or we are able to change the two-thirds budget vote requirement through the initiative process.)

California is the *only* state in the nation that requires a supermajority vote to pass both a budget and any state tax increase. We cannot allow this structural dysfunction to stand in the way of any real progress for our members.

6

High Quality, Accessible Education

A high-quality, accessible education system is essential to California's working families. As an industry, education employs hundreds of thousands of workers across the state. As an investment in our state, nothing is more important.

Despite the crucial role that education plays in our future, and strong public support for education, California has ranked near the bottom in per-pupil spending for the past two decades, and teacher-student ratios are second highest in the nation. Salaries are often inadequate to allow teachers to own homes near the schools where they work. More than half of all new teachers leave teaching within five years.

Now, as the state faces another multi-billion dollar budget deficit, California's public education system is being targeted once again for devastating cuts. Over the past two years, California schools have suffered a total of \$17 billion in cuts and additional cuts could make our education system the worst funded in the nation.

Governor Schwarzenegger's May Revision to the 2010-11 budget proposed slashing school spending by more than \$4.1 billion, leading to pink slips for teachers and classified employees, bigger class sizes, fewer school services, a shorter school year and overall declines in the quality of California's education system. The Federation strongly opposes these proposed cuts to education, and we also oppose using increased student fees in higher education to compensate for structural budget shortfalls.

The challenges that already confront California's education system are further compounded by attacks by the Governor and the Legislature on teachers' and classified employees' collective bargaining agreements, which are cloaked in the mantle of balancing the budget and education reform. The Federation opposes attempts to abrogate collective bargaining agreements by eliminating seniority and due process for teachers. We also oppose the contracting out of classified employee jobs that deprive schools of experienced workers.

The Federation was proud to stand with our unions and with voters in opposition to Proposition 74, a Schwarzenegger-backed 2005 special election measure that would have undermined job security for teachers and further weakened our education system. We will continue to stand with education unions to fight the attacks on our teachers, school employees and our schools.

We join California's educators in calling for broad changes to the federal Elementary and Secondary Education Act (ESEA), including more adequate federal funding to meet the needs of all students, an end to the plan's over-reliance on test results, and a change in role for the federal government from enforcer to partner.

The California Labor Federation believes our education system lies at the heart of our economic future. We stand for full and equal access to all levels of public education for everyone. And we strongly believe in providing quality neighborhood schools so that equal access is available to all.

Public Schools

A quality public education system has always been a high priority for the Labor Movement in California and across the country. Public education is the foundation of a democratic society. It provides working people with the tools to participate in the political process and advance their interests culturally and economically. We reaffirm our strong opposition to vouchers, tax credits

for private school tuition, and other privatization schemes based on the erroneous premise that market competition is the key to educational success.

We join education unions in opposing the implementation of federal 'Race to the Top' legislation at the state level. The Governor and legislators have demonstrated a willingness to repeat the past mistakes of 'No Child Left Behind', including an over-reliance on test scores as a measure of student achievement, unregulated charter schools and compensation tied to test scores, all for the promise of just a small amount of one-time federal money. California should not implement federal changes to our education system that have not proven to be effective for students, parents or teachers.

The open enrollment provision of 'Race to the Top' would allow the most sophisticated parents to navigate the system and get their kids out of failing schools. But what would that mean for the kids who are left behind? Real educational reform must go beyond limited individual choice, which merely benefits those families who have the time and resources to compare schools, participate in the open enrollment process, and transport kids outside of the district. Real reform should focus on improving all schools so those without the means to transfer, often the neediest kids in our school system, do not get trapped in the worst schools that everyone else has given up on.

The Governor would also like to increase the number of charter schools in the state, even though charter schools are not held to the same accountability measures as public schools. Charter schools are not inherently better than public schools. In fact, studies show that charter schools succeed and fail at the same rate as public schools. There is no reason for charter schools to have any less scrutiny or accountability than public schools. In fact, without real accountability for all schools, parent choice is meaningless.

The students of our state deserve the finest possible education. They deserve the best teachers and staff, the most up-to-date facilities and resources, and the best-maintained grounds, in a completely safe and healthy environment. The Federation supports:

- ~ Raising educator salaries to a level that will attract and retain teachers and support personnel.
- ~ Staffing schools with fully certified instructional personnel and providing on-going professional development for an effective faculty and staff.
- ~ Improving state and federal career ladder programs for education personnel.
- ~ Using union labor to build modern, appropriately sized schools.

We must fully fund all services for students to achieve their learning potential, including child care, after-school sports and cultural programs, health care, counseling, and libraries on site or in easy reach of the school site. Programs that engage parent volunteers are crucial to the success of public education, and schools should be encouraged to support them. However, volunteers must never become a substitute for the employment of the appropriate number of full-time teachers, counselors, paraprofessionals, and classified school employees.

The Federation urges local Central Labor Council COPEs to participate actively in school board elections, monitor and expose candidates of the radical right, ensure that elected officials understand the educational needs of working people, and safeguard the rights of school employees. We support legislation integrating project labor agreements into bond expenditures, so that we build future schools with well-trained and efficient union labor.

All school employees must have the right to organize and bargain collectively, and all school reform programs should recognize the collective bargaining rights of school personnel. The Federation firmly opposes any and all public school employment discrimination. We seek further to eradicate forever all barriers of race, ethnicity, age, gender, gender identity, sexual orientation, economic status and geography in order to provide equality of access to education for every resident of the state.

Our system of public education should begin with high-quality early learning programs. The Federation supports the establishment of universal preschool programs, so that child development and enrichment are available to all. We also believe that early childhood education providers should have access to quality training and be properly compensated.

In the long run, California should provide high quality state-subsidized child care linked to the public school system. This is the best way to ensure that working parents have good, affordable child care, and that child care workers receive decent wages, benefits, and access to career ladders.

Higher Education

We support universal access to public higher education, including community college, the California State University, and the University of California systems. California has traditionally led the way in ensuring that everyone who wanted to enroll in higher education could do so. But rising tuition and elimination of classes and programs due to ongoing state budget crises have limited access for many. We support tuition-free higher education, and, in the absence of that, we support vast improvements in the availability of financial aid.

In the face of state budget cuts to higher education, the UC and CSU systems have instituted furloughs, wage freezes and pay cuts to balance their budgets on the backs of workers. The Federation opposes cost-saving measures that punish workers while executives at UC and CSU are receiving increased compensation packages. In 2009 alone, UC approved \$9 million in executive compensation increases and added several new highly paid executive positions. CSU top executives have received salary increases of 23 percent since 2002.

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, and with fewer benefits. Classified employees are in a similar situation, particularly at community colleges. These practices are designed to save money, but the immediate results are damaging: adjunct teachers have to struggle to earn a living wage, and education suffers when teachers spend less time in the classroom than they do on the highways, shuttling from one campus to another to make a living. The Federation calls for the replacement of this casual labor system with full-time employment for all academic and classified employees.

It is unacceptable that the University of California and the California State University system, which are dedicated to giving their students opportunities for better jobs and financial security, are some of the state's worst employers when it comes to giving those same protections to their own workers. The Federation joins its affiliated unions in calling upon all of California's institutions of higher education to make the promise of secure, living-wage jobs a reality for both their students and their own employees.

The Federation supports increased transparency and accountability of the UC system. We support measures to increase public access to records, protect whistleblowers and investigate the use of state and federal funds by the University. We also support joint governance of the UC pension program, which is currently managed exclusively by the UC Regents and is the only public pension system in the state without direct employee representation.

The Federation worked closely with unions at the University of California to request a legislative audit of the use of funds by the UC system. The State Auditor will complete the audit of UC by October 2010, at which time unions at UC will get a better picture of how UC distributes and uses state and federal resources at a time when the University has raised student fees and furloughed workers.

The University of California is considering fundamental restructuring of the university in the face of state budget cuts. The UC Regents and President Yudoff formed a Commission on the Future of UC to engage in a year-long process with the goal of developing a vision for the future

of the state's public research university. The Federation has actively participated on the Commission and has been a voice for union members at UC as well as for working families whose children attend, or want to attend, a UC campus. The Federation opposes attempts to increase student fees, cut worker wages, benefits and jobs, or limit the accessibility, affordability or quality of education at UC. UC is a key public resource and economic engine for California, and we cannot afford to shut out working people from its hallowed halls.

Career Technical Education and Workforce Development

A highly skilled, well-trained workforce is a key part of economic development. Without it, businesses will compete on the basis of cheap labor, and wages, benefits and working conditions will suffer. The Federation supports creative partnerships between schools, colleges, businesses, unions and the public sector to expand the skills of California workers.

The Federation joins the State Building and Construction Trades Council in support of improving and expanding the state's role in training workers for the new economy and providing career technical education (CTE) opportunities. For well over a decade, California's high schools have been neglecting career technical education. Since 1997, there has been a 24 percent reduction in CTE courses and teachers, and a 30 percent drop in CTE enrollment, which stood at 868,265 in 1997 and had dropped to 610,856 by 2007.

With appropriate resources and focus on employment and training needs in high-skill, high-wage jobs, high schools and colleges can help train students to join the workforce through career technical education programs. These programs must consider local economic conditions and be developed in cooperation with the Labor Movement. The last two years of high school should include transition from school to work as an integral part of the curriculum. Unions should participate fully in planning and implementing local school-to-career programs and curricula to ensure inclusion of strong labor rights components.

Apprenticeship programs are crucial to quality workforce development. For students who don't complete four-year college degree programs, community college and California Department of Education-based apprenticeship programs can provide an alternative career path. No educational program comes closer to fulfilling the ideal of training for the job than the apprenticeship programs sponsored by Building and Construction Trades unions. Apprentices learn by working, and they work alongside masters of the craft. Unlike some college and adult education programs that don't fully prepare people for a specific career, building trades apprentices complete their training programs prepared for real work and ready to be hired in real jobs. Apprenticeship training programs make union workers far more valuable to an employer than their non-union counterparts, and ensure that graduates enjoy appropriate compensation for their high level of skills and productivity. Well-trained graduates thus earn more money, help their employers, and boost the state's economy.

California has over 250 union-sponsored apprenticeship programs. These programs invest an average of nearly \$9,000 a year per student. Unions spend \$200 million a year for apprenticeship programs in California. The Federation supports continued and increased state funding for apprenticeship programs, which, despite their value to workers and the economy, have been repeatedly threatened by budget cuts.

We also believe state resources should be spent wisely on apprenticeship programs. Incredibly, the state spends tens of thousands of dollars a year on programs that don't graduate any apprentices. We support legislation to limit state funding to apprenticeship programs that actually graduate apprentices. We also support broader accountability in apprenticeship programs.

The Federation's Workforce and Economic Development (WED) program assists unions in creating high-skill training programs and high-road partnerships to keep union workers well trained and competitive. The program helps affiliates make use of government programs such as the Workforce Investment Act, the Employment Training Panel and other economic development grants in order to improve the skills and lives of their members.

The WED program, in concert with the SBCTC, has worked with environmental justice groups and the Apollo Alliance to promote pathways out of poverty and into union apprenticeship programs with a future. We understand that worker training and union involvement are pre-requisites for creating sustainable jobs and a sustainable economy.

The Federation recognizes that the state and its industrial leadership are now at serious risk of losing the competitive advantage of a highly trained workforce. The Governor and legislature must lead a strategic effort to forge the state's education and training infrastructure into an integrated system of skills development that addresses the needs of all California workers.

Labor Education

Labor education is crucial to the future success of the Labor Movement and to the defense of workers' rights. We endorse expanded teaching and learning at all levels of education about organized labor's contribution to American and Californian history, and to the contemporary economy. The Labor Federation supports events and resources related to the celebration of California Labor Education Week in April.

The state Board of Education should include labor history in K-8 instructional materials. We also encourage local school districts to incorporate labor history in their instructional materials for grades 9-12. All school-to-career related curricula should include a mandatory workers' rights component. 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.

The Miguel Contreras Labor Program stretches across the University of California system to carry out, through its affiliated components, research and education on issues of labor and employment. Unfortunately, the Labor Program has been the target of partisan attacks in the budget process, and its budget has required vigilant defense year after year. In 2009, Governor Schwarzenegger line-item vetoed state funding for the UC labor programs. With strong support from Karen Bass and Darrell Steinberg, UC President Mark Yudof agreed to directly fund the programs at a lower level (\$2 million) for FY 09-10. UC has indicated that they will continue to support the programs in the coming fiscal year. The Federation supports permanent funding for the program and opposes partisan attempts to deny funding for research on the important labor topics it covers.

The Federation is also represented on the Speaker's Commission on Labor Education. This commission was created by Speaker Hertzberg in 2001 and continues to meet quarterly to address the issues of labor education in California's public school system. Through the Commission and its diverse union membership made up of leaders and activists throughout California, the Federation has helped create the Commission's website. The site serves as a clearinghouse of labor information for educators teaching labor education in their classrooms. The Commission has also taken an active role in ensuring that labor history is adequately included in crafting standards for high school and middle school textbooks used in California.



High Quality, Universal Health Care Coverage

FOR years, California's unions have led the fight for better, more affordable health care in California. From supporting single-payer legislation to championing Proposition 72 and struggling for change through Governor Schwarzenegger's "Year of Health Reform", the Federation and its affiliates have fought to both secure health coverage for workers who have it, and expand coverage to those without.

The passage of federal health reform was a big step forward for this work. The new law will expand access to coverage for low-income and middle-class Californians without job-based coverage. The reform will extend coverage to 32 million uninsured Americans, and everyone will be impacted by the reforms to the system.

The Federation fought for federal health care reform and hundreds of thousands of union members called, emailed and visited their representatives in Congress in support of reform. As a result, the entire California Democratic Congressional delegation voted in support of health reform and set in motion huge changes to the current health care system.

However, our work is far from over – a large amount of the crucial details of implementing federal health reform are left up to national and state regulators. The federal law also falls short in many areas where reform and regulation are needed. The national health care bill did not include a public option, nor did it mandate stronger regulation of the insurance industry that could control health care costs that are eroding job-based coverage. Without these critically important provisions, health care cost inflation will continue to climb and will be a significant problem as we move forward in implementing the national bill. Since there is an individual mandate, it is imperative for California to take appropriate action to make sure that health care benefits are affordable, comprehensive and available to everyone.

Even with federal health reform, the goal of establishing a universal, single-payer health care system remains. The experience of Medicare (and of nearly every other industrialized country) shows a single-payer system is the most cost-effective and equitable way to provide quality health care. The national health care reform legislation permits states to adopt other health care systems that provide benefits at least as good as that provided by the national bill, with federal approval. The Federation supports the creation of a comprehensive, universal, single-payer health care system in California.

The need for this reform and continued work on the issue is more pressing than ever before. Californians are more likely than most Americans to lack health insurance – more than 8 million Californians go without insurance each year.

When employers pay more for health care, working families end up bearing the brunt of cost increases, either through higher cost-sharing or by foregoing wage increases. Workers with employment-based coverage now pay an average of nearly one quarter of family premium costs, amounting to \$2,400 a year, more than twice the average family contribution in 1999. The rising cost of insurance has contributed to the steady erosion of employment-based coverage.

The dramatic rise in costs has been fueled by insurance, hospital, and pharmaceutical industry profiteering, coupled with inefficient purchasing because of a lack of price and quality transparency within the industry.

Even with the most expensive health care system in the world, California's working families still confront unacceptably low standards of care with respect to medical errors, hospital-acquired infections, and understaffed facilities and provider networks. Meanwhile, funding for our public health system is so inadequate that it is falling into disrepair and the state is facing an alarming shortage of hospital emergency rooms.

The Impacts of Federal Reform

Federal health reform will provide near-universal coverage for all with expansions of both public and private job-based coverage. There is still work to be done to implement and improve provisions of the bill. Whether regulators can effectively control premium increases, enforce medical loss ratio provisions, and police pre-existing condition regulations will depend on action by state and federal governments.

The Federation supports the provisions of the federal law that prevent the worst abuses of the insurance industry. No longer can insurance companies deny coverage for pre-existing conditions, nor can they drop coverage because of sickness, a policy called rescission. No longer will consumers have lifetime or annual caps on coverage. The reform eliminates exorbitant out-of-pocket expenses, through an annual cap on out-of-pocket costs, thus preventing bankruptcies due to medical bills.

The federal bill expands Medicaid coverage and creates a new health insurance exchange that individuals and small business can access for affordable, accessible coverage. No longer will anyone lose health insurance if they lose their job, get divorced or go through any other life transition.

The Federation supports steps in the reform to begin to control health care costs. Changing delivery systems to promote preventive services will help rein in costs, as does providing coverage for all to allow access to preventive care. Abolishing underwriting and its expense and incentives is a first step to forcing insurers to compete on cost and quality, rather than risk selection. New patient safety measures reduce hospital-acquired infections and costly hospital re-admissions, and should apply to job-based coverage and the Exchange as well as Medicare and Medicaid. Lastly, payment reforms that reward quality care and better health outcomes over the quantity of procedures performed will help shift profit incentives in health care to maximize quality and cost-effectiveness rather than volume.

The individual mandate and expanded coverage options will greatly increase the demand for health care services statewide. Current levels of health care infrastructure and workforce capacity will not be able to adequately respond to the needs of millions of newly insured. The Federation supports policies that will increase the capacity of the health care workforce, maintain appropriate staffing ratios and extend fair wages and benefits to all health care workers.

The Federation will be vigilant in protecting workers against the greed of insurance companies as we monitor and advocate for implementation. The reform package is partially funded through an excise tax on high-cost health plans that is set to begin in 2018. The Federation opposes federal and state attempts to tax the health care coverage that working families receive through their employers. Union members have fought hard and sacrificed tremendously to maintain coverage through work.

The Federation continues to support the expansion of the employer-based health care system. Although employer-based coverage is shrinking in the U.S., it remains the foundation of our health coverage system. We support requirements for employers to make a contribution to the health care coverage of all workers, including low-wage, part-time, and seasonal workers. The new federal reform includes an employer penalty but does not require employers to provide health coverage. The Federation is concerned that the current federal penalty structure leaves room for scoff-law employers to not pay their fair share by shifting employee hours to avoid paying a penalty.

We will work hard to guarantee that no employer escapes its obligation.

The Federation supports changes to federal law that would clear any obstacles to strong mandates on employer-provided coverage at the state or federal level. Without those changes, state level efforts to provide universal coverage will continue to be subject to litigation, and policy proposals will be hobbled by the threat of court challenges.

Implementation of Federal Reform and Beyond

The implementation of federal health reform provides California the opportunity to strengthen, expand and improve on the provisions in the new law. We need to develop regulatory structures for the reforms set out by federal reform that will contain costs, improve quality and hold insurance companies accountable. The way we implement federal health reform at the state level can move us in the direction of a single-payer system for all Californians.

ESTABLISH A PUBLIC, ACTIVE PURCHASER EXCHANGE

- ~ **Create an active purchaser Exchange.** 3-10 million Californians will access coverage through the Exchange – the only source for affordability and small business credits. That market share gives the Exchange enormous power to set a floor for price and quality of health insurance. An “active purchaser” exchange can aggressively negotiate on premiums and product quality and design, as well as drive cost containment strategies and prevention agendas.
- ~ **Maintain a publicly run Exchange.** The Exchange should be operated by a public authority that is accountable to elected officials and the public. The work in the exchange will involve inherently governmental functions that should be performed by a public, civil service staff and should not be privatized or contracted out. The governance of the Exchange should include a union representative and prohibit governance by “sellers” in the Exchange.
- ~ **Make the Exchange consumer-friendly and accountable.** The exchange should have a hotline operated by state employees 24/7 with full language access. Consumers should also be able to access in-person assistance from state employees around California – providers could coordinate with existing services. Online web access should also be available, but not in place of other consumer services. The Exchange should have its own formal grievance and appeals process for denials of coverage and other difficulties.
- ~ **Facilitate enrollment in the Exchange.** The Exchange will be the only source of affordability credits for low-income and middle-class individuals, and is a good source for coverage during transitions between coverage. The state can facilitate enrollment in the Exchange by providing information to individuals at key life transitions, and coordinating with employers to enroll individuals who are laid-off or part-time.
- ~ **Facilitate public health insurance options to compete with private insurers.** Existing county-organized health plans and other public health benefit programs could form joint ventures and share networks, and would then be able to participate in the Exchange. This would allow local public health plans to have a broader reach and become a viable option in the Exchange, allowing them to compete with insurers. A public health plan option in the Exchange is one step toward a comprehensive public option.

PROTECT THE PUBLIC HEALTH CARE AND SAFETY NET SYSTEMS

- ~ **Fund public hospitals and community clinics at an appropriate level.** America’s health care safety net is currently frayed, as competition with HMOs, shrinking budgets, and rising numbers of uninsured are undermining access to care for the poor and uninsured. We call for policy makers to maintain a viable safety net.
- ~ **Fund hospital seismic safety retrofits.** The collapse of the health care system in New Orleans after Hurricane Katrina shows the need to ensure that California hospitals are able to care for the injured after a serious natural disaster. California’s landmark hospital seismic safety laws will play a key role in preserving hospital services after an earthquake. However, some hospitals that serve large numbers of people who are uninsured or who have Medi-Cal

coverage need the help of a state seismic safety measure to enable them to retrofit their hospitals as soon as possible.

IMPROVE HEALTH CARE QUALITY

- ~ **Improve staffing standards in health care facilities.** Health care facilities often intentionally understaff their facilities to boost their bottom lines. But understaffing is directly tied to higher rates of medical errors and lower-quality patient care. Staffing standards are needed at all staff levels to ensure that caregivers are able to manage their patient loads.
- ~ **Support efforts for the advancement and training of health care workers.** In an era of health care worker 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 multiple health care unions is an outstanding example of a high-road partnership that meets the needs of workers, patients, and management.
- ~ **Maintain the ability of patients to choose their own doctors.** Patients and their health care providers should be free to make their own health care choices, without interference from HMOs and insurance company bureaucrats. We will continue to fight to ensure that all Californians have the freedom to choose – and keep – their own doctor and have access to the care they need.

REIN IN HEALTH CARE COSTS

- ~ **Create a public alternative to private insurance companies and HMOs.** Across the United States and the world, public health care systems have a proven track record of delivering high-quality, cost-effective care, while their private counterparts have proven unable or unwilling to control rising health care costs. The Federation supports the creation of a public insurance system that builds upon our existing public health infrastructure to offer individuals and employers a viable alternative to private insurers.
- ~ **Stop employers and HMOs from shifting costs to workers and their families.** Employers are shifting costs to workers every day, increasing co-pays, deductibles and other out-of-pocket costs. Many workers can no longer afford coverage on the job because their share of the premium for themselves or their family is too high. High deductibles make coverage meaningless for many families. Federal health reform was a step in the right direction, but more protection is needed.
- ~ **Make prescription drugs more affordable.** The Federation believes in a more accountable, transparent drug industry that provides greater access to affordable medications. We support the reimportation of drugs from countries with strong safety records, restrictions on drug marketing, direct price controls on pharmaceuticals, improved evidence-based drug information, and broader access to generic medications.
- ~ **Utilize bulk purchasing power more effectively.** One of the primary failings of the Medicare Part D program is its statutory prohibition of bulk negotiation by the government on behalf of plan beneficiaries. This drug –company-influenced provision keeps Medicare from utilizing its tremendous market leverage to lower prices and improve the quality of the program, and we call for its repeal. Union families have tremendous purchasing power in the health care marketplace. The Federation supports efforts to use that power aggressively in all aspects of health care purchasing, to promote health plans that are good for us as consumers and as union workers.
- ~ **Use union health care dollars wisely.** The Federation supports efforts to pool Taft-Hartley funds and, in conjunction with fund administrators, to ensure that quality is a significant factor in making plan selections.

- ~ **Enact strong regulation for all aspects of the health care industry.** The health care industry places industry profits ahead of patient care, and patients and health care workers pay the price. The Federation supports regulations in the health care industry that would make the industry more transparent, expand access to care, restrain costs and improve quality. The Federation supports efforts to end the double-dealing of pharmacy benefits managers by requiring better transparency and corporate behavior within that industry. The Federation endorses proposals to regulate the rates charged by hospitals, health insurers and HMOs including state approval for rate increases and prohibiting rate hikes more than once a year. We also support policies, like mandatory minimum medical loss ratios, that direct health care dollars toward patient care rather than overhead and profit.



Strong Protections for Worker Health and Safety

ON May 16, 2008, Maria Isabel Vasquez Jimenez, a pregnant 17-year-old farmworker, died two days after she collapsed in a Stockton field following an eight-hour day of pruning vines in the heat. Her fiancé, who had been working with her in the field, told investigators that temperatures in the field had passed 95 degrees, and that the workers were left with no shade and no training for how to cope with heat-related illnesses. Workers were given only a five-minute break, and the closest drinking water was a ten-minute walk from the worksite. When Maria was finally taken to a clinic, ninety minutes after she had fallen to the ground, a supervisor told her fiancé to tell the clinic that she had become sick while exercising, not while working.

While the vast majority of California's employers are never visited by state inspectors, Maria's had been, just two years earlier. Cal/OSHA officials had cited Merced Farm Labor in 2006 for failing to provide employees with heat-stress training, for not having an injury-prevention plan for workers, and for failing to provide enough toilets for workers. They were fined \$750 for each offense and instructed to correct the violations before the end of the year. Cal/OSHA never returned to the worksite for a follow-up visit. Maria's death is but one in a tragically long line of workers who have lost their lives to inadequate workplace protections and under-funded government enforcement agencies.

As the BP oil spill off the Gulf Coast that claimed 11 workers' lives reminds us, workplace catastrophes are not limited to California. The clean-up of that spill continues to threaten the health and safety of workers as BP cuts corners on proper equipment. Workers hired to clean up the spill have fallen ill with complaints of nausea, dizziness, breathing problems and bloody noses. BP has not provided the equipment, such as respirators, necessary to protect workers from the chemical dispersants sprayed to break up the oil. Workers in disaster areas, whether natural or man-made, require the same health and safety protections as workers in traditional workplaces.

An average of 14 American workers are fatally injured at work every day, an estimated 50,000 died from occupational diseases in 2008, and more than four million workers across all industries throughout the country reported work-related injuries and illnesses. Latino workers, especially those born outside the U.S., have disproportionately high rates of workplace injury and death.

The Federation believes that a safe and healthy workplace is a right of all workers. While a good workers' compensation system is vital for injured workers, preventing workplace injuries and illnesses before they occur is even more important.

Inspections and Enforcement

As of March 2010, there were 195 Cal/OSHA inspectors. That means there is one inspector for every 93,497 workers. Clearly this system is not designed to actually keep workers safe.

Working with Cal/OSHA staff and community organizations, the Federation was successful in getting the legislature to adopt additional funding for Cal/OSHA inspectors, yet Governor Schwarzenegger has line-item vetoed increased funding for the enforcement of worker health and safety standards.

The Federation believes that joint liability between contractors and their subcontractors is essential in an economy that is so fragmented. General contractors should not be allowed to ignore the poor safety records of their subcontractors, but should instead be held jointly accountable for

their subcontractors' violations of worker health and safety laws. This is the only way to prevent employers from turning a blind eye and profiting by the way subcontractors skirt the law.

The Federation believes that employer fines for workplace hazards should never be considered a mere "cost of doing business." In the West Virginia mine disaster, Massey Energy, the coal company whose mine filled with methane gas and exploded, was fined over \$1 million dollars for safety violations between January 2009 and April's disaster. The company paid less than \$200,000 due to loopholes in the OSHA appeals process. Many of the violations that led to those fines were for the very issue that led to the explosion – improper ventilation of methane gas. While California generally has a higher set of fines, they are still an inadequate deterrent because they are so frequently reduced or eliminated through the appeals process.

The Federation supports establishing mandatory minimum payments for fines related to workplace hazards, prohibiting employers from negotiating away more than a specified percentage of fines they have been assessed. We also support directly funneling back employer-paid penalties for workplace violations into labor law enforcement budgets. In no case, however, should fines be used as a replacement for adequate institutional funding of enforcement bodies.

Due to persistent under-funding in the state budget, 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 worksites and actively engage their employers to improve working conditions. We support programs that help workers sharpen their skills in improving workplace safety and health.

Vulnerable Populations

The workplace is an especially dangerous place for immigrants. While the national rate of fatal occupational injuries stands at 3.8 per 100,000 workers, Latino workers are being fatally injured on the job at a rate of 4.6 per 100,000 workers. The jobs that lure many immigrants to the U.S. are now killing an average of 19 native- and foreign-born Latino workers each week.

Immigrants face many workplace hazards that could hurt them, even if they aren't fatal. California banned the short-handled hoe in 1975 to prevent debilitating back injuries, but many farmers then started to require workers to pull weeds by hand instead, which can be just as dangerous, if not more so. Together with California Rural Legal Assistance, labor won a Cal/OSHA Standards Board regulation that now prohibits hand weeding in California.

We 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.

Workplace Hazards

Workers face a wide variety of hazards in the course of their jobs. From dangerous equipment to extreme temperatures to toxic chemicals, even workplaces that follow basic safety rules can pose serious dangers to their workers.

While enforcement of workplace safety standards is already less than it should be, the Cal/OSHA appeals process has further weakened the effectiveness of enforcement efforts. Under current law, an employer who has been cited for a workplace safety violation does not have to abate the violation until and after their appeal of that citation has been ruled upon. This loophole has allowed unscrupulous employers to put off required safety improvements and evade the consequences for unsafe workplaces. The Federation supports policies to crack down on employer abuse of the appeals system and to require employers to abate workplace hazards upon citation, rather than upon resolution of an appeal.

Too often the Cal/OSHA Appeals Board issues decisions that ignore the law, undermine legislative intent, and contradict established precedent. Also of concern are the Board's rules and practices that have served to undermine the ability of the enforcement arm of Cal/OSHA to protect the lives, health and safety of California workers. The way the Board handles its cases and treats Cal/OSHA staff leads to a culture of settlement by Cal/OSHA inspectors and attorneys that forces them to whittle down proposed penalties and, by extension, remove the proposed deterrent effect of Cal/OSHA on bad employers.

The Federation will work to secure new leadership at this critical Board so that employers who break the law, ignore the law, or willfully put workers' lives at risk do not get off with a simple slap on the wrist because of their ability to game the appeals process.

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 very useful for workers. The Federation will again petition the Cal/OSHA Standards Board to strengthen our state ergonomics standard.

HEAT-RELATED ILLNESSES

Because of California's climate, its workers are particularly susceptible to heat-related illnesses and injuries. In the summer of 2005, several farmworkers and construction workers in California died while working in the scorching summer heat. The deaths prompted the enactment of a temporary emergency measure to protect workers from heat illness. The emergency measure was designed to ensure access to adequate supplies of cool water and shade for workers who are becoming ill, to provide training on the critical elements of heat illness prevention, and to require the Cal/OSHA Standards Board to review the feasibility of requiring shade for all rest periods.

The temporary regulations were replaced with substantially similar permanent regulations in 2006. This Schwarzenegger administration-touted regulation wasn't enough to prevent Maria's untimely death. The creation of some outdoor heat standards was an important step, but the regulations are far weaker than they should be to fully protect California's workers. The Federation continues to support and advocate for stronger heat-related protections for outdoor workers.

Since the adoption of the outdoor heat regulations, the Federation has also supported legislation to create similar heat stress protections for indoor workers. Joining with the ILWU and other unions, the Federation helped passed legislation that was ultimately vetoed by Governor Schwarzenegger. The governor cited ongoing discussions about regulations at Cal/OSHA as his reason for vetoing the bill, but those discussions have led nowhere. The Federation opposed the governor's decision and calls for immediate action to establish heat-related protections for indoor workers.

CHEMICAL EXPOSURE

There are currently more than 80,000 chemicals on the market in the U.S. In increasing numbers, these chemicals have been linked to health problems including cancer, infertility, birth defects, and learning disabilities. The continuing use of these chemicals poses threats to the health of a broad range of Californians. From the worker who manufactures a chemical, to the worker who uses it later to create a product, to the worker who sells the product to a consumer and the workers who eventually deal with its disposal, any given chemical can touch a host of workers and consumers over its life cycle. Many of these chemicals do not break down in the environment, leading to even more possible exposure for workers over the years.

Because of this long chain of potential dangers, the Federation supports the development of a green chemistry program passed in 2008. This program will, when implemented, encourage the design of products and processes that reduce or eliminate the use and generation of hazardous substances. The underlying theory of green chemistry is to make chemicals safer from the beginning so that they pose fewer problems throughout their lifecycle.

Until we develop safer alternatives and a robust green chemistry program, the Federation will continue to support efforts to reduce or eliminate the use of specific chemicals that pose proven health hazards to workers or consumers. We support requirements for chemical manufacturers to provide workers, consumers, and the government with more information about dangers posed by their products. We have recently supported legislative and administrative actions to limit the use of diacetyl, phthalates, and PFOA, all ubiquitous chemicals with proven health risks to workers and consumers. We also support better testing protocols for workers exposed to chemicals in the agriculture industry.

As part of the ongoing effort to determine the biological impacts of chemicals, the Federation also supports the use of bio-monitoring and body burden studies. These approaches monitor the levels of specific chemicals in human bodies to help the scientific community better understand the impact of chemical exposures on human health. While bio-monitoring can provide immensely valuable information that can help save workers' lives, such studies should remain voluntary for workers and must include strong privacy protections for all participants. Workers should also be guaranteed that results of bio-monitoring cannot be used by employers to discriminate against them.

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Sound Public Investments

CALIFORNIA'S population is booming once again. California is now home to more than 36 million people and is projected to add another 10 million residents by 2030. These new residents will need public services. Demands for schools, water, public transit, roads and housing will grow. California is already in desperate need of public investments, long before our population increases by more than 25 percent. Our roads and levees need repair. Our hospitals need retrofitting. Our schools need modernizing. Our prisons are bursting at the seams. Our public infrastructure needs serious, immediate attention.

The state took an important step toward making the investments we need when voters approved \$42 billion worth of infrastructure bonds in 2006. Federal stimulus funds infused billions more into infrastructure investments for transportation, school construction and other shovel-ready projects. The Federation supports these investments, but budget cuts and a structural deficit threaten to stall current infrastructure projects and derail future investments.

We need a comprehensive strategy for making those investments and a sustainable, equitable way to finance them. A sound investment plan will improve our schools, roads, and public transportation, and it should finally address our needs for hospital seismic upgrading and levee repair. The Federation supports these significant public investments.

Major public investment is the cornerstone of sound economic development policy in California. Transportation spending supports our infrastructure and directly generates jobs. Public investment in energy production and supply protects the state's residents from the vagaries of the private market. And investment in our water system protects a resource vital to our economic growth and prosperity.

The destruction of New Orleans after Hurricane Katrina and the 2007 collapse of a heavily-trafficked commuter bridge in Minneapolis serve as shocking reminders of the importance of not just building new roads and bridges, but of maintaining the infrastructure we already have. Each budget year of cuts and deferred maintenance only puts California further behind in this regard. The Federation calls for adequate funding for inspection and repair of our existing infrastructure.

We vigorously oppose the degradation of public services through privatization. Contracting out is a way to crush or bypass public sector unions, and it inevitably results in lower-quality, higher cost services delivered with little accountability. In 2002, labor won legislation placing limits on how school districts contract out work. Numerous bills have attempted, in vain, to repeal this legislation. We will continue to defend these protections against contracting out in our schools, and will work to place similar conditions on contracting out at the city, county and state level.

The Federation joins the State Building and Construction Trades Council in strong support of Project Labor Agreements. PLAs prevent an economic race to the bottom, in which businesses compete against each other at the expense of workers and the community. They are particularly important for large-scale public works projects, which have the potential to raise or lower wages for hundreds or thousands of workers. PLAs have been used for over sixty years, on public projects like the construction of the Shasta Dam and Los Angeles' Light Rail System, and private projects at General Motors, Disney and Toyota. The Federation continues to strongly support PLAs as a way to help large public and private construction projects go more smoothly, as well as to maintain wage and benefit standards.

Transportation

California cannot prosper without sound public investment in the state's transportation infrastructure. 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 maintain our ports and waterways. We also support the protection of good-quality maritime jobs for American workers along California's coastline.

Deteriorating roads inevitably produce a deteriorating economy. Highway construction builds the network for businesses to move goods, consumers to shop and employees to get to work. Each billion dollars spent on road building creates 42,000 jobs. Reducing highway construction funds will ripple through the economy and be felt in manufacturing, services and elsewhere.

California voters have over and over again voiced support for better investment in transportation. In 2008, voters overwhelmingly approved Proposition 1A, a \$9.95 billion bond measure for construction of a statewide high-speed rail system. High-speed rail will relieve traffic on congested highways and facilitate the movement of people and goods throughout the state. However, California's economic success depends on continued investment in both high-speed rail and our state's highway system.

California's high-speed rail system received \$2.25 billion in federal stimulus funds supported by Federation and affiliate lobbying. The Federation joined with the Chamber of Commerce and the California Sierra Club in sending a joint letter to the Obama administration in support of federal funds for California's high-speed rail system. The letter was delivered to key legislators in Washington, DC by a delegation of unions led by the Federation and helped California to win the largest share of the \$8 billion federal rail fund. Federal funding will go to shovel-ready construction projects and will help create 160,000 construction jobs statewide in the next few years. We support ongoing federal funding of California's high-speed rail system and oppose efforts to derail or defund its progress.

The Federation stood with nearly 70 percent of California voters in support of Proposition 42 in 2002. Prop 42 ensures ongoing investment in our transportation infrastructure by guaranteeing that local sales taxes, including portions of the gas tax, remain for local use in public transportation, road and highway repairs. We also supported Prop 1A in 2006, which further tightened the conditions under which the legislature could suspend the Prop 42 guarantee. Recognizing the importance of infrastructure investments to the state's economy, we continue to oppose raiding dedicated transportation funds for other uses.

California's ports are the gateways for nearly 50 percent of all U.S. waterborne commerce. These ports and their intermodal goods movement businesses support a high-wage workforce in the highly unionized transportation trades. The Federation supports releasing funds from the Harbor Maintenance Trust Fund for port infrastructure improvements and building. It is vital that the ports and industrial zones surrounding the ports be protected from gentrification efforts by real estate speculators that undermine good maritime jobs with low-road economic development projects and low-wage jobs.

Road building should not replace mass transit. We call for the expansion of subsidized mass transit and the retooling of industry to build more mass transit. Without a car, many workers cannot reach decent jobs. But car ownership can cost well over \$5,000 a year, an enormous burden for low-wage workers. The absence of effective mass transit can be the decisive factor in keeping working families in poverty. Escalating gas prices are only making matters worse. The Federation opposes the raiding of funding streams for mass transit at the state level. We need to maintain operations funds from state while maximizing the federal stimulus funds received for transit equipment. The Federation opposes cuts to operations funds and mass layoffs across transit districts that disrupt and decrease service quality.

The Obama administration has prioritized the revitalization of the nation's rail lines and the creation of high-speed corridors. The Federation supports ongoing federal funding for high-speed rail, as well as an increase in funding for Amtrak in order to update their fleet and improve rail service.

Transportation manufacturing is a potential area of growth in California. Currently, most American manufacturers of trains, light rail, buses and other rolling stock buy component parts and intellectual property from overseas and just assemble the finished product in the U.S. Real investments in transportation could change that – a recent study found that for every \$1 billion invested in capital expenditure for public transit 3,109 new manufacturing jobs will be created.

Maritime Trades

The Federation reiterates its support for federal statutes that ensure that vessels engaged in the coastwise and international trades are built and crewed by American workers. The Jones Act, the Maritime Security Program, the Passenger Vessel Services Act and U.S. cargo preference laws are critical in maintaining a viable American Merchant Marine.

The Federation supports the American Shipping Reinvestment Act pending before Congress. The Act would spur job growth by creating a broad and diverse range of well-paying employment opportunities for American shipboard, shoreside and shipyard workers. Investment in the U.S. shipping industry would have a significant economic multiplier effect, spurring job growth in affiliated businesses.

The Federation supports the U.S. Department of Transportation's America's Marine Highway Program. The development and expansion of America's marine highway system is an ongoing joint government – private industry effort. The resultant increase in the coastwise waterborne transportation of cargo will help to significantly alleviate congestion on our nation's highways and rails, achieve a greater measure of energy efficiency in the transportation of domestic cargo, and create jobs for American workers in the maritime and its related service and supply industries.

One major obstacle to the development of America's Marine Highway Program is the current application of the Harbor Maintenance Tax (HMT) on domestic waterborne cargo. Today, all cargo arriving at a U.S. port are subject to the imposition of the HMT. Cargo arriving at a U.S. port and then transported by rail or truck to another destination in the United States is only subject to the HMT once. However, if that same cargo is transported by a U.S.-flag vessel to another domestic port, it is taxed a second time under the HMT when it reaches its next destination. This double application of the HMT on waterborne cargo creates a significant economic disincentive for shippers to move cargo by water along our coasts and impedes the development of a Marine Highway System. The Federation supports legislation that would end the double taxation on domestic waterborne cargo.

The Federation condemns the "flag-of-convenience" system in which avaricious ship owners around the world register their vessels in phony flag states to evade labor, safety, environmental and tax laws. This corrupt system has resulted in the global exploitation of seagoing maritime labor.

The Federation supports tough security measures that protect U.S. ports and maritime workers from terrorist attack, but opposes any measures that treat workers as suspects and infringes on their constitutionally guaranteed civil rights. The federal government should be less focused on low-risk American workers and more focused on 100 percent container screening on imports, foreign mariner documentation and other security initiatives.

Water

California should sustain our historic investment in water infrastructure so that farmers, residents and businesses can thrive.

The state constitution protects water as a public trust, meaning that water belongs to the people of our state. Historically, the state and federal government have invested in water infrastructure to ensure universal access to clean and affordable water for residential and industrial use. Eighty percent of people in the state now receive water from a public water system.

Private corporations are increasingly viewing water as a lucrative investment opportunity, jeopardizing access and safety. Multinational corporations are aggressively pursuing a water privatization agenda, bringing globalization and its effects home to our back yard. The Federation

opposes the privatization of water infrastructure, and urges the state to maintain its historic role in protecting water as a public good.

The same companies who seek access to the municipal water system have lobbied to gain access to public bond funds. This hijacking of public resources would be an historic shift in California's policy of investing in public infrastructure. It would also be deeply ironic, given that private water companies often market themselves to municipalities based on their credit rating and access to global capital markets. Environmentalists and consumer advocates have thwarted this effort, but we must stand firm to make sure that California uses public funds to build and maintain public infrastructure, not as a giveaway to corporate privateers.

Another form of water privatization occurs when agribusinesses sell water. In Kern County, for example, the state's largest underground storage facility – designed to store water for times of drought or to meet public water needs – is now being used by agribusinesses to sell water to anti-union developers.

The Federation views water as a public good that must be protected so that it can benefit farmers, businesses and consumers in the state. Seeing it as a tradable commodity, to be bought and sold on a water market, is a dangerous precedent. As the state learned in the energy crisis, the commoditization of natural resources can be very dangerous. We call for active stewardship by unions and communities to protect water from speculative moneymaking interests.

Eminent Domain

As California continues to invest in infrastructure and engages in other development activities like urban infill projects, state and local government entities will inevitably confront the issue of eminent domain.

The Federation supports the government's ability to exercise eminent domain powers. We reject the recent spate of right-wing efforts, like Proposition 98 in 2008, to use the issue of eminent domain as a ruse to enact broad reaching changes to eminent domain powers, environmental regulations and rent control ordinances.

Privatization of Public Assets

Governor Schwarzenegger has a long history of attempting to sell or lease state assets, beginning with the state lottery and EdFund in 2007. In the 2009-10 budget deal, Governor Schwarzenegger attempted to initiate the sale of the State Compensation Insurance Fund, despite the opposition of SCIF's Board of Directors. Governor Schwarzenegger also signed a bill authorizing the sale of 11 state-owned buildings, a plan that the Legislative Analyst's Office called "poor fiscal policy" and "bad budgeting." These and other proposals represent a disturbing trend toward the privatization of public assets.

The Federation rejects this trend. We believe that it is analogous to and as undesirable as contracting out public sector jobs. While SCIF and assorted buildings are not the state's most valuable assets, their transfer to private hands represents a dangerous step down a slippery slope. If public assets are underperforming or underutilized, we support taking steps to improve their performance, but do not support auctioning them off to the highest bidder. The Federation supports many of the goals and programs slated to benefit from various proposals to privatize state assets, but believes that those programs should be funded with long-term, stable, and appropriate financing mechanisms rather than by proposals that mortgage California's future.

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Environmental Protection

AS workers and as residents of California, we all deserve clean air, clean water, safe energy sources and the preservation of our natural resources. Protecting the environment is both socially responsible and a key component of future growth for the organized labor community. The decisions we make now about adapting to global warming and the ways we generate energy will impact the economy, environment and infrastructure of California for decades to come.

We recognize the tremendous potential for new economic and workforce development as a result of changing our patterns of environmental behavior. The Federation's Workforce and Economic Development program has focused significant time, resources and energy toward this end. The Federation applauds local and state-level government efforts to encourage the development of green-collar jobs and supports the emerging green technology industry. These efforts must be met with an equally zealous push from the labor community to ensure that new green jobs become sustainable union jobs.

Global Warming

Global warming is an indisputable fact that will thoroughly change our economy, our labor markets and many aspects of our daily lives. Labor's response to climate change will determine, in large part, whether these changes support our ability to organize new members or whether our strength is undermined.

In combating global warming generally, and implementing AB 32, California's greenhouse gas reduction law, specifically, the Federation's Executive Council has endorsed the following principles:

- ~ **Building Alliances and Regional Partnerships.** Addressing global warming provides labor the opportunity to build new alliances and strengthen bonds with environmental, community, and business allies. Furthermore, in order to reach the target called for by AB 32 to mitigate global warming, we call upon employers to step up their efforts to reduce their own emissions and partner with union representatives and community leaders in efforts to seriously address global warming.
- ~ **Sustainability.** Climate stabilization can only be accomplished if our economy and society are structured around the notion of sustainable development and fair trade. For unions, sustainable development requires a commitment to decent working conditions, including a voice at work, the right to organize and to a safe work environment, as well as access to prevailing and self-sufficient wages.
- ~ **Green Jobs Must be Union Jobs with a Future.** The struggle against global warming is an opportunity to address unsustainable patterns of development, production, and consumption, and to create new and high paying green jobs throughout California in renewable energy, the construction trades, public transportation, sustainable farming, and much-needed manufacturing for California workers. It is not enough for a job to be with a clean tech or green employer for it to be truly green. Green jobs include any job that has been upgraded to address the environmental challenges facing the state or nation. A good green job is one with good wages and benefits, an upward career pathway, and a voice on the job: in short, the protections only guaranteed by union membership.
- ~ **Just Transition.** With the industrial transition that a green economy brings, workers in many traditional industries will experience major changes, including dislocation or other impacts.

We support the concept of “just transition” – no worker should suffer economic hardship or insecurity as a result of the changes required to address climate crisis or other environmental challenges. Provisions shall be made for education, training, retraining, or as necessary, re-employment in comparably good jobs or bridges to retirement.

- ~ **Equity for Communities.** People in the poorest communities of our state, who have shouldered much of the burden of our carbon-based economy in terms of poor air quality, health hazards, lower wages, and longer commute times, must be among the first included in job-creation programs, community development and pollution mitigation efforts.
- ~ **Worker Training and Coordination of Resources.** Greening the economy will require a workforce with new skills. Policy-makers must support, enhance, and leverage union apprenticeship programs, labor-management training partnerships, career-technical education initiatives, community colleges, local workforce investment boards, and other education, training and worker supports to train new and incumbent workers and build career pathways for the green economy.
- ~ **Global Warming is a Global Problem.** Reducing greenhouse gas emissions will require action on many fronts. Industry, agriculture, transportation, electric generation and land use policies all must change. The regulatory system must ensure that these changes occur comprehensively and fairly. A carbon emissions fee should be levied on carbon emitted in the manufacture of any product sold, used, or imported for sale or use. Emission permits should be auctioned, and state government should administer the market with a majority of the proceeds used to benefit the public, including substantial investment in workforce development, assisting consumers, and attracting and supporting high-road, green California businesses. Domestic manufacturing and other industries must not be asked to compete against unfair foreign or out-of-state competitors that are able to circumvent California’s regulatory scheme. Reducing our at-home global warming footprint when that reduction actually contributes to increased global warming emissions in another part of the world is counterproductive.

Energy

Safe, reliable, sustainable and affordable gas and electricity are essential services, and access to these services must be regarded as a universal right. As such, the utility industry shoulders an obligation to serve the public, not just to make money.

A stable, organized and well-trained work force 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. 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.

We stand behind the principles of the national Apollo Alliance, a project of international unions, environmentalists and community organizations dedicated to focusing public and private investments on good job creation in renewable energy technologies. The Apollo Alliance seeks to develop energy policy and investment initiatives that will create jobs, generate clean energy with positive environmental impacts in our communities, and help pave the way towards energy independence for California and the U.S.

The energy crisis in our state was an object lesson in the dangers of deregulating a vital industry. Out-of-state energy generators reaped windfall profits; and consumers and workers paid the price. The crisis cost consumers billions 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.

Energy deregulation has proven to be a failure for all Californians. The Federation reaffirms its commitment to regulatory mechanisms that protect the public interest from potential abuses by energy service providers and assure safe and reliable power. We supported Proposition 80 on the

November 2005 ballot that would have re-regulated the utility industry in California and we will support future like-minded efforts.

In considering future energy policy and re-regulation, the Federation endorses the following principles:

- ~ **Equity.** Cost savings from restructuring 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 to discourage generators from gouging consumers and ensure that profits from restructuring are shared with ratepayers and taxpayers.
- ~ **The jobs of utility workers.** Regulation should assure a sufficient and well-trained workforce and cost-effective ways to deliver reliable utility services. 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. We also support prevailing wage provisions for utility construction projects.
- ~ **Energy independence.** We can no longer depend on out-of-state generators with a strong profit motive but no sense of public interest. In the future, operators 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.
- ~ **Safety.** Energy production can be dangerous, both to workers and neighbors. Safety must be a high priority. California should regulate plant maintenance procedures to coordinate necessary shutdowns and establish an inspection and enforcement mechanism to assure proper and safe maintenance. Furthermore, any future power plants must 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.
- ~ **Financial protections.** We can avoid future meltdowns by insuring that bankruptcy protection is part of the utility company's mandate. 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 successorship clauses should be recognized.
- ~ **Energy alternatives.** We are committed to environmentally safe technology for power generation, for the sake of public health and our world. Wind, solar, biomass and other alternative energy sources are friendly to the environment and provide an alternative to our economic dependence on conventional power generators. We should give continued priority to renewable sources of energy that are built, maintained and operated by a well-trained, unionized workforce here in California. Conventional energy projects should be ranked according to their relative impact on the environment, with higher priority given to those using clean fuels. The construction, maintenance and operation of these facilities or vessels should also be 100 percent union.

The Federation believes that the sustainability of our energy supply depends on our continual development of safe, renewable energy sources. We support efforts to develop new and improve upon existing renewable portfolio standards for both public and private utilities, provided that such standards are technically feasible and based on truly renewable and environmentally sound forms of energy.

Like alternative energy, conservation can be a path to greater energy independence, and need not get in the way of growth. 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.

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Good Government and Accountable Corporations

AS Californians, Americans, consumers and unionists, we deserve government that works for the people and we deserve fair dealing and accountability from corporations. Without a healthy democracy in which public participation is allowed and encouraged, the voices of union members will be drowned out by the influence of powerful corporations.

Big banks and the financial industry caused the worst economic crisis since the Great Depression by making risky bets on complex and unregulated financial products. As a result of corporate gambling, millions of Americans lost their jobs, homes and health care and the economy is not predicted to recover for years. After taxpayers spent billions to bail out the banks that caused the crisis, their CEOs are walking away with record profits and millions in compensation and perks. Big banks are now plowing their profits into lobbying against federal regulation of the financial industry.

In California, corporate interests have bankrolled anti-worker initiatives and have tried to buy office as candidates. However, they have to contend with California's unions, which have a long and proud history of making an impact on California's political landscape. From mobilizing some of the nation's most effective voter turnout efforts to fighting to defeat some of the worst anti-worker initiatives in the country, the working women and men of this state make sure their voices are heard.

The result of that work is clear: California has passed some of the most progressive pro-worker legislation in the U.S., including our landmark Paid Family Leave program. We have the nation's second most diverse legislature with solid Democratic majorities in both houses, and, with labor-supported mayors, city councils, and county supervisors, our local governments have created policies that are being emulated across the country.

We've worked with legislators and community allies to fight back some of the worst business practices of big box behemoths like Wal-Mart and financial giants like Bank of America and Wells Fargo. We've engaged corporate bad behavior as shareholders, as voters and as consumers.

The Federation is dedicated to continuing these fights, but in order to be successful, we must both maintain and improve upon our tools for protecting good government and creating accountable corporations.

Good Government

The Federation is committed to ensuring that institutions of government at all levels are responsive to the needs of working families. We support the public's right to access government meetings. We support the Brown Act and the Bagley-Keene Act, which provide transparency for policymaking by local and state agencies. We believe that all of California's residents deserve the right to make their voices heard by communicating with elected officials both directly and through union representatives.

The Federation supports California's system of direct democracy through the initiative process. We believe that, in the absence of legislative action or consensus, it is a crucial mechanism for ensuring that voters have the chance to address some of the state's most pressing issues. While we respect the system, we oppose the recent trend of corporate-backed sham initiatives, like Proposi-

tions 16 and 17 on the June 2010 ballot. Proposition 16, bankrolled by Pacific Gas and Electric, attempted to prevent competition from public power providers and Proposition 17, funded by Mercury Insurance, would increase auto insurance premiums for drivers with breaks in coverage. Both propositions were solely sponsored and paid for by corporate interests looking to protect and enhance their bottom line.

We believe that government not only has a responsibility to serve its constituents, but also that government entities have responsibilities to the civil servants who make governance possible. We reject the movement to blame public service workers for budget shortfalls. Slashing wages, benefits and jobs should never be the first resort of decision makers looking to balance the books.

Government entities at all levels must live up to the promises they've made their workers and their retirees. Rather than bringing public sector workers down to the lowest common denominator of vanishing pensions and health benefits, we should continue to raise all workers up to the high standards we all deserve.

The Federation strongly rejects the use of bankruptcy by government entities and by corporations as a means of evading collectively bargained responsibilities, including pension contributions. We support giving the state the power to authorize or reject a municipal bankruptcy, to ensure it is utilized only when absolutely necessary and not turned into a weapon to use against employees.

Holding Corporations Accountable

Corporations caused the economic crisis that has left millions of workers in dire financial straits. We have seen the destruction that the lack of regulation and accountability of big banks and their corporate partners has caused. The Federation supports an active role for unions and union members in ensuring responsible behavior from corporations. This starts with bargaining the best possible contracts for members, but extends far beyond that, to include shareholder activism, legislative advocacy and more.

We support the AFL-CIO's nationwide campaign for good jobs and Wall Street accountability targeting the Big Six Wall Street banks—Bank of America, Citigroup, Goldman Sachs, JP Morgan Chase, Morgan Stanley and Wells Fargo/Wachovia. The Federation joined community allies at a march to the Wells Fargo shareholder meeting in San Francisco and will continue to hold big banks accountable for their role in the economic crisis.

The Federation believes that corporate accountability starts in the boardroom. We oppose outlandish executive compensation packages that benefit management over rank and file workers. We oppose golden parachute payoffs that have no ties to performance or quality. CEOs and management shouldn't be rewarded with bonuses and pay raises for taking federal bailout money, closing U.S. facilities, laying off workers and reducing labor costs. We believe that corporate success should be shared with all workers and shareholders, not simply doled out to the privileged few.

Because of the ripple effects they can create throughout communities, the Federation believes that corporations should be held to the highest standards for corporate responsibility.

We believe these corporations should be accountable to the communities where they are located. As the first step toward greater accountability, community members have the right to know the impact that stores like Wal-Mart have on their economy. The Federation has sponsored and continues to support legislation that would ensure that local governments have adequate information about the economic impact of super-centers on wages, benefits, public revenues and retail competition in their city or county. We support mandatory economic impact reports prior to city or county approval of super-center building permits.

The Federation also supports greater disclosure of the public costs of low benefits from employers. For years, Wal-Mart has maintained a corporate policy of inadequate health benefits and heavy reliance on government health care programs for its employees. We support public disclosure of employers with a disproportionate share of workers relying on public programs, as well as additional fines and fees on such corporations to compensate for those publicly borne costs.

The path to true corporate responsibility demands transparency from corporations on a host of issues. The Federation supports full transparency about corporate use of tax incentives and loopholes as well as public disclosure of corporate tax payments. We support more information for consumers and investors about the health of corporations and the safety of their products. We oppose weakening regulatory standards for corporations and those responsible for overseeing them.

The Federation supports comprehensive reform of the financial industry that will help prevent another financial crisis. We support reforms that bring transparency and accountability to shadowy capital markets and protect bank customers by creating an independent Consumer Financial Protection Agency (CFPA). This agency would regulate numerous consumer financial products, including mortgages, credit cards and payday loans. We also support mechanisms to break up big banks to prevent another case of “too big to fail” and subsequent taxpayer bailout of failed financial institutions.

We oppose billionaire candidates who want to buy statewide elected office in order to give lavish tax breaks to their wealthy friends. Candidates who self-fund their campaigns with billions they made from sitting on corporate boards subvert democracy and turn elected office into a commodity that can be sold to the highest bidder.

From the robber barons to Enron to Goldman Sachs, we have more than a century of examples to teach us that corporate malfeasance hits workers the first, the hardest, and with the most lasting impact. The Federation will continue its fight to ensure that workers, not corporate entities, are put first in California.

12

Rights of Immigrants

WITHOUT immigrant labor, California's economy would grind to a halt. Immigrants make up half of our state's janitors and a significant proportion of the state's child care workers and construction workers. Fully 91 percent of the farm workers in California are immigrants. Immigrants are central to our state's economy and the Labor Movement.

The Federation supports a comprehensive immigration reform agenda that focuses on a path to citizenship, limiting wage competition and strengthening labor standards, especially the freedom of workers to form unions and bargain collectively. To achieve this goal, immigration reform must protect U.S. workers, reduce the exploitation of immigrant workers and reduce employers' incentive to hire undocumented immigrants rather than U.S. workers.

The most effective way to reduce exploitation is for all workers – immigrant and U.S.-born – to have access to the protection of labor, health and safety and other laws. Comprehensive immigration reform requires a strong, well-resourced and effective labor standards enforcement initiative that prioritizes workers' rights and workplace protections. This approach will ensure that immigration does not depress wages and working conditions or encourage marginal low-wage industries that depend heavily on substandard wages, benefits and working conditions.

The long-term solution to uncontrolled immigration is to stop promoting failed globalization policies and eliminate the enormous social and economic inequalities at both national and international levels. U.S. immigration policy should consider the effects of immigration reforms on immigrants' countries of origin, especially Mexico. It is in our national interest for Mexico to be a prosperous and democratic country able to provide good jobs for its people, so that earning a living in Mexico is a viable alternative to immigration.

Much of the emigration from Mexico in recent years resulted from the disruption caused by NAFTA, which displaced millions of Mexicans from subsistence agriculture and enterprises that could not compete in a global market. We need a fair trade and globalization model that uplifts all workers, promotes the creation of free trade unions around the world, ensures the enforcement of labor rights and guarantees core labor protections for all workers.

The Federation supports a path to legalization for all undocumented immigrants. If immigrants are not given an opportunity to "come out of the shadows" and adjust their status, we will continue to have a large pool of unauthorized workers whom employers will continue to exploit to drive down wages and other standards to the detriment of all workers. We call on Congress to enact an inclusive and swift path to legalization that will raise labor standards for all workers.

We oppose expansion of the federal "guest worker" proposal. An expanded "guest worker" program would create a permanent underclass of workers with limited civil and employment rights, unable to participate fully in American democracy. For U.S. corporations, guest workers would provide a steady stream of vulnerable workers. For immigrants, the plan would deepen the potential for discrimination, exploitation and abuse. For non-immigrant workers, it would lower wages and standards throughout the economy.

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 faced 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

and we opposed the anti-immigrant backlash that followed the World Trade Center bombing. We sponsored legislation, vetoed by Governor Schwarzenegger, to grant immigrants the right to a driver's license in California.

We reject the anti-immigrant rhetoric that seeks to divide workers against each other. We understand that when a worker is pitted against another worker, it is only the boss who wins. The war in Iraq and relentless war on terror has been accompanied by an upsurge in anti-immigrant rhetoric, scapegoating and violence. The Federation strongly opposes such immigrant bashing.

Even more worrisome is government discrimination against immigrants. The Federation laments the horror stories of indefinite secret detention and deportation of non-citizens. The PATRIOT Act permits both actions in the name of fighting terrorism. We oppose those and other anti-immigrant provisions of the PATRIOT Act. After September 11th, many legal workers were excluded from their jobs because they were not citizens. We oppose the citizenship requirement for airport screeners that violates the rights of workers and the Constitution. 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.

We oppose the criminalization of undocumented workers and using local law enforcement to enforce federal immigration law. We oppose the draconian law in Arizona that allows local and state law enforcement to stop and verify the immigration status of anyone they believe is undocumented. This bill legalizes racial profiling, diverts law enforcement personnel away from protecting the public and will further drive immigrants into the shadows.

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, carwash workers and health care workers. In surveys and on-the-ground experience, immigrants are often more pro-union than American-born workers. We support initiatives targeted at organizing immigrant workers. 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. California unions denounce employers, like the Woodfin Hotel in Emeryville, that turn their workers over to the immigration authorities rather than let them join a union. During organizing drives, strikes and other periods of union activity, immigration officials must not intervene to conduct raids, document checks or other acts which make it impossible for workers to exercise their union rights.

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. A worker's immigration status should never be used as a tool for discrimination, union-busting or intimidation.

The Federation calls for a return to a firewall between immigration and labor law enforcement that protects and ensures the rights of all workers. In 1998, a Memorandum of Understanding (MOU) between the U.S. Immigration and Naturalization Service (INS, now ICE) and the U.S. Department of Labor established a firewall between immigration and labor law enforcement. The increase in ICE raids has prevented enforcement of basic labor laws and allowed employers to systematically violate the law with no fear of reprisals.

We reject the increasing use of the national Social Security database as a tool for determining employment eligibility. This database is notoriously riddled with errors and was never intended to determine documentation or work eligibility status. The Federation calls for an end to the use of federal Social Security "no match" letters. These letters unfairly discriminate against workers of all immigration statuses and can cost workers their jobs for nothing more than typographical errors.

The Federation supported legislation to prohibit cities and counties from requiring employers to use the E-verify program. This program allows employers to access the Social Security Administration's database to verify a worker's immigration status. This database was never intended for this use and is full of inaccuracies that harm workers and employers. We call for an end to the use of the federal e-verify system, which relies on the same flawed Social Security database.

The Federation further condemns the use of the children of immigrants as pawns in immigration enforcement efforts. Enforcement activities by federal Immigration and Customs Enforcement agents near Bay Area schools rightfully enraged community, labor and immigration activists alike. Children have no place in the middle of immigration battles and the government should never put them there. We oppose raids on immigrant families in their homes, their schools, their churches, and their workplaces.

The Federation opposes the Supreme Court's 2002 decision in *Hoffman Plastic Compounds, Inc. vs. NLRB* denying back pay to undocumented immigrants who are victims of unfair labor practices. The decision allows unscrupulous employers to hire undocumented workers, intimidate and exploit them, retaliate against them or fire them, and face no penalties. Congress must overturn the *Hoffman* decision and send a strong message to employers that violating labor laws doesn't pay.

Absent congressional action, we support legislative efforts to guarantee that California vigorously enforces its labor laws, regardless of a worker's immigration status. The Federation sponsored SB 1818 (Romero), signed in 2002, to protect the rights of immigrants in this state. The bill declared that all protections, rights, and remedies available under state law, except as prohibited by federal law, are available to individuals in California regardless of immigration status.

Workers also deserve the right to speak their native language at the worksite. 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 language skills. The Federation supports language access to public services for all workers.

The Federation opposes employer sanctions, which encourage employers to discriminate against any worker who looks or sounds foreign. Employer sanctions also provide a weapon to threaten immigrant workers who organize unions.

The Federation recognizes the particularly vulnerable situation of immigrant day laborers and applauds the AFL-CIO's 2006 pact to improve their lives. A national study of day laborers found that of the more than 117,000 day laborers that look for work each day in the U.S., nearly half of them report being cheated out of their wages and 18 percent report violence from their employers. The longer exploitation of these workers is allowed to continue, the worse working conditions will remain for all workers. We support national, regional, state and local efforts to protect the civil and labor rights of day laborers. The State Federation is committed to working closely with day laborer centers and immigrants rights advocacy groups and to supporting the historic AFL-CIO day laborer center partnership.

We will continue to proudly uphold and defend the rights of immigrants.

13

Rights of All Working Families

UNION members are more than just workers. We are also family members, consumers, community members and neighbors. The Labor Movement defends the rights of working people in different areas of our lives, not just the workplace. The Federation seeks to advance policies that help workers balance work and family lives. We support consumer rights to product safety, financial privacy, and regulation of public goods. We are unflinchingly devoted to the protection of civil rights and liberties, and abhor discrimination in all its forms.

We oppose the war in Iraq and the devastating toll it has taken on our economy, our national priorities, and the safety, security, and sovereignty of our brothers and sisters throughout the world. The Federation supports the right of all Americans to peacefully protest this war or any other unjust policy.

Work and Family Balance

California workers have the right to both a job and a family. But too often, workers must choose between the demands of their employer and the needs of their family. The Federation supports family-friendly workplaces. We believe working families have the right to paid family leave, high-quality and affordable child care and elder care, health care for all family members, and work schedules that accommodate family life.

Paid family leave was an important victory for California's working families. With this Federation-sponsored legislation, California became the first state in the nation to guarantee that workers could take up to six weeks of paid leave each year to care for a new child or a seriously ill family member. Because the benefits are employee-funded through the State Disability Insurance Program, paid family leave doesn't cost businesses a dime. Nevertheless, the Federation has needed to defend the program against attempts by employer associations to weaken or repeal it and attempts to raid program funds for non-related purposes.

California has a complex and confusing system of family leave laws that discourage workers from accessing benefits they have the right to. The Federation supports efforts to simplify and harmonize leave laws.

Over 47 percent of workers get no job protection while receiving Paid Family Leave benefits because they are not covered under the California Family Rights Act (CFRA). Therefore the Federation supports changes to CFRA to expand eligibility for job-protected leave, including reducing the 50-employee threshold and the hours and years-in-service requirements. The Federation also supports expansion of Paid Family Leave to the full 12 weeks of leave guaranteed under CFRA.

The Federation supports other policies to make work and family easier to balance. We were instrumental in the passage of two state laws: one to allow workers to use sick leave to care for their ill children, and a second to provide all working mothers with reasonable break time and accommodations to pump breast milk. CFRA should also provide time off from work for medical appointments and school activities.

We endorse a broad definition of what constitutes a family. Grandparents, in-laws, stepparents and stepchildren, adult children, siblings and domestic partners should be included among the protected relationships.

Family-friendly policies are not luxuries. They are basic rights that allow women to participate equally in the workforce, and protect the growing number of men with caregiving responsibilities.

Family-friendly policies make employment more consistent with our obligations to our loved ones, yet many employer associations continue their unwavering opposition to these policies. We must remain diligent in protecting our rights to balance our work and family lives.

Civil Rights and Liberties

The Federation stands with all groups who experience persecution, and we call for an end to discrimination of all types. We support full economic justice, social and political rights for all people, whatever their race, color, creed, ethnicity, national origin, sex, sexual orientation, gender identity, age, or physical disability. We support the affinity groups that represent the voices of particular constituencies of the Labor Movement. The A. Philip Randolph Institute, the Asian Pacific American Labor Alliance, the Coalition of Black Trade Unionists, the Coalition of Labor Union Women, the Labor Council for Latin American Advancement and Pride At Work 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 also believes that the protection of civil rights and liberties lies at the heart of a civil society. We are opposed to the federal government's willingness to suspend basic liberties in the name of national security. We have seen the federal government use the rhetoric of national security to bar federal workers from union membership. We reject the idea that we must sacrifice our civil liberties to live in a free and safe country. To the contrary, we believe that without civil liberties, our country is neither safe nor free.

Civil rights should also be protected at the workplace. New technology is giving employers unprecedented, and often unwarranted, access to information about their prospective and current employees. We believe that employees should be able to expect privacy in the workplace.

We oppose the workplace use of invasive new technologies such as imbedded radio frequency ID tags. We also oppose employers' use of credit report information in employment or advancement decisions. We believe that routine drug testing, though common, is invasive, unfair and often inaccurate. Genetic testing of potential or current employees raises many concerns and should be outlawed immediately. Employers should not be able to read employees' email or monitor their Internet usage. We support legislation to protect workers' privacy by prohibiting the electronic monitoring of employee correspondence.

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 believe workers should be free from workplace harassment. In 2003, a Federation-sponsored bill (AB 76, Corbett) made employers responsible for preventing workplace harassment based on a worker's race, religion, color, disability, sex, age, or sexual orientation.

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 and consistent prosecution of racist and far-right organizations and militias.

We support limiting the use of background checks and credit checks in the hiring process. Employers should only be allowed to use such tools if they are absolutely necessary for the job. Credit and background checks should not be used to immediately eliminate the ability to compete for a job.

We support relaxation of the "Three Strikes and You're Out" law. After a dozen years, Three Strikes has filled California's jails with petty criminals and had little effect on the level of violence in our community. We supported Prop 66 on the November 2004 ballot that would have brought some sanity to California's overly punitive "Three Strikes" law. We support better using criminal justice resources to decrease recidivism and rebuild communities with real opportunities.

The current context of heightened security measures should spur us to protect our civil rights more vigilantly than ever. When the President thinks he is above the federal law that restricts wiretaps, we must all fear for our privacy.

People of Color

California is one of the most diverse states in the nation. The Federation calls on affiliates to make a renewed effort to organize people of color. To succeed, the Labor Movement must increase the participation and leadership of people of color at all levels of union activity and office, especially elected officers. We applaud unions that have actively sought to diversify historically non-diverse trades through training and apprenticeship programs.

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.

In 2003, in coalition with allies throughout the state, we successfully defeated Prop. 54, the so-called Racial Privacy Initiative, which would have prevented the use of government funds to collect ethnic data. Without data collection, the state would be unable to address disparities by race or ethnicity in discrimination and hate crimes, health care and disease patterns, educational resources and academic achievement, or law enforcement. This measure, disguised as a policy promoting fairness and a color-blind society, would have prevented California from taking steps to challenge racism. Its defeat is a victory for the people of our state.

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 across all social, ethnic, gender and age lines.

We oppose racial profiling by law enforcement. It is neither effective nor Constitutional, and promotes unacceptable racial stereotyping in society at large.

Gay, Lesbian, Bisexual and Transgender Community

Gay, lesbian, bisexual, and transgender workers and citizens deserve protection from discrimination. In many states, it is still legal for lesbian, gay, bisexual and transgender workers to be fired based solely on their sexual orientation or gender identity. There is no place in this country for prejudice against individuals because of sexual orientation.

We were proud to work for the passage of the Domestic Partner legislation in California, which extended more rights for domestic partners. We will continue to oppose amendments to the constitution at the state or federal level to ban marriage equality. This change would be a serious abuse of the constitution to promote an intolerant political agenda. We support those measures that would equally confer all civil rights and responsibilities upon every Californian.

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

As the economy worsens and more seniors are forced out of retirement and back into the workforce, they are increasingly facing discrimination in the workplace. Older workers who lose their jobs are often shut out of the tight job market and forced to collect Social Security early. The Federation recognizes the contributions of workers of every age, and opposes age discrimination in all employment decisions.

As workers shift from one job to another, and corporate cost-cutting whittles employee benefits to the minimum, retiree health benefits and pensions are in danger of extinction, and the rising cost of health care and housing has only made them more vital.

Republicans have recently launched a series of aggressive attacks on pensions for seniors. In 2005, Arnold Schwarzenegger advocated for a ballot measure that would have privatized pension benefits for thousands of public employees in California. The ballot measure put the retirements of thousands of Californians at risk. It also would have also eliminated death and disability benefits for police officers and firefighters killed in the line of duty. Schwarzenegger was forced to step back from the proposal after loud protests from public- and private-sector workers across the state.

The Federation opposes the privatization of Social Security. Social Security is America's most important family-protection program. It spans class, race, gender, income and generations. To privatize Social Security would replace guaranteed benefits with benefits dependent on workers' luck or skill as investors ... and the ups and downs of the stock market. It would also be hugely expensive – with lower-income workers paying the cost of the new system.

The Federation opposes efforts to place pensions or social security benefits in the hands of private corporations. We stand with seniors to protect their rights to a secure retirement.

We also recognize that health benefits for seniors are on the line. More and more corporations are cutting back on retiree coverage to reduce health care costs. Recent court rulings have made it easier for employers to deny medical benefits to older workers when they become eligible for Medicare. Unlike the courts, we consider this age discrimination and oppose it wholeheartedly. Older employees deserve the same benefits as everyone else.

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 California Alliance for Retired Americans (CARA). CARA has quickly become a leader in the fight for senior rights in California, including the right to affordable prescription drugs. We will continue to support their efforts and encourage all of our affiliates and their retirees to join CARA.

All too often, when union members retire, they lose all connection with their unions. This harms both the union, which loses a valuable asset and resource, as well as the member who loses touch with the best source of protection for his or her continued economic well-being. Union density is higher among workers 55 and over than among any other age group in California. In the next decade, hundreds of thousands of our members will retire, and we should do everything we can to keep them involved in the Labor Movement.

Youth

Young people have been hard hit by the economic recession. The tight job market shuts young people out of part-time jobs to support themselves through school and from their first jobs out of school. Budget cuts, rising fees and declining financial aid at colleges and universities force students into debt in order to get through school, if they can attend at all. The rise of unpaid internships forces students to work for free without basic workplace protections in order to have access to the job market.

Without prospects for jobs or education, many young people end up in 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 Federation supports efforts to mobilize and engage young union members and young people in the Labor Movement. Young people overwhelming turned out in 2008 to elect President Obama and made up a higher proportion of the electorate than voters over 65. Youth are a natural ally of the Labor Movement and every effort should be made to engage them through labor education, union events and voter mobilization.

People with Disabilities

The Federation supported the federal Americans with Disabilities Act (ADA). We are concerned about recent narrow judicial 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 employers' ability to raise job-related issues when interviewing prospective employees regarding possible disabilities. We will work to preserve California laws that are stronger than federal law at protecting people with disabilities.

Recent budget actions and proposals currently before the Legislature have targeted safety net programs, the Supplemental Security Income/State Supplementary Payment (SSI/SSP) Program and the In-Home Supportive Services (IHSS) program that Californians with disabilities rely on. The Legislature made significant cuts to both programs in 2009. Governor Schwarzenegger's proposed 2010-11 Budget includes even deeper reductions to these programs, including the possible elimination of the IHSS program. The Federation opposes more budget cuts to vital services for people with disabilities.

Women

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, working women still face discrimination, lower pay, and lost opportunities.

Across the board, women earn less than men. The jobs in which women dominate 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. We support equal pay for work of comparable value.

We support the decision of President Obama in signing the Lilly Ledbetter Fair Pay Act into law that allows women to effectively challenge unequal pay. No longer can a company hide such discrimination long enough to outlast a statute of limitations. We support efforts by women to take legal action against employers that discriminate against women on the job.

Sexual harassment and sexual abuse of women workers contribute to keeping women from succeeding on the job. Unions must defend women workers through tough legislation and the protection of union contracts. We must also educate our members to help stop this problem. We sponsored AB 76 (Corbett), which became law in 2003 and ensures that employees are protected against sexual harassment, be it from their employer, co-worker, customer, client, vendor or others.

We support women's access to the full range of reproductive and family planning services. We oppose any attempt to directly or indirectly limit access to those services or to interfere with the privacy of women's health decisions.

The Federation supports improved opportunities for women in employment and promotion. We also believe that equality will remain a distant dream as long as women are so dramatically underrepresented in public office. We support efforts to expand women's representation in elected office.

The best cure for women in low-wage positions is joining a union. Women who join unions earn 40 percent 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 percent of what union men earn. The Federation continues to work toward the day when union women earn as much as their brothers.

Unions today realize that women are equal partners with men in our organizing efforts. We urge all affiliates to work hard to place women in non-traditional jobs, particularly the higher-paying occupations where they are currently underrepresented. We specifically applaud the State Building and Construction Trades Council's Women in the Trades Conference in this regard. Aggressive outreach for apprenticeship programs and affirmative action plans can both accomplish this goal.

Women are an integral part of the Labor Movement. We urge affiliates to increase efforts to organize employees in clerical, service, food processing, electronics, garment and other industries where women predominate, and to bring into the collective bargaining process the issues of pay equity, child care, family leave, flexible work hours and expanded sick leave. Organizing child care workers, combined with subsidized quality child care, is one of the great challenges and opportunities for the Labor Movement and for working women.

We also call on men in the Labor Movement to recognize that these issues are not "women's issues" alone. When women face wage inequity, sexual harassment or discrimination in the workplace, men are also affected. Child care, family leave, and flexible work hours are often as much a concern for working men as they are working women.

The Labor Movement is the largest women's organization in the country, but to succeed in organizing women, the Movement must encourage the participation and leadership of women at all levels of union activity and office. It is time for women to be well-represented in the upper echelons of our unions, labor councils, and the Federation.

Consumer Protection

The Federation reaffirms its traditional support for consumer rights. We pledge our best efforts to maintain and expand the rights of consumers, support appropriate staffing and budgets for consumer agencies, and seek assurance that agencies will act with independence and integrity to advance consumers' best interests. Consumers are workers too, and unions should fight for their protection whether they are making, buying, selling or using products.

We support consumer protection advocates in their fight for privacy protection in California. We supported SB 1 (Speier), a landmark privacy protection measure in California that has unfortunately been stripped back by the courts. We urge labor unions in California to join the Consumer Federation of California, an organization that has long recognized the connection between labor and consumer interests.

We oppose discrimination by insurance companies of all kinds. In 2003, we sponsored a bill that now prevents employers from cashing in on their employees' deaths with the purchase of "dead peasants insurance". We applaud recent federal action to prevent genetic discrimination in health insurance, and we call for further action at the state and federal level to prevent unscrupulous insurer behavior.

We oppose deregulation 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 ensure consumer protection without government intervention. As the spate of recent recalls and consumer safety scares have proven, 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. We are deeply troubled by Congressional moves to wipe out state food-safety laws, including California's landmark Proposition 65.

We strongly support and encourage efforts to enforce anti-trust measures at all levels of government. While competition alone cannot make markets more functional for consumers, it is a necessary component to a healthy marketplace.

The Federation opposes misuse of consumer credit information, including the practice of universal default. This practice, common among credit card companies and other lenders, allows corporations to unilaterally change the terms of a contract if a consumer pays any bill late, not

just the bill in question with the specific company. We call for immediate action to put an end to this unfair practice.

We support federal and state efforts to reform and regulate credit card companies. As employers and state and federal agencies increasingly eliminate paper checks and move to direct deposit and electronic pay cards, we support strong protections for consumers. Banks should not profit off workers' wages or benefits, and we support protections against fees for use of electronic paycards. We also support consumer protections against bank fees including those on debit card transactions.

The Federation supports reform of the predatory payday loan industry. Payday loans prey on working people who use their paychecks to secure small, short-term loans, often to buy basic necessities, pay rent or pay bills. Lenders charge exorbitant fees and interest rates of more than 400 percent, making money off working people who can least afford it. This creates a debt trap in which borrowers take out loan after loan because they can never afford to repay. We support legislation to rein in the ability of payday lenders to make money off working people by capping the fees at 36 percent.

We support a consumer's right to sue businesses that have acted illegally. We opposed Prop 64 on the November 2004 ballot. Prop 64 has made it more difficult for consumer groups, environmental organizations and labor unions to file cases under the Unfair Competition Law.

We will continue to monitor Pacific Gas & Electric's (PG&E) Smart Meter program that has prompted consumer complaints about skyrocketing energy bills. The California Public Utilities Commission launched an investigation into the meters' accuracy and PG&E has admitted finding problems in more than 43,300 meters, out of the 5.7 million that have been installed.

The Federation supports the regulation of goods when necessary to protect consumer interests. We have learned major lessons from the failed deregulation of California's public utilities. The Federation opposes deregulation of public utilities; employees and consumers suffer when natural monopolies are turned over to the competitive profiteering of the private sector. We call for re-regulation of the utility industry and support the establishment of a public power authority, under union conditions, to supplant private producers and transmitters of electricity. We also urge legislators to stop the deregulation of long distance telecommunications and regulate the cellular phone industry.

The Federation also supports efforts to:

- ~ **Abolish false and misleading advertising.** Food labels should show ingredients, nutritional values, expiration dates, country of origin and item pricing. We support efforts to label genetically modified organisms in food and educate the public about the risks.
- ~ **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 an open internet and oppose attempts to regulate content on the internet through bandwidth controls. We support increasing internet connection speeds to a minimum of 50 megabits per second.
- ~ **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 settlements and the business continues selling the unsafe product while the body count mounts.
- ~ **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. We support efforts to increase country of origin labeling requirements for foodstuffs and other products.

RESOLUTIONS

**(INCLUDED LATE AND AMENDED
RESOLUTIONS)**



Resolutions Passed at 28th Biennial:

- 1. Resolution in Support of Preserving Environmental Laws and Building Environmental Partnerships**
- 2. Honor the Miners: Bring Corporate Criminals to Justice**
- 3. Resolution in Support of SB 810, The California Universal Healthcare Act**
- 4. Resolution in Opposition to all Attacks on Collective Bargaining**
- 6. Resolution to Protect and Expand Social Security on its 75th Anniversary**
- 7. Resolution in Support of Seniority and Due Process Rights for Teachers**
- 8. Resolution to Create a Health Benefits Exchange in California**
- 9. Resolution in support of keeping courts open and increased public accountability for the Administrative office of the Courts**
- 10. Resolution on Tax Expenditures and California's Budget Crisis**
- 11. Resolution Opposing Attacks on Retirement Security**
- 12. Resolution to Defend Prevailing Wage Laws**
- 13. Resolution in Opposition to SB 1070 and in Support of Comprehensive Immigration Reform**
- 14. Resolution to condemn the University of California for blocking UC workers' right to strike and spending public funds on union-busters**
- 15. The California Universal Health Care Act State Senate Bill 810**
- 17. Resolution to Support 2010 Worksite Campaign for Jerry Brown**
- 18. Million More Voters to Win in 2010**
- 20 Support for AFGE TSO Organizing Campaign**
- 21 Saving Six Day Delivery and the Postal Service**
- 22 Put America Back to Work!**
- 23 Oppose Arizona's Apartheid-Like Laws**
- 24 Resolution Regarding Support of Iraqi Labor Rights**

RESOLUTION IN SUPPORT OF PRESERVING ENVIRONMENTAL LAWS AND BUILDING ENVIRONMENTAL PARTNERSHIPS

RESOLUTION 1

WHEREAS, environmental laws such as the California Environmental Quality Act (CEQA), Global Warming Solutions Act (AB32), Clean Air Act, Clean Water Act, Public Trust Doctrine, National Environmental Policy Act (NEPA), Coastal Act, Endangered Species Act and Desert Protection Act exist to preserve and enhance our quality of life by promoting clean air and healthy drinking water, preserving limited natural resources, reducing pollution, protecting endangered and threatened species, creating a cleaner economy with new green jobs and holding corporations accountable for pollution impacting workers, their families and communities; and

WHEREAS, environmental pollution and worksite toxins impact the health of workers and the communities where they live; and

WHEREAS, working-class and disenfranchised communities and communities of color are often exploited as the “path of least resistance” to locate polluting projects, the same communities that have the least access to healthcare to help prevent, identify and treat illness; and

WHEREAS, in order to minimize the impacts of climate change on our communities, it is necessary to transition to a sustainable, low-carbon economy with alternate forms of energy and smart growth development practices; and

WHEREAS, Southern California and the entire western United States are experiencing a water crisis due to lengthened drought and strained resources which impact the cost and availability of water to working people and hinders economic growth; and

WHEREAS, climate change resulting from greenhouse gas pollution will impact quality of life for working people and will disproportionately impact disenfranchised communities with the least resources; and

WHEREAS, expanding mass transit infrastructure will reduce dependence on polluting fossil fuels, encourage smart growth and create green union jobs; and

WHEREAS, the environmental community can be a critical partner to the labor community in ensuring new smart growth development and the green economy creates middle-class union careers with healthcare, retirement benefits and skilled training opportunities as well as pathways out of poverty into these careers; and

WHEREAS, weakening environmental laws threatens community health and jobsite safety for working people and undermines ordinary citizens’ ability to weigh in on development proposals in their communities;

THEREFORE, BE IT RESOLVED that the California Labor Federation supports outreach and partnership with the environmental community in order to strengthen efforts to fight for a better quality of life for all working people.

BE IT FURTHER RESOLVED that the Federation supports efforts to preserve environmental laws and condemns efforts to weaken and undermine environmental laws.

BE IT FINALLY RESOLVED that the Federation declares our labor community to be stronger when working together with environmental allies and urges labor councils and bodies throughout the nation to adopt the same position as the Federation.

Passed by the delegates to the 28th Biennial Convention on July 13, 2010.

HONOR THE MINERS: BRING CORPORATE CRIMINALS TO JUSTICE

RESOLUTION 2

WHEREAS, we mourn the deaths of the twenty-nine coal miners who were killed on April 5, 2010 in the Upper Big Branch Mine at Montcoal in Raleigh County, West Virginia and share the grief of their wives, sweethearts, children, mothers, fathers, friends and communities. Their injury and loss is an injury and loss to us all, to workers everywhere; and

WHEREAS, Massey Energy Company managers, led by CEO Don Blankenship, focused on maximizing production and profit rather than on the safety of the men in the mine in a systematically premeditated pattern which leads us to consider this disaster likely to have been a predictable and preventable tragic crime; and

WHEREAS, Massey Energy has profited immensely through weak enforcement by the Mine Safety and Health Administration (MSHA) and has paid only a fraction of nearly \$2 million in fines since 2005, with some 1300 MSHA citations, many having to do with the same kind of conditions reported in Massey's Upper Big Branch mine, 50 citations during March 2010 alone; and

WHEREAS, the United Mine Workers (UMWA) reports that there have been fifty deaths at Massey mines in the last ten years; and

WHEREAS, decades of union busting and mine closures have reduced union membership so that only three out of ten miners is a union member. Only one out of ten fatalities involves a union miner, showing that union mines have better safety records and less danger of fatalities. This is due to the vigilance of Union committees that oversee safety and because miners backed by their Union are empowered to say "No!" They can refuse unsafe work without being vulnerable to company retaliation; and

WHEREAS, the UMWA tried three times to organize the Upper Big Branch mine, with nearly 70 percent of the miners signing in favor of voting for the union. That is significantly more than the simple majority needed to win union representation under the proposed Employee Free Choice Act which, had it been enacted in a timely manner, might have prevented the untimely deaths of our twenty-nine brothers; and

WHEREAS, the miners were thwarted in their efforts to organize by aggressive Massey anti-union campaigns that even included personal visits by CEO Don Blankenship, threatening workers with closing down the mine and eliminating their jobs if they voted for the Union; and

WHEREAS, apparent reckless disregard shown by the Massey Energy Company is no accident given CEO Don Blankenship's hands-on union busting approach. In 2003, he said that "we don't pay much attention to the violation count." In 2009, he said that "the very idea that they (politicians and the MSHA) care more about miner safety than we do is as silly as global warming," and he brushed off his critics as "communists" and "admitted atheists;" and

WHEREAS, we perceive those corporate actions that enabled a breakdown in safety leading to the deaths of 29 miners to be criminal. If this disaster, like others in the past, is permitted to fade from our national consciousness without the offenders being punished to the fullest extent of the law, the death of the Massey miners and the suffering of their loved ones and communities will continue to be injuries to all workers. This tragedy will be repeated in other mines, and will signal immunity from corporate and management responsibility for safety and health, increasing jobsite dangers for workers everywhere;

THEREFORE, BE IT RESOLVED that the California Labor Federation calls upon elected and appointed officials at every level, from national to local, to end past impunity from jail for corporate

criminals whose actions injure and kill workers. Authorities must investigate what we see as a corporate crime of mass murder which occurred on April 5, 2010 in Massey Energy Company's Upper Big Branch mine. They must vigorously prosecute those individuals, from top to bottom of the corporate ladder, to the fullest extent of the law so that those responsible for this crime remain behind bars for as long as the children of the miners who were killed will suffer the loss of their fathers.

BE IT FURTHER RESOLVED that the California Labor Federation calls upon our elected representatives at the national and state levels to enact, fund, and vigorously enforce health and safety workplace regulations that can begin to end the on-the-job carnage workers suffer nationwide in health, injuries and death.

BE IT FURTHER RESOLVED that the California Labor Federation will inform President Barack Obama and our representatives in Congress that passage of the Employee Free Choice Act as originally proposed is imperative so that workers in the mines and everywhere can make democratic, majority decisions to form and join unions. Its passage will empower workers to have an effective voice in safety and health, to say "No!" to tasks that are demanded under conditions which endanger us.

BE IT FINALLY RESOLVED that the Federation sends this resolution to the elected California state and federal leaders, asking for their response, and sends it to the Central Labor Councils, our affiliates, the AFL-CIO, and Change to Win, calling for their concurrent action.

Passed by the delegates to the 28th Biennial Convention on July 13, 2010.

RESOLUTION IN SUPPORT OF SB 810, THE CALIFORNIA UNIVERSAL HEALTHCARE ACT

RESOLUTION 3

WHEREAS, the United States Congress passed, and the President signed, the Patient Protection and Affordability Care Act in March of 2010; and

WHEREAS, that law mandates insurance, leaving the health insurance industry with an even larger role in American healthcare; and

WHEREAS, as this body wrote in last year's resolution, "we oppose the inclusion of private insurance companies and investor-owned providers in our country's healthcare system. Their interests are counter to, and often destructive of the well being of a vast majority of residents of our country. A single-payer system is the only way to control costs, effectively reduce overhead spending, guarantee comprehensive health care to all, and remove a significant handicap on U.S. workers in the global economy;" and

WHEREAS, in the words of Resolution 34, passed last year at the AFL-CIO convention, endorsing HR 676, the single-payer solution is the "one concrete plan that meets the test of comprehensive universal health coverage and would build on our nation's successful health coverage for seniors: Medicare;" and

WHEREAS, Resolution 34 goes on to point out that "the experience of Medicare shows the most cost-effective and equitable way to provide quality health care is through a single-payer system;" and

WHEREAS, the next battle on this front is in Sacramento with State Senator Mark Leno's SB 810, the California Universal Healthcare Act; and

WHEREAS, health insurance premiums in California annually grow 4 times faster than wages and have risen 87 percent since 2000; and

WHEREAS, nationally we spend \$2.5 trillion on healthcare (17.6 percent of our GDP) or twice as costly as other wealthy nations, but it buys us a healthcare system ranked 37th by the World Health Organization; and

WHEREAS, California spent \$212 billion in healthcare in 2008. According to Senator Leno, "this is plenty of money to provide every resident of the state with excellent healthcare, ensure fair and reliable reimbursements to doctors, nurses and other providers, and guarantee a high quality of care for all;" and

WHEREAS, SB 810 would provide fiscally sound, affordable healthcare to all Californians, give every Californian the right to choose his or her own physician and control health cost inflation;

THEREFORE, BE IT RESOLVED that the California Labor Federation pursue a public course of action that will ally us with other trade unions, churches, community groups and other concerned organizations and individuals to pass SB 810, the California Healthcare Act.

BE IT FINALLY RESOLVED that the California Labor Federation send copies to each Central Labor Council, urging them to take action to influence their local representatives in the State Legislature and petition the Governor to sign SB 810 for the good of the people of California.

Passed by the delegates to the 28th Biennial Convention on July 13, 2010.

RESOLUTION IN OPPOSITION TO ALL ATTACKS ON COLLECTIVE BARGAINING

RESOLUTION 4

WHEREAS, in his January 2010 budget proposal, Governor Schwarzenegger specifically called for an abrogation of collective bargaining agreements by proposing unilateral pay cuts; and

WHEREAS, the Governor has said he will not sign any budget that does not include pension take-aways imposed outside the collective bargaining process; and

WHEREAS, we staunchly oppose any changes to worker wages or working conditions that are imposed unilaterally and not through collective bargaining; and

WHEREAS, for more than thirty years, state employees have been covered by collective bargaining laws. Never before has the State attempted to suspend or violate those laws. Through both Republican and Democratic administrations, collective bargaining has been respected and adhered to as an effective tool to promote cooperative labor-management relations and reach fair agreements; and

WHEREAS, the proposal to cut worker pay outside of the collective bargaining process violates the spirit of such cooperation and conflicts with state law. The Dills Act, which authorized collective bargaining for state employees, requires the State to bargain over changes to employee compensation; and

WHEREAS, our members know first-hand how destructive it is when an employer refuses to bargain in good faith because we witnessed a city use the municipal bankruptcy process to break its union contracts, rather than engage in meaningful collective bargaining; and

WHEREAS, our unions know how to bargain in good times and in bad. Our members understand sacrifice and, in fact, have made sacrifices in exchange for every benefit they have today. In bargaining tables up and down the state, our unions are negotiating in good faith and reaching agreements to save their employers money; and

WHEREAS, our unions have relationships with our employers, and we are committed to doing what is in the best interest of this state and the cities, counties, and companies we work for, as well as the communities we serve; and

WHEREAS, the Labor Movement is built on the principle of collective bargaining. Workers and employers come together to reach an agreement that both sides honor; and

WHEREAS, the Labor Movement is committed to defending collective bargaining because millions of working families depend on the livable wages, health benefits, and economic security that our union contracts provide; and

WHEREAS, cutting worker pay in a recession will only force more families into poverty, add more housing foreclosures, and increase the reliance on an ever-shrinking safety net – all of which add increased pressure to the state's General Fund and undermine our efforts to promote economic recovery;

THEREFORE, BE IT RESOLVED that the California Labor Federation will oppose any efforts, including budget bills or related legislation, that abrogate the collective bargaining process, circumvent the bargaining table to alter wages, hours and working conditions, or give excessive power to the Administration to unilaterally implement changes to existing contracts.

Passed by the delegates to the 28th Biennial Convention on July 13, 2010.

PROTECT AND EXPAND SOCIAL SECURITY ON ITS 75th ANNIVERSARY

RESOLUTION 6

WHEREAS, this August 14th will mark the 75th anniversary of Social Security, the bedrock of retirement security for most American workers and their families; and

WHEREAS, since its inception, Social Security has not only lifted and kept millions of elderly Americans out of poverty, but has also provided benefits to millions of dependent children of deceased workers and millions of permanently disabled workers; and

WHEREAS, the free market opponents of government programs led and funded by Pete Peterson, the former hedge fund manager who made his billions on Wall Street before the Great Recession are waging a major public relations disinformation campaign to discredit and undermine Social Security; and

WHEREAS, this campaign has already succeeded in convincing the Obama Administration to include Social Security and Medicare “reform” in the issues to be examined by the “National Commission on Fiscal Responsibility and Reform,” an 18 member bipartisan group established by executive order to find ways to reduce the federal deficit and to report their recommendation to Congress by December 1st of this year; and

WHEREAS, given the makeup of the “Deficit Commission,” and the seeming consensus among large segments of the Washington elite that Social Security needs to be cut, it is not unlikely that the Commission, in the absence of a groundswell of grassroots opposition, will recommend cuts to Social Security either by further increasing the retirement age (and thus cutting lifetime benefits) and/or by changing the cost of living formula to reduce benefits; and

WHEREAS, an increase in the Social Security normal retirement age, already scheduled to go up from 66 to 67, represents a significant benefit cut that would place the greatest hardship on older Americans who are in physically demanding jobs or are otherwise unable to find or keep employment because of their age; and

WHEREAS, a reduction in the cost of living adjustment formula would decrease the already low Social Security benefit which averages only \$13,968 a year in 2010 and which provides almost 6 of 10 elders with more than half of their retirement income and 2 of 10 with 100 percent of their income, including 4 of 10 African American and Latino elders; and

WHEREAS, in reality, Social Security has not caused one dime of the present federal deficit which is attributable to the Bush tax cuts, two costly foreign wars and the economic effects of the Great Recession; and

WHEREAS, Social Security is a model of fiscal responsibility, having administrative costs of less than 1 percent and having current reserves of \$2.5 trillion, accumulated from payroll taxes and from interest the U.S. Treasury owes for borrowing from Social security to pay other government expenditures, and having the ability to pay full benefits without any increased funding or benefit reductions until 2037; and

WHEREAS, the wage replacement benefits provided by Social Security are small compared to other developed industrial countries (only 33 percent of average earnings compared to 57 percent of average earnings replaced by similar plans in the 30 member countries recently studied by the Organization for Economic Development and Cooperation); and

WHEREAS, our nation's private pension structure has been severely weakened by the dramatic decline in the number of workers covered by defined benefit pension plans and by the drastic decline in the combined value of defined benefit plans, defined contribution plans, 401(k)s and IRAs, estimated at almost \$4 trillion in the one year period from October 9, 2007 to October 9, 2008; and

WHEREAS, to preserve retirement security for future generations, who should not be left in their old age to depend on the vagaries of Wall Street, Social Security needs to be strengthened and improved; and

WHEREAS, there are several reasonable solutions available to Congress to strengthen Social Security's long term financing and to pay for benefit improvements, including removing the cap on taxable earnings, dedicating estate tax revenues to the Social Security Trust Fund or a small future increase in the FICA tax;

THEREFORE, BE IT RESOLVED that the 28th Biennial Convention of the California Labor Federation, AFL-CIO, calls upon the Commission on Fiscal Responsibility and Reform to recommend positive measures to strengthen Social Security and to reject any measure to cut Social Security benefits for either present or future beneficiaries.

BE IT FURTHER RESOLVED that the Convention calls upon Congress to protect Social Security from any benefit cuts to present or future recipients and to enact measures to improve benefits and strengthen the long-term financing of the program.

BE IT FURTHER RESOLVED that the California Labor Federation introduce a resolution in the state legislature calling upon Congress to take the above mentioned action.

BE IT FINALLY RESOLVED that the California Labor Federation join with the California Alliance for Retired Americans in an organizing program to inform its affiliates and the public about the merits of Social Security and to engage them in the efforts to improve it and to preserve it from present and future attacks.

Passed by the delegates to the 28th Biennial Convention on July 13, 2010.

RESOLUTION IN SUPPORT OF SENIORITY AND DUE PROCESS RIGHTS FOR TEACHERS

RESOLUTION 7

WHEREAS, over the last two years, the California Legislature and the Governor have enacted over \$17 billion of cuts to public education; and

WHEREAS, California is now 49th in per pupil spending. The challenges facing our schools and our students are the result of a failure to adequately fund education, not the fault of teachers or school employees; and

WHEREAS, deep budget cuts have resulted in teacher and classified employee layoffs up and down the state and these layoffs interfere with student learning and disrupt school communities; and

WHEREAS, layoffs are conducted by school boards and district management who determine the number of layoffs and the types of layoffs. Under existing law, districts have tremendous latitude in the way layoffs are implemented; and

WHEREAS, while there are significant exemptions, layoffs are generally done in order of seniority. Seniority is the only fair and objective way to compare competent and similarly credentialed teachers across the district; and

WHEREAS, under existing law, school districts can bypass seniority to preserve specific subjects, to retain teachers with special credentials or qualifications, and to protect the civil rights of students; and

WHEREAS, nearly every union contract provides for seniority in layoffs to prevent favoritism and retaliation against union activists; and

WHEREAS, objective measurements and due process rights under the law and collective bargaining agreements are core principles of the labor movement; and

WHEREAS, recent attacks on teachers' seniority rights and due process rights constitute attacks on these core principles; and

WHEREAS, teacher rights are frequently described as "tenure rights" when in fact public school teachers do not have "tenure," rather they have permanent status; and

WHEREAS, permanent status simply gives teachers some protection, including the use of seniority in layoffs and a due cause requirement for dismissal; and

WHEREAS, the Education Code provides a means to dismiss teachers when they are incompetent or unfit to teach; and

WHEREAS, historically teachers have faced dismissal for political and union-related activities, for advocating for students, and for simply disagreeing with management; and

WHEREAS, without protections, older teachers will be targeted to maximize savings to the district; and

WHEREAS, due process rights for teachers are in place to prevent such capricious, arbitrary, and unfair decisions by management; and

WHEREAS, the attacks on teachers' seniority and due process rights are attempts to scapegoat teachers for decades of political neglect of school funding, social services for children, and the rights of middle class working families to access good union jobs with the stability that gives to children's lives and academic prospects;

THEREFORE, BE IT RESOLVED that the California Labor Federation will fight against legislative efforts to eliminate or weaken teachers' and classified employees' seniority or due process rights.

BE IT FURTHER RESOLVED that the California Labor Federation will fight for adequate funding for schools, social services for children, and the rights of middle class families to ensure children have access to a high quality public education.

BE IT FINALLY RESOLVED that the California Labor Federation will make every effort to educate its members, as well as the public, that attacks on teachers and their unions are an integral part of the premeditated attack on public and private sector unions by corporate and conservative interests intent on undermining worker rights, undermining collectively bargained compensation and benefits, undermining the public schools and public services, and accelerating the trend to the hour-glass shaped economy and the virtual elimination of the middle-class.

Passed by the delegates to the 28th Biennial Convention on July 13, 2010.

RESOLUTION TO CREATE A HEALTH BENEFITS EXCHANGE IN CALIFORNIA

RESOLUTION 8

WHEREAS, for years, California's unions have led the fight for better, more affordable health care in California. From supporting single payer legislation to championing Proposition 72 and struggling for change through Governor Schwarzenegger's "Year of Health Reform", the Federation and its affiliates have fought to both secure the coverage of workers who have it and to expand coverage to those without; and

WHEREAS, the passage of federal health reform will expand access to coverage and make health care more affordable and accessible for low-income and middle class Californians and the reform will extend coverage to 8 million uninsured Californians; and

WHEREAS, the enactment of federal health reform shifts the debate over health care back to the states, and one of the first steps facing the state is to create a Health Benefits Exchange that will offer affordable coverage to individuals and small businesses; and

WHEREAS, the Exchange is the sole source of affordability credits for low and moderate income Californians as well as the sole source of small business credits. After 2014, the Exchange in California will be responsible for insurance coverage for between 3 and 9 million Californians; and

WHEREAS, California's Exchange will have an enormous share of the market and could use that power to reduce the cost of coverage for individuals and small businesses and drive an agenda of improving quality and making prevention a key priority; and

WHEREAS, California's health insurance market is deemed "highly concentrated" with two insurers claiming more than 50 percent of every insurance market in the state, and individuals and many employers have little market power and are at the mercy of big insurance companies; and

WHEREAS, health insurance premiums have increased at more than twice the rate of inflation each year since 1999, and the cost of health coverage has outpaced workers' wages and the cost of medical inflation. Premiums have increased by 180 percent for small firms and 146 percent for large firms in California in 2010, while at the same time private health insurers have taken in record profits; and

WHEREAS, California has a choice to develop an "active purchaser" Exchange that uses market power to drive a cost containment and quality improvement agenda, or the Exchange could be an open market that is the preferred options of insurance companies;

THEREFORE, BE IT RESOLVED that the California Labor Federation supports the establishment of a Health Benefits Exchange in California that meets the following criteria:

Active Purchaser: An "active purchaser" exchange can aggressively negotiate with insurers to reduce costs while improving quality as well as drive cost containment strategies and prevention agendas.

Publicly run: The work in the exchange will involve inherently governmental functions that should be performed by a public, civil service staff and should not be privatized or contracted out. The governance of the Exchange should include a union representative and prohibit governance by "sellers" in the Exchange.

Consumer-friendly and accountable: The exchange should have a hotline operated by state employees 24/7 with full language access. Consumers should also be able to access in-person assistance from state employees around California—providers could coordinate with existing services. On-line web access should also be accessible, but not in place of other consumer services. The Exchange should have its own formal grievance and appeals process for denials of coverage and other difficulties.

Easy enrollment: The Exchange will be the only source of affordability credits for low-income and middle-class individuals and is a good source for coverage during transitions between coverage. The State can facilitate enrollment in the Exchange by providing information to individuals at key life transitions, and coordinating with employers to enroll individuals who are laid-off or part time.

Facilitate public health insurance options to compete with insurers: The Exchange can allow existing county-organized health plans and other public health benefits programs that form joint ventures and share networks to participate and compete with insurers. A public health plan option in the Exchange is one step toward a comprehensive public option.

BE IT FINALLY RESOLVED that the California Labor Federation will work with other unions and allied groups to establish an Exchange in California with the above characteristics.

Passed by the delegates to the 28th Biennial Convention on July 13, 2010.

RESOLUTION IN SUPPORT OF KEEPING COURTS OPEN AND INCREASED PUBLIC ACCOUNTABILITY FOR THE ADMINISTRATIVE OFFICE OF THE COURTS

RESOLUTION 9

WHEREAS, California's courts have been operating under a mandatory closure order one day a month as a result of budget cuts; and

WHEREAS, children who are neglected or abused, victims of domestic violence, small businesses, people dealing with bankruptcy, and inmates all depend on receiving court services in a timely way; and

WHEREAS, our unions and our members rely on the courts as a last resort to seek justice for workers whose rights are violated; and

WHEREAS, courts are crucial to our economic recovery and court closures threaten to damage our state and local economies, including a projected 150,000 lost jobs in Los Angeles County alone; and

WHEREAS, closing courts has added to the case backlogs California courts face, and recent progress in clearing backlogs is being reversed; and

WHEREAS, California already has 20 county jails under court mandated population caps due to overcrowding, and closing courts has made this problem worse; and

WHEREAS, Los Angeles and other counties have already begun laying off significant numbers of workers and closing courts permanently, and more layoffs are slated for the near future; and

WHEREAS, Los Angeles County may lose as much as 34 percent of its staff and close 180 courtrooms, while Contra Costa laid off nearly 20 percent; Alameda laid off 10 percent of its staff this fiscal year; Marin has had court employee lay-offs; San Francisco is considering layoffs of up to 24 percent of court workers; Napa County is laying off court workers; and Santa Cruz County just notified 20 percent of their court staff that they are being laid off; and

WHEREAS, the Administrative Office of the Courts (AOC) has continued to spend money on other projects, such as a \$1.3 billion IT upgrade, lavish conferences, consultant fees, and raises for top staff; and

WHEREAS, the AOC even transferred funds from the emergency fund for trial courts to its IT project, while local courts struggled and had to lay off staff;

THEREFORE, BE IT RESOLVED that the California Labor Federation will fight to ensure that keeping courts open and accessible to the public will be the top priority for budgeting related to courts, along with greater accountability and transparency for the Administrative Office of the Courts.

Passed by the delegates to the 28th Biennial Convention on July 13, 2010.

RESOLUTION ON TAX EXPENDITURES AND CALIFORNIA'S BUDGET CRISIS

RESOLUTION 10

WHEREAS, California faces a crippling, \$17.9 billion budget deficit due to the Great Recession and financial crisis, which caused an unprecedented decline in revenue; and

WHEREAS, the budget crisis has already led to \$32.5 billion in cuts in services to Californians over the last two years and the projected loss of 430,00 jobs from Governor Schwarzenegger's 2010-11 budget cuts, and a lack of public funds is preventing the state from making needed investments in infrastructure; and

WHEREAS, corporate tax expenditures, also known as tax credits or exemptions, are estimated to cost California \$14.5 billion per year, and represent government spending through the tax code and are costs that are not considered in the budget process; and

WHEREAS, there is little oversight or transparency in tax expenditure programs, and under current law it is impossible to track what companies are benefiting from tax expenditures, how much a company is claiming and whether they are meeting the goals set out by the tax expenditure or even if the company maintains operations in California; and

WHEREAS, tax expenditures are created by a majority vote and are permanent, uncapped and never reviewed, but California's constitution requires a two-thirds supermajority to repeal or reduce ineffective or unnecessary tax expenditures; and

WHEREAS, the nonpartisan Legislative Analyst's Office has recommended the refining or elimination of tax expenditures to address California's budget deficit;

THEREFORE, BE IT RESOLVED that the California Labor Federation calls on the Legislature and Governor to modify or eliminate tax expenditure programs that do not achieve their intended purpose, or whose purpose is a lower priority than directly budgeted programs whose funding has been cut.

BE IT FURTHER RESOLVED that the California Labor Federation insists that a moratorium be imposed on all new tax expenditures for the duration of the budget crisis.

BE IT FURTHER RESOLVED that the California Labor Federation supports legislative efforts to increase public accountability of tax credits, such as a requirement for disclosure of tax credit beneficiaries and reporting of any jobs created by those beneficiaries, "clawback" provisions to recapture tax expenditures if companies do not meet expenditure goals, and a sunset date and annual review of all tax expenditure programs.

BE IT FINALLY RESOLVED that the California Labor Federation supports state budget reforms that address the preferential treatment of tax expenditures over other state spending by eliminating the supermajority requirement to reduce or repeal tax expenditures.

Passed by the delegates to the 28th Biennial Convention on July 13, 2010.

RESOLUTION OPPOSING ATTACKS ON RETIREMENT SECURITY

RESOLUTION 11

WHEREAS, the Labor Movement is committed to preserving and expanding retirement security for all; and

WHEREAS, all workers have the right to retire with dignity after a lifetime of service and no retiree should live in poverty; and

WHEREAS, as union density has declined in the private sector, so too has retirement security for private sector workers; and

WHEREAS, many private employers have switched from defined benefit plans to risky defined contribution plans; and

WHEREAS, privatizing pensions creates great risk for workers and taxpayers, and it makes millions for Wall Street; and

WHEREAS, with the stock market declines of this recent recession, many workers with defined contribution 401K plans have lost all retirement savings; and

WHEREAS, politicians have used the decline in secure pensions in the private sector as a reason to scapegoat public employees and try to privatize and take away their pension benefits; and

WHEREAS, public employee pensions are modest and most retirees live on an income only slightly above the federal poverty level; the average monthly retirement allowance is \$2,101; the average retirement age is 60; and

WHEREAS, many public employees, including teachers, police officers, and firefighters are not covered by Social Security and will not receive Social Security benefits when they retire; and

WHEREAS, because they earn 11 percent less than their private sector counterparts, they are even less able to save money for retirement and even more dependent on their pension plans to avoid destitution; and

WHEREAS, a secure pension rewards long-time dedication, retains the most skilled and experienced workforce, and prevents retirees from relying on the social safety net; and

WHEREAS, any changes to the existing pension structure should be addressed through collective bargaining, and unions around the state are currently at the table, modifying their pension plans in light of the severe economic downturn we face; and

WHEREAS, these decisions should be made at the local level by the two parties to an agreement who understand best the needs of the local government and the membership; and

WHEREAS, from the late 1990s through 2001, many public employers enjoyed a “pension holiday,” making no contribution to employee pensions, and employees continued to pay their full share, as they do today; and

WHEREAS, the attacks on public pensions are part of a larger anti-worker agenda; and

WHEREAS, the budget woes faced by the state and local government are the result of the global economic crisis, the worst we’ve faced since The Great Depression; and

WHEREAS, the budget crisis was not caused by working families and we should not be punished for it;

THEREFORE, BE IT RESOLVED that the California Labor Federation opposes all attempts to privatize pensions or replace secure defined benefit pensions with risky defined contribution plans, in the public or private sector.

BE IT FURTHER RESOLVED that the California Labor Federation opposes any attempts to undermine retirement security by circumventing collective bargaining.

BE IT FINALLY RESOLVED that the California Labor Federation is committed to expanding retirement security so that all workers have dignity in retirement.

Passed by the delegates to the 28th Biennial Convention on July 13, 2010.

PREVAILING WAGE RESOLUTION

RESOLUTION 12

WHEREAS, the Davis-Bacon Act, enacted by the federal government in 1931, was crafted to halt the importation of cheap, unskilled labor which undermines the local wage base for skilled construction workers; and soon after, California and other states enacted their own form of Davis-Bacon laws; and

WHEREAS, the prevailing wage has helped establish and preserve our nation's middle class by ensuring skilled construction workers on public works projects earn a fair wage to provide for themselves and their families, as well as dignity and respect for their work; and

WHEREAS, the working men and women of the California building and construction trades unions have fought many legislative, regulatory, and electoral battles to strengthen and protect our state's prevailing wage law; and as such, achievements have produced one of the strongest prevailing wage statutes in the entire country, which are often mirrored in other states; and

WHEREAS, included in the prevailing wage are health care and pension benefits that reduce the burden on the public health care system and contribute to the local community and economy, thereby providing workers with fair retirement benefits after a career in construction; and

WHEREAS, the payment of prevailing wage ensures fair competition by leveling the playing field for signatory contractors—offering the employer and the general public a construction product at a reduced cost by minimizing workplace injuries due to a highly skilled and trained workforce, on-time project delivery, and higher quality construction that results in decreased maintenance costs after project completion; and

WHEREAS, death and serious injury rates in construction are higher than any other industry, and the intentional failure to pay the prevailing wage by unscrupulous contractors, who are willing to break the law for their own benefit, harms workers by cheating them of their proper wages, puts them at great risk of accident or death, raises the cost of construction for taxpayers, and increases insurance costs for all law-abiding contractors; and

WHEREAS, the prevailing wage contributes to California's system of over 250 joint-labor management apprenticeship programs that account for 95 percent of women apprentices, and 92 percent of minorities, and graduate almost 90 percent of all journeypersons trained for a rewarding career in 15 building and construction trades crafts; and

WHEREAS, the anti-union, anti-worker interests have waged a war against prevailing wage at the local level—passing initiatives in cities, such as Vista and Oceanside, to convert a general law city to a charter for the sole purpose of exempting locally funded projects from paying workers the prevailing wage; and

WHEREAS, academic research studies have found that states and cities who have abolished their prevailing wage laws have experienced a tripling of cost overruns on public works projects, significant increases in construction injuries, steep declines in apprenticeship training, and a depression of local and statewide wages;

THEREFORE, BE IT RESOLVED that the payment of prevailing wages has played a major role in creating economic opportunities for the working men and women of the building and construction trades in California and throughout the nation; and the California Labor Federation will fight any attempt to reduce or to weaken wage enforcement efforts, or to abolish California's Prevailing Wage Act at the state or local levels.

Passed by the delegates to the 28th Biennial Convention on July 13, 2010.

RESOLUTION TO CONDEMN THE UNIVERSITY OF CALIFORNIA FOR BLOCKING UC WORKERS' RIGHT TO STRIKE AND SPENDING PUBLIC FUNDS ON UNION-BUSTERS

RESOLUTION 14

WHEREAS, University of California (UC) nurses issued a 10-day strike notice for June 10, 2010, to get UC to address chronic unresolved staffing problems at their medical centers; and

WHEREAS, UC, through their Littler Mendelson attorneys, got a judge to issue an injunction against the nurses strike, thus leaving the chronic staffing problems unaddressed; and

WHEREAS, anti-strike injunctions were a prevalent union-busting strategy 100 years ago, with courts issuing more than 4300 anti-strike injunctions in the United States between 1875 and 1930; and

WHEREAS, anti-strike injunctions were largely eliminated in the private sector in 1932 by the passage of the Norris-LaGuardia Anti-Injunction Act; and

WHEREAS, anti-strike injunctions are now repeatedly being used by the University of California against their workers; and

WHEREAS, California faces an unprecedented crisis in higher education due to inadequate funding and insufficient oversight; and

WHEREAS, since 2001, the University of California has raised student fees by 50 percent, making the institution essentially out of reach for students from working families; and

WHEREAS, workers in the UC system are facing lay-offs, pay cuts and furloughs, with some full-time workers earning as little as \$12.50 per hour and facing pay reductions of up to 20 percent; and

WHEREAS, even in the face of these deep cuts to workers and steep fee increases for students, UC executives earning more than \$214,000 in total compensation rose 6.3 percent in the last year, to over 3,100 senior managers; and

WHEREAS, UC has operated in a black box, disclosing only limited information about its finances, even to the Legislature that provides their funding. This level of secrecy has allowed top executives to become increasingly out of touch and unaccountable; and

WHEREAS, the need for increased transparency led the Coalition of UC Unions and the California Labor Federation to pursue a Joint Legislative Audit of the UC's finances; and

WHEREAS, one area of UC spending we have identified is the hiring of notorious union-buster Littler Mendelson to handle labor relations. UC has acknowledged paying at least \$3.5 million in fees to Littler Mendelson at a rate of \$500 per hour; and

WHEREAS, Littler Mendelson was cited as the architect of numerous anti-union employer campaigns in the recent Cornell University study on the role of anti-union consultants entitled *No Holds Barred: The Intensification of Employer Opposition to Organizing*; and

WHEREAS, Littler Mendelson represented the University of California in a retaliatory action against their own workers for standing up for their rights and engaging in informational leafletting. Littler Mendelson has also engaged the University of California in a campaign to undermine the right to strike by pursuing strike preparation damages against the workers in several different bargaining units; and

WHEREAS, with Littler Mendelson at the wheel, the University has been slapped with numerous Unfair Labor Practice charges including a significant finding against the University for bargaining in bad faith; and

WHEREAS, in this budget climate, for a public institution to use public funds to pay anti-union consultants is inappropriate and offensive;

THEREFORE, BE IT RESOLVED that the California Labor Federation calls on the UC to release all financial information related to the hiring of anti-union consultants.

BE IT FURTHER RESOLVED that the California Labor Federation calls on the UC to immediately halt the employment of union-busting consultants and redirect those funds toward student needs.

BE IT FURTHER RESOLVED that the California Labor Federation calls on the UC to stop all attempts to undermine the fundamental right of UC workers to strike.

BE IT FURTHER RESOLVED that the California Labor Federation calls on the UC to withdraw its petitions for strike preparation damages, which have never been awarded in California, severely undermine collective bargaining laws in California, and merely serve to create a chilling effect on university employees.

BE IT FINALLY RESOLVED that the California Labor Federation calls on the UC to bargain in good faith with all university employees.

Passed by the delegates to the 28th Biennial Convention on July 13, 2010.

RESOLUTION SUPPORTING THE CALIFORNIA UNIVERSAL HEALTH CARE ACT STATE SENATE BILL 810

RESOLUTION 15

WHEREAS, almost seven million people in California are not covered by any health plan and can rely only on tax-supported emergency health services; and

WHEREAS, the current economic climate along with decreasing numbers of working people with employer-provided health care, rising health care costs, and ever-increasing premiums and out-of-pocket co-pays all have a major impact on unions and workers negotiating contracts with comprehensive health plans and employer-paid premiums; and

WHEREAS, the IATSE as an international supports single-payer health care and has endorsed, at the 66th Quadrennial IATSE Convention, “The United States National Health Insurance Act, U.S. Congress Bill H.R. 676” written by Congressman John Conyers; and

WHEREAS, the California Universal Healthcare Act, SB 810, introduced by State Senator Mark Leno, would establish a non-profit, publicly administered, single payer, comprehensive health plan that guarantees consumers a choice of primary physicians and health providers; and

WHEREAS, SB 810 would result in reduced costs to employers, consumers and the public; and

WHEREAS, the California Labor Federation and dozens of labor unions around California have endorsed SB 810, including several IATSE locals;

THEREFORE, BE IT RESOLVED that the California Labor Federation will communicate the endorsement of Senate Bill 810 – The California Universal Healthcare Act – to our elected representatives (and their staffs), to the California governor and to other labor organizations.

BE IT FURTHER RESOLVED that the California Labor Federation continues support for the ongoing educational, lobbying and mobilizing efforts for universal single payer health care by publicizing this resolution on our website, electronic communications and in our publications.

BE IT FINALLY RESOLVED that the Executive Council of the California Labor Federation will monitor the progress of SB 810 as it moves forward in the legislature, and that the Federation reserves the right and the duty to withdraw support of SB 810 in the future if any amendments to the legislation undermine or diminish our members’ hard-fought-for health benefits and our then-current standards of coverage.

Passed by the delegates to the 28th Biennial Convention on July 13, 2010.

RESOLUTION TO SUPPORT 2010 WORKSITE CAMPAIGN FOR JERRY BROWN

RESOLUTION 17

WHEREAS, research proves that communicating with our members is most effective at the work-sites; and

WHEREAS, members who were talked to at the worksite voted with their union 78% of the time; and

WHEREAS, worksite communications have been an underutilized means of mobilizing our mem-bers; and

WHEREAS, we must layer our phone banks, our mail program, and our worksite program so that union members are hearing from their trusted unions about workplace issues they care about; and

WHEREAS, in order to elect Jerry Brown as Governor, and Labor's other endorsed candidates this year, unions must reach every member through every means possible; and

WHEREAS, this type of information is critical for our members to know about Jerry Brown's record fighting for working families, for the right to organize and collective bargaining, and for worker health and safety; and

WHEREAS, it is critical that our members understand the dangerous policies of Meg Whitman, the Wall Street billionaire who is campaigning to roll back worker protections we've fought long and hard to defend for decades; and

WHEREAS, polling and focus groups show our members don't know enough about Jerry Brown or his record for working families; and

WHEREAS, polling and focus groups show that union members are most persuaded to vote for La-bor's endorsed candidates when they receive information from their co-workers, their staff or lead-ers in their union. Union members want information to base their decisions on and do not want to just be told how to vote; and

WHEREAS, members feel the most positive about their union when staff, stewards and leaders visit worksites and keep them informed about elections and other issues; and

WHEREAS, in post election polling, union members report that the way they voted was most influ-enced by discussions they had at work with co-workers or staff; and

WHEREAS, the best place for a union to reach members is at the worksite where we have the right to talk with our members at their jobs;

THEREFORE, BE IT RESOLVED that we need a serious worksite member-to-member program established by every local BE IT FURTHER RESOLVED that every local union reaches a goal adopted by the Federation's Strategic Planning Committee to reach at least 50% of their members through worksite visits, campaign flyer blitzes and one-on-one conversations to elect Jerry Brown Governor in 2010.

BE IT FINALLY RESOLVED that unions who don't have access to their members at work or whose members have individual worksites hold house meetings or area meetings to educate their members about the campaign to elect Jerry Brown Governor in 2010.

Passed by the delegates to the 28th Biennial Convention on July 13, 2010.

MILLION MORE VOTERS TO WIN IN 2010

RESOLUTION 18

WHEREAS, there's more at stake for unions and working families in the 2010 election than there's ever been in history; and

WHEREAS, our wages, jobs and pensions are under direct attack by wealthy CEO candidates and their corporate allies; and

WHEREAS, Meg Whitman will be the most anti-union governor California has ever seen and has already made directly attacking unions a key part of her campaign; and

WHEREAS, the Whitman campaign has limitless resources and already shattered records for campaign spending; and

WHEREAS, union voters account for only 2 million of the nearly 17 million voters in California; and

WHEREAS, the demographics of California are changing, with incredible growth in the inland areas of the state where we have the lowest union density and slowing growth along the coast; and

WHEREAS, the Federation recognized this trend and launched the Million More Voters project, which utilizes cutting edge techniques of micro-targeting to identify and communicate with non-union voters in the swing areas of the state; and

WHEREAS, the Million More Voters builds upon the success of Obama's micro-targeting in 2008 and has been identified as the nation's most sophisticated targeting project in 2010; and

WHEREAS, Million More Voters technology has identified close to two million voters in these swing areas who are not union members but who share our values; and

WHEREAS, Million More Voters is Labor's "secret weapon" to leveling the playing field with Whitman by countering her record spending with targeted voter communication;

THEREFORE, BE IT RESOLVED by this Twenty-eighth Biennial Convention of the California Labor Federation that all affiliates are asked for an additional per capita of \$0.65 per union member for three months commencing July 2010 in order to support Labor's Million More Voters program and communicate even more effectively with swing voters in this election.

Passed by the delegates to the 28th Biennial Convention on July 14, 2010.

IN SUPPORT OF AFGE'S CAMPAIGN TO ORGANIZE TSA EMPLOYEES

RESOLUTION 20

WHEREAS, the employees of the TSA have struggled for almost eight years for the right to have a voice at work; and

WHEREAS, the American Federation of Government Employees (AFGE), AFL-CIO has consistently and successfully worked to organize and represent the federal employees of the Transportation Security Administration (TSA) during the entire eight year-plus history of the TSA, in spite of every legal, political, and management obstacle; and

WHEREAS, more than 13,000 of the 40,000 federal Transportation Security Officers (TSOs) are already dues-paying members of AFGE, thereby showing their support of AFGE as their union; and

WHEREAS, the AFL-CIO consistently supported AFGE's efforts to organize TSA during both the Bush and Obama Administration, and state federations and central labor councils have supported AFGE with timely resolutions and petitions in favor of collective bargaining rights and against contracting out federal screening functions; and

WHEREAS, AFGE has filed a petition with Federal Labor Relations Authority seeking a nationwide election for all TSOs; and

WHEREAS, the election of AFGE as the exclusive representative of all eligible TSA federal employees would be a significant victory for the TSO's as well as for union rights on the job for all working people in this country;

THEREFORE, BE RESOLVED IT that the California Labor Federation will ask the National AFL-CIO to re-affirm its support for AFGE's TSA campaign as a strategic campaign and expresses its support for AFGE in its efforts to become the exclusive representative of all eligible employees of the Transportation Security Administration nationwide; and calls upon all of labor to grant all material and moral support to the AFGE campaign for recognition at TSA.

BE IT FURTHER RESOLVED that the California Labor Federation will ask the National AFL-CIO to urge the recently appointed TSA Administrator to take immediate internal administrative and executive action to rescind the agency's ban on Collective Bargaining so as to grant civil employee rights, protections, and a voice at work to eligible TSOs and TSA employees.

BE IT FURTHER RESOLVED that the California Labor Federation will call upon Senator Boxer and Senator Feinstein and U.S. Representatives for California to support legislation to permanently grant collective bargaining rights and workplace protections to TSOs.

BE IT FURTHER RESOLVED that the Secretary Treasurer of the California Labor Federation will transmit a copy of this resolution to all relevant parties to convey the strong support for AFGE's campaign to organize TSOs and that the California Labor Federation and its affiliates will not rest until the brave, hard-working Transportation Security Administration employees receive Collective Bargaining Rights, Fairness, Dignity, Respect and a Fair Pay System.

BE IT FINALLY RESOLVED that the California Labor Federation, representing over 2.1 million union members and 1,200 affiliated unions in California, does hereby endorse AFGE in the upcoming election as the union for TSO's and will further provide full support and assistance to AFGE.

Passed by the delegates to the 28th Biennial Convention on July 14, 2010.

SAVING SIX DAY DELIVERY AND THE POSTAL SERVICE

RESOLUTION 21

WHEREAS, the Postmaster General Jack Potter has called for elimination of one day of delivery to ease the “financial crisis” in the U.S. Postal Service; and

WHEREAS, the USPS ten-year plan also calls for contracting out letter carrier routes, mail processing & retail outlets; closing post offices; reducing health, pension and workers compensation benefits; and replacing career full-time carriers with part-time casuals; and

WHEREAS, eliminating delivery of the mail on one or two days a week is a serious threat to the survival of the Postal Service and to the livelihoods of letter carriers and other postal workers;

THEREFORE, BE IT RESOLVED that the California Labor Federation denounce plans by the Postal Service to eliminate one or more days of delivery...contract out letter carrier routes, mail processing and retail outlets...close post offices...reduce the benefits available to postal workers...and replace career full-time employees with part-time or casual workers.

BE IT FINALLY RESOLVED that the California Labor Federation work with the NALC branches and the California State Association of Letter Carriers, the American Postal Workers Union, the Mail Handlers Union, and the Postal Rural Carriers to develop a variety of strategies to Save Six Day Delivery of the mail, oppose contracting out and post office closures, and fight reduction of hours and benefits.

Passed by the delegates to the 28th Biennial Convention on July 14, 2010.

N THIS 75TH ANNIVERSARY OF THE WPA...WE NEED THE SAME KIND OF BOLD, SWEEPING PUBLIC JOBS PROGRAM TODAY! PUT AMERICA BACK TO WORK!

RESOLUTION 22

WHEREAS, 75 years ago, on April 8, 1935, Congress passed legislation creating the largest public works program in U.S. history. On May 6, 1935 President Franklin Roosevelt issued an executive order founding the Works Progress Administration (WPA), which created 8.5 million jobs during the Depression of the 1930s; and

WHEREAS, the WPA didn't just happen because of the kindness and concern of President Roosevelt. It was a response to a tremendous mass movement in the streets and workplaces all over the U.S.—from the Bonus March and Ford Hunger March of 1932; to the San Francisco general strike and large industrial actions in Toledo and Minneapolis in 1934; to later sit-downs in the auto plants of Michigan; to militant actions by Unemployed Councils in hundreds of cities. It was this pressure from below that got us the WPA which put millions of people back to work, Social Security and other New Deal programs; and

WHEREAS, today's crisis is nearly as bad as it was back then. Unemployment in manufacturing is almost at Great Depression levels. What we have now is an economy based on permanent high unemployment and low wages...a political and economic system that provides trillions of \$ in bailouts for Wall Street, and trillion of \$ for war, but nothing for large numbers of workers and the poor, who are facing growing joblessness, foreclosures, evictions, layoffs, low wages, hunger and homelessness; and

WHEREAS, the AFL-CIO has a worthy 5-point Jobs Plan, but without a massive amount of "street heat" its implementation is far from assured. Proposals from many local and state unions for a labor-led Solidarity Day III march on Washington, in the tradition of past AFL-CIO Solidarity Day marches, have not yet been acted upon; and

WHEREAS, our infrastructure is falling apart, our schools and health care facilities understaffed. We need the same kind of bold, sweeping jobs program that people demanded—and got—in the 1930s. There are between 20 and 30 million unemployed and underemployed people in the country today. We need a real WPA-type program that is big enough to ensure that those who need work get work—work that is socially useful and paying union wages and benefits—a real jobs program fully funded by the government; and

WHEREAS, Martin Luther King Jr. dedicated the final months of his life to starting a movement for the right of everyone to a job or a guaranteed income—and we need a movement like that now. The issue of jobs is on the front burner; all it needs is a flame. But as in the 1930s, only a massive movement in the streets and workplaces will bring about a real public jobs program like the WPA;

THEREFORE, BE IT RESOLVED that in this 75th anniversary year of the WPA, which created 8.5 million public jobs during the Depression of the 1930s, that the California Labor Federation urge the AFL-CIO and all of organized labor to do two things:

Fight for a real WPA-type program that is big enough to ensure that those who need work get work—work that is socially useful and paying union wages and benefits—a real jobs program fully funded by the government; and

Get behind and urge that we support the October 2, 2010, march called by the NAACP, SEIU Local 1199, and other civil rights groups and supported by the AFL-CIO for jobs, jobs, jobs.

Passed by the delegates to the 28th Biennial Convention on July 14, 2010.

RESOLUTION IN OPPOSITION TO SB 1070 AND IN SUPPORT OF COMPREHENSIVE IMMIGRATION REFORM

RESOLUTION 23

WHEREAS, Arizona's controversial new anti-immigration law (SB 1070) is not only an affront to American values of fairness and respect for our constitution, but also an impractical, unenforceable and wasteful approach to fixing our nation's broken immigration system; and

WHEREAS, Arizona Senate Bill 1070 codifies racial profiling into law by requiring police officers to stop anyone they have "reasonable suspicion" to believe is not authorized to be in the United States, without providing guidelines that define what police can use in determining "reasonable suspicion." In doing so, the law puts Arizona's entire Latino population—the great majority of whom are U.S. citizens or legal residents—at risk of arrest; and

WHEREAS, singling people out based only on stereotyping is not just wrong, it is also impractical and wasteful policing. Under this law local police officers must now perform the job of federal immigration officials under the ever-present threat of being sued because the law subjects local governments and their employees to potential lawsuits by any citizen who believes the new law is not being enforced strongly enough. This will cost the state of Arizona million of dollars at a time when we just cannot afford to be wasting precious resources or expanding the mandate of already overburdened local police forces; and

WHEREAS, as a labor movement, we are particularly concerned about the effects this law will have on workers' rights. Any employer faced with Latino workers' complaints—from a picket line to a lawsuit—can now simply call the police and have the workers arrested under the guise of "reasonable suspicion." The law's effects on new organizing and labor standards will be devastating; and

WHEREAS, the people of Arizona and across the country are rightfully frustrated by the lack of federal action on the issue of immigration reform. For years, politicians in Washington have used immigration to play politics rather than to fix what they know is a broken system, and Arizona SB 1070 is merely a local continuation of this trend; and

WHEREAS, the solution for Arizona and the entire country is to solve the immigration problem through a comprehensive solution on the federal level that reflects our nation's values and works for everyone, not through a state-by-state piecemeal approach;

THEREFORE, BE IT RESOLVED that the California Labor Federation condemns SB 1070 as a racist, impractical, unenforceable, and wasteful law which will not fix Arizona's immigration problem.

BE IT FURTHER RESOLVED that the California Labor Federation calls on the Secretary of Homeland Security and the US Attorney General to take all necessary steps to prevent racial profiling, including blocking the implementation of SB1070.

BE IT FINALLY RESOLVED that the California Labor Federation calls on President Obama and Congress to work together to pass a fair, comprehensive immigration reform bill that will fix our immigration system once and for all in a way consistent with our nation's most precious values.

Passed by the delegates to the 28th Biennial Convention on July 14, 2010.

RESOLUTION REGARDING SUPPORT OF IRAQI LABOR RIGHTS

RESOLUTION 24

WHEREAS, the Iraqi government has recently stepped up its attacks on Iraqi unions by

Bringing criminal charges against oil worker union leaders for “undermining the economy of Iraq” and “conspiring to organize for labor rights” because of their opposition to the privatization of Iraqi oil and other resources, and their agitation for a new labor law, threatening these leaders with three-year prison terms,

Implementing a program of internal exile that has reassigned to distant cities union leaders who lead strikes and other worker actions,

Banning all union leaders from international travel without prior government approval; and

WHEREAS, these attacks are in response to continuing Iraqi union action to protect workers and secure the still-delayed passage of a labor law that meets core ILO standards; and

WHEREAS, the Iraqi government continues to enforce Saddam Hussein’s 1987 ban on unions in the public sector and public enterprises (80% of all workers), and has frozen union bank accounts; and

WHEREAS, the California Labor Federation and many of its affiliate locals have welcomed Iraqi union leaders in this country and have supported Iraqi labor rights through past resolutions and actions; and

WHEREAS, the AFL-CIO and International Trade Union Confederation (ITUC) have taken note of these developments, support the legitimate demands of the Iraqi workers, and registered protests;

THEREFORE, BE IT RESOLVED that the California Labor Federation registers its strong objection to these violations and asks our leadership to send this resolution to President Obama, Secretary of State Clinton, and the Iraqi ambassador to the United States, with a request that they act to reverse these policies and secure full labor rights for Iraqi workers.

BE IT FINALLY RESOLVED that the California Federation of Labor participate, and encourage its locals and state affiliates to participate in joint campaigns with the AFL-CIO, Solidarity Center and US Labor Against the War to pressure Congress and the U.S. administration to take all appropriate steps to help secure full labor rights for Iraqi workers.

Passed by the delegates to the 28th Biennial Convention on July 14, 2010.

PRELIMINARY ROLL OF DELEGATES

PRELIMINARY ROLL OF DELEGATES

Actors and Artistes of America, Associated - AFTRA

AAAA AFTRA LA 40		(1,875 votes, 5 delegates)
Ron Morgan	625	
Matt Kimbrough	625	
Bill Thomas	625	

Bricklayers and Allied Crafts

BAC 18		(755 votes, 2 delegates)
Refugio Pinedo Jr.	253	
Luis A. Pinedo	251	
Jon Coulson	251	

Communications Workers of America

CWA 9000		(587 votes, 3 delegates)
T Santora	294	
Bob Henderson	293	
CWA 9400		(1,662 votes, 5 delegates)
Willaim L. Demers	554	
Judy Perez	554	
Alexandra Rooker	554	
CWA 9412		(855 votes, 3 delegates)
Keith Gibbs	427	
C. Cookie Cameron	428	
CWA 9421		(2,623 votes, 8 delegates)
Robert Longer	875	
James Gordon	874	
Alex Rooker	874	
CWA 9510		(2,025 votes, 7 delegates)
Mike Milliman	2,025	
CWA 9573		(458 votes, 2 delegates)
Karen Macias	229	
Steve Maldonado	229	

Education Association, National

NEA 0003		(1,351 votes, 4 delegates)
Bill Stein	676	
Alan Clow	675	
NEA 0005		(814 votes, 3 delegates)
Bill Freeman	407	
Camille Zambro	407	

Electrical Workers, International Brotherhood of

IBEW 302		(1,024 votes, 3 delegates)
Tom Hansen	342	
Dennis Roos Sr.	341	
Ronald Bennett	341	
IBEW 40		(477 votes, 2 delegates)
John Davis	239	
Jerry McLinn	238	
IBEW 441		(1,601 votes, 5 delegates)
Doug Chappell	801	
Doug Mangione	800	

CONTINUED

PRELIMINARY ROLL OF DELEGATES

IBEW 47		(5,426 votes, 10 delegates)
	Pat Lavin	1,810
	Rick Garcia	1,808
	Gary Updegraff	1,808
IBEW 551		(588 votes, 2 delegates)
	Jack Buckhorn	588
IBEW 569		(1,607 votes, 5 delegates)
	Allen Shur	323
	Nicholas J. Segura, Jr.	321
	Johnny Simpson	321
	Jennifer Badgley	321
	Charles M. Brown Jr.	321
IBEW 595		(1,497 votes, 4 delegates)
	Juan Guerrero	375
	Tom Mullarkey	374
	Victor Uno	374
	Ron Pedro	374
IBEW 6		(1,842 votes, 5 delegates)
	Robert Van Koll	1,842
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Fire Fighters, Int'l Assn of		
IAFF 798		(1,446 votes, 5 delegates)
	Thomas O'Connor	1,446
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Fire Fighters, Int'l. Association of		
IAFF 112		(3,799 votes, 9 delegates)
	Pat McOsker	1,900
	Paul Gilbrook	1,899
IAFF 1909		(116 votes, 2 delegates)
	Jason Livermore	58
	Garrett Contreras	58
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Food & Commercial Workers Intl. Union, United		
UFCW 1167		(6,251 votes, 10 delegates)
	Bill Lathrop	6,251
UFCW 135		(5,609 votes, 10 delegates)
	Mickey Kasparian	803
	Tom Elbert	801
	Terry Hunt	801
	Todd Walters	801
	John Reil	801
	Sara Garcia	801
	German Ramirez	801
UFCW 1428		(4,983 votes, 10 delegates)
	Mark Ramos	717
	Za Zette Scott	711
	Gerald Singh	711
	Luz Bacio	711
	Simone Tuerlings	711
	Connie Chestnut	711
	Pete Zimmer	711
UFCW 324		(10,000 votes, 10 delegates)
	Rick Eiden	10,000

CONTINUED

PRELIMINARY ROLL OF DELEGATES

UFCW 5		(25,143 votes, 10 delegates)
	Ron Lind	3,597
	Terry Gonzales	3,591
	Pete Derenale	3,591
	Tony Alexander	3,591
	John May	3,591
	Elise Blazek	3,591
	Dan Rush	3,591
UFCW 8		(25,883 votes, 10 delegates)
	Jacques Loveall	4,313
	Kirk Vogt	4,313
	Adam Loveall	4,313
	Jerry Hunsucker	4,313
	Joseph Ambrosi	4,313
	Jeff Ferro	4,318
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Government Employees, American Federation of		
AFGE 1234		(603 votes, 2 delegates)
	Chris Soulia	603
AFGE 2297		(129 votes, 2 delegates)
	Lula May Jones	129
AFGE 2429		(178 votes, 2 delegates)
	Jennifer Grigsby	178
<hr/>		
Heat & Frost Insulators & Allied Workers, Intl. Assoc. of		
AWIU 5		(755 votes, 3 delegates)
	Alfred Montoya	378
	Robert Klepper	377
<hr/>		
Iron Workers, Intl. Assn. of Bridge, Structural		
IRON 416		(2,090 votes, 7 delegates)
	Marco Frausto	2,090
IRON 433		(3,359 votes, 10 delegates)
	Douglas Williams	1,121
	Jim McGuire	1,119
	Johnny O'Kane	1,119
<hr/>		
Laborers' International Union of North America		
LIUNA 1184		(5,064 votes, 10 delegates)
	John Smith	5,064
LIUNA 166		(248 votes, 2 delegates)
	Samuel Robinson	124
	Francisco Ramirez	124
LIUNA 300		(3,110 votes, 8 delegates)
	Sergio Ramos	1,555
	Tony Olea III	1,555
LIUNA 585		(930 votes, 3 delegates)
	David Valenzuela	310
	Anthony Mireles	310
	Andy Castillo	310
<hr/>		
Letter Carriers, National Association of		
NALC 214		(428 votes, 2 delegates)
	Dave Welsh	214
	John Beaumont	214

CONTINUED

PRELIMINARY ROLL OF DELEGATES

Longshore and Warehouse Union, International

ILWU 34		(200 votes, 2 delegates)
	Frank Riley	100
	Lee Sandahl	100
ILWU 54		(81 votes, 2 delegates)
	Gene Davenport	41
	Marc Cuevas	40

Machinists & Aerospace Wkrs, Intl Assn of

IAM 1101		(761 votes, 3 delegates)
	Richard Breckenridge	381
	Glenn Gandolfo	380
IAM 1125		(141 votes, 2 delegates)
	Carl J. Cobb	71
	Wayne Ihrig	70
IAM 1546		(1,286 votes, 4 delegates)
	Patrick Woodward	323
	Bobby Pintos	321
	Garry Horrocks	321
	Steve Older	321
IAM 1584		(491 votes, 2 delegates)
	Michael J. Mellow	246
	Chris Rasmussen	245
IAM 1596		(433 votes, 2 delegates)
	Thomas J. Brandon	433
IAM 2182		(562 votes, 2 delegates)
	James H. Beno	562
IAM 311		(992 votes, 4 delegates)
	Cruz Becerra	496
	Manuelito Parales	496
IAM 93		(720 votes, 3 delegates)
	Sam M. Saiu	360
	Harry Turner	360

Marine Engineers' Beneficial Association

MEBA 20		(383 votes, 2 delegates)
	Larry Young	192
	Richard Doherty	191

Nurses Association, California

CNA		(64,179 votes, 10 delegates)
	Rose Ann DeMoro	6,426
	Malinda Markowitz	6,417
	Michael Lighty	6,417
	Bonnie Castillo	6,417
	Kay McVay	6,417
	De Ann McEwen	6,417
	Elizabeth Pataki	6,417
	Geri Jenkins	6,417
	Chuck Idelson	6,417
	Deanna Furman	6,417

CONTINUED

PRELIMINARY ROLL OF DELEGATES

Office & Professional Employees International Union

OPEIU 29			(3,759 votes, 8 delegates)
	Bill Klinke	1,880	
	Kelly Gschwend	1,879	
OPEIU 3			(1,649 votes, 5 delegates)
	Conny Ford	413	
	Nancy Wohlforth	412	
	Loretta Ramirez	412	
	Mary Moffitt-Lau	412	

Operating Engineers, International Union of

IUOE 12			(9,904 votes, 10 delegates)
	Kurt Glass	1,104	
	Fred Young	1,100	
	Dan Billy	1,100	
	Larry Davison	1,100	
	Ron James	1,100	
	Dan Hawn	1,100	
	Carl Mendenhall	1,100	
	Doug Clark	1,100	
	Bob Waggoner	1,100	
IUOE 3			(20,385 votes, 10 delegates)
	Carl Goff	2,043	
	Mark Kyle	2,038	
	Tom Aja	2,038	
	Margaret Hanlon-Gradie	2,038	
	Steve Harris	2,038	
	Rob Carrion	2,038	
	Steve Lopez	2,038	
	Mike Croll	2,038	
	Chris Snyder	2,038	
	Dave Harrison	2,038	
IUOE 501			(1,514 votes, 5 delegates)
	Todd Ullman	380	
	James Mazza	378	
	Thomas McCloy	378	
	Paul Marinangeli	378	

Operative Plasterers' & Cement Masons' International Association

OPCMIA 400			(121 votes, 2 delegates)
	Ernesto Gonzalez	61	
	Tony Dorn	60	

Painters & Allied Trades, International Union of

PAT 1136			(464 votes, 2 delegates)
	Wiley Zagajeski	232	
	James M. Dunleavy	232	
PAT 487			(543 votes, 2 delegates)
	Ken Gordon	272	
	Gary Whittaker	271	

CONTINUED

PRELIMINARY ROLL OF DELEGATES

Plumbing & Pipefitting Industry, United Association of the

UA 250		(2,136 votes, 6 delegates)
	Richard Kukowski	712
	Glenn Santa Cruz	712
	Gus Torres	712
UA 38		(1,224 votes, 4 delegates)
	Larry Mazzola	1,224
UA 398		(319 votes, 2 delegates)
	Ray LeVangie, Jr.	160
	John P. Sherman	159
UA 442		(292 votes, 2 delegates)
	William Taylor	146
	Luis A. Montalbo	146
UA 62		(220 votes, 2 delegates)
	Steve MacArthur	110
	Mario Maciel	110

Professional & Technical Engineers, International Fed. of

IFPTE 20		(1,750 votes, 5 delegates)
	John Mader	350
	Levin Sy	350
	Dominic Chan	350
	Dr. Martha Burnett-Collins	350
	Michael Aidan	350

School Employees Association, California

CSEA		(70,950 votes, 10 delegates)
	Allan Clark	7,095
	Michael Bilbrey	7,095
	Ivan Pastrano	7,095
	Carolyn Everett	7,095
	Ben Valdepena	7,095
	Don Scrivner	7,095
	Lori Klingensmith	7,095
	Tony Rojas	7,095
	Jane Bausa	7,095
	Sue Eustice	7,095

Seafarers' International Union of North America

SIU Pacific Coast Marine Firemen		(467 votes, 2 delegates)
	William O'Brien	467
SIU Sailors Union of the Pacific		(2,337 votes, 6 delegates)
	Dave Connolly	1,169
	Gunnar Lundeborg	1,168
SIU Seafarers Atlantic & Gulf		(555 votes, 2 delegates)
	Nick Celona	278
	Jeff Turkus	277
SIU UIW Cannery Div		(819 votes, 3 delegates)
	Herb Perez	410
	Guadalupe Murillo	409

CONTINUED

PRELIMINARY ROLL OF DELEGATES

Service Employees International Union

SEIU 1000		(4,222 votes, 9 delegates)
	Cathy Hackett	469
	Connie Kabeary	470
	Joseph Pepi	469
	Steven Alari	469
	Daniel Silva	469
	Donald Killmer	469
	Elizabeth Linnerman	469
	Jayson Sandoval	469
	Lisa Davis	469
SEIU 1021		(42,446 votes, 10 delegates)
	Sin Yee Poon	10,613
	Alysabeth Alexander	10,611
	Gary Jimenez	10,611
	Crawford Johnson	10,611
SEIU 521		(11,127 votes, 10 delegates)
	Eric Banks	1,239
	Jacob Regalado	1,236
	Kirsten Clemons	1,236
	Michael Dobbins	1,236
	Nico Portillo	1,236
	Diane Cates	1,236
	Tim Partridge	1,236
	Kathy Ariffie	1,236
	Amy Cross	1,236
SEIU 99		(24,206 votes, 10 delegates)
	Bill Lloyd	12,103
	Frank Torres	12,103
SEIU UHW 250		(59,137 votes, 10 delegates)
	Kathy McKenzie	14,784
	Gloria Fauss	14,785
	Guy Rinfrow	14,784
	Mario Salazar	14,784

Sheet Metal Workers International Association

SMWIA 206		(323 votes, 2 delegates)
	Joseph Powell	162
	Douglas Tracy	161

State, County & Municipal Employees, American Federation of

AFSCME 1199		(12,952 votes, 10 delegates)
	Jimmy Gomez	1,297
	Eric Robles	1,295
	Jeremey Lanni	1,295
	Fred Tinamisan	1,295
	Timothy Uliasz	1,295
	Barbara Blake	1,295
	Sandy Oleson	1,295
	Becky Motlagh	1,295
	Donna Smith	1,295
	Barbara Dent	1,295
AFSCME 2325		(44 votes, 2 delegates)
	John Phillips	22
	Satra Zurita	22

CONTINUED

PRELIMINARY ROLL OF DELEGATES

AFSCME 2700		(1,801 votes, 5 delegates)
Suzie Griffith	601	
Octavia Bazile	600	
Arturo Cruz	600	
AFSCME 3299		(19,079 votes, 10 delegates)
LaKesha Harrison	2,391	
Juan Castillo	2,384	
Maricruz Manzaneres	2,384	
Bob Hardrick	2,384	
Richard Smith	2,384	
Ali Cooper	2,384	
Mario Fuentes	2,384	
Matias Marin	2,384	
AFSCME 3339		(150 votes, 2 delegates)
Angel Chiriboga	75	
Robert Durbin	75	
AFSCME 3930		(51,295 votes, 10 delegates)
Doug Moore	5,134	
Laura Reyes	5,129	
Steve Mehlman	5,129	
Jovan Agee	5,129	
Johanna Hester	5,129	
Yvonne Olivares-Maldonado	5,129	
Ashley Meyers	5,129	
Jeremy Wright	5,129	
Daishon Jefferson	5,129	
Shahin Khalili	5,129	
AFSCME 4034		(8,759 votes, 10 delegates)
Gail Ennis	1,464	
Linda Zavala	1,459	
Justin D. Meyers	1,459	
Maria Zaragoza	1,459	
Adriana Ramos	1,459	
Tristan Brown	1,459	
<hr/>		
Steel Workers, United		
USW 675		(4,056 votes, 10 delegates)
David Campbell	2,028	
Richard Latham	2,028	
USWA 1440		(570 votes, 2 delegates)
Tony Tiscareno	570	
USWA 7600		(6,688 votes, 10 delegates)
Laurie Edwards	836	
Diana Gandara	836	
Cruz Lopez	836	
Sandra Lozano	836	
Ethel Reyes	836	
Frank Silva	836	
Linda Love	836	
Judy Dishaw	836	
USWA 8065		(314 votes, 2 delegates)
Jim Mengler	314	

CONTINUED

PRELIMINARY ROLL OF DELEGATES

Teachers, American Federation of

AFT 1273		(1,220 votes, 4 delegates)
	Adrienne Rangel	305
	Ben Todd	305
	Linda Torres	305
	Victor Farias	305
AFT 1521A		(1,077 votes, 3 delegates)
	Velma J. Butter	270
	Dorothy Bates	269
	Curtis Smith	269
	Dorothy Rowe	269
AFT 1794		(993 votes, 3 delegates)
	Kimberly Claytor	331
	Jeff Qualey	331
	Jim Araby	331
AFT 1911		(439 votes, 2 delegates)
	Dean Mancina	439
AFT 1931		(1,954 votes, 5 delegates)
	Jim Mahler	329
	Sabrina Santiago	325
	Lyn Neylon	325
	Carlota Vidrio	325
	Lauren Halsted	325
	Jonathan McLeod	325
AFT 2034		(169 votes, 2 delegates)
	Fred Lonidier	85
	Charles Thorpe	84
AFT 2121		(1,685 votes, 5 delegates)
	Alisa Messer	842
	Fred Glass	843
AFT 2279		(1,886 votes, 5 delegates)
	Ken Burt	628
	Dean Murakami	630
	Robert Perrone	628
AFT 3553		(315 votes, 2 delegates)
	Jim Lynett	315
AFT 771		(121 votes, 2 delegates)
	Ana Turetsky	121

Teamsters, International Brotherhood of

IBT 287		(519 votes, 2 delegates)
	Bill Hoyt	260
	Bob Blanchet	259
IBT 315		(627 votes, 3 delegates)
	Dale Robbins	314
	Mario M. Martinez	313
IBT 350		(347 votes, 2 delegates)
	Robert Morales	174
	Larry Daugherty	173
IBT 396		(1,729 votes, 5 delegates)
	Barbara Liddy	577
	Jim Smith	576

CONTINUED

PRELIMINARY ROLL OF DELEGATES

IBT 63	Ron Herrera	576	(2,437 votes, 7 delegates)
IBT 70	Randy Cammack	2,437	(776 votes, 3 delegates)
IBT 853	Marty Frates	776	(1,594 votes, 7 delegates)
IBT 856	Adolph Felix	1,594	(1,095 votes, 4 delegates)
	Neil Saccoman	276	
	Peter Finn	273	
	Mike Lagomarsino	273	
	Rudy Gonzalez	273	
IBT 952			(1,591 votes, 5 delegates)
	Patrick Kelly	400	
	Ernesto Medrano	397	
	Donna A. Metcalfe	397	
	Ruben Lopez	397	
<hr/>			
Theatrical Stage Employees & Moving Picture Technicians, Artists and Allied Crafts, Intl. Alliance			
IATSE 122			(220 votes, 2 delegates)
	Carlos Cota	220	
IATSE 134			(141 votes, 2 delegates)
	Cindy Parker	71	
	Anthony Garcia	70	
IATSE 33			(1,411 votes, 4 delegates)
	William H. Jones	355	
	Peter Marley	352	
	Jimmy Wright	352	
	Paul Paolasso	352	
IATSE 50			(119 votes, 2 delegates)
	John Kelly	60	
	Thomas Yep	59	
IATSE 504			(322 votes, 2 delegates)
	James Higgins	161	
	Leslie A. Blanchard	161	
IATSE 683			(1,169 votes, 4 delegates)
	Joe A. Aredas	293	
	Joe A. Aredas Jr.	292	
	Marvin L. Davis	292	
	Carlos R. Moreno	292	
IATSE 700			(5,200 votes, 10 delegates)
	Cathy Repola	5,200	
IATSE 705			(1,687 votes, 5 delegates)
	Buffy Snyder	1,687	
IATSE 728			(2,186 votes, 6 delegates)
	Pascal M. Guillemard	1,093	
	Iain O'Higgins	1,093	
IATSE 80			(1,808 votes, 6 delegates)
	Thom Davis	1,808	
IATSE 800			(1,270 votes, 4 delegates)
	Peter Koczera	1,270	
IATSE 871			(1,358 votes, 4 delegates)
	Missy Humphrey	341	
	Margery Kimbrough	339	
	Michyl-Shannon Quilty	339	
	Melanie Mandel	339	

CONTINUED

PRELIMINARY ROLL OF DELEGATES

IATSE 884		(111 votes, 2 delegates)
L. Richard Wicklund	111	
IATSE 892		(682 votes, 3 delegates)
Betty Madden	682	
<hr/>		
Transit Union, Amagamated		
ATU 1277		(2,703 votes, 7 delegates)
Neil Silver	543	
Art Aguilar	540	
James Lindsay	540	
Adolfo Soto	540	
Douglas Kurovski	540	
ATU 1555		(861 votes, 3 delegates)
Colleen Mc Cann	287	
Christine Nicholas	287	
Eryn Yula	287	
ATU 1575		(258 votes, 2 delegates)
Charles R. Cook	129	
Blake L. Lewis	129	
ATU 1704		(516 votes, 2 delegates)
Dale Moore	258	
Sue Potts	258	
ATU 265		(1,604 votes, 5 delegates)
Lavon Hamilton	1,604	
<hr/>		
Transport Workers Union Of America		
TWU 200		(245 votes, 2 delegates)
Reginald McCray	245	
<hr/>		
UNITE HERE		
UNITE HERE 30		(2,431 votes, 7 delegates)
Brigette Browning	1,216	
Charles Yip	1,215	
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Utility Workers Union of America		
UTU		(6,747 votes, 10 delegates)
Michael N. Anderson	3,374	
James P. Jones	3,373	
UWUA 132		(2,952 votes, 8 delegates)
Sam Weinstein	369	
Jerry Acosta	369	
Armando Olivas	369	
Hector Ortiz	369	
Carl Wood	369	
Anna Sandoval	369	
Andrea Fontenot	369	
Aletandro Ahumada	369	
UWUA 246		(633 votes, 3 delegates)
Daniel Dominguez	633	
<hr/>		
Building & Construction Trade Councils		
BCTC San Diego		(2 votes, 2 delegates)
Tom Lemmon	2	
BCTC Santa Clara/San Benito		(2 votes, 2 delegates)
Neil Struthers	2	

CONTINUED

PRELIMINARY ROLL OF DELEGATES

Central Labor Councils

CLC Alameda		(2 votes, 2 delegates)
Josie Camacho	1	
Joel Young	1	
CLC Butte & Glenn		(2 votes, 2 delegates)
Mickey Harrington	1	
Patrick Mace	1	
CLC Contra Costa		(2 votes, 2 delegates)
Pam Aguilar	2	
CLC Five Counties		(2 votes, 2 delegates)
Ruth Rhodes	2	
CLC Fres/Madera/Tul./King		(2 votes, 2 delegates)
Randy Ghan	1	
Kirk Vogt	1	
CLC Kern/Inyo/Mono		(2 votes, 2 delegates)
Donny Williams	1	
Rick Crane	1	
CLC Monterey		(2 votes, 2 delegates)
Glen Schaller	1	
Cesar Lara	1	
CLC North Bay		(2 votes, 2 delegates)
Lisa Maldonado	2	
CLC Orange		(2 votes, 2 delegates)
Tefere Gebre	1	
Julio Perez	1	
CLC Sacramento		(2 votes, 2 delegates)
Bill Camp	2	
CLC San Bern/Riverside		(2 votes, 2 delegates)
Laurie Stalnaker	1	
William Lathrop	1	
CLC San Diego/Imperial		(2 votes, 2 delegates)
Lorena Gonzalez	1	
Evan McLaughlin	1	
CLC San Francisco		(2 votes, 2 delegates)
Tim Paulson	2	
CLC San Joaquin/Calaveras		(2 votes, 2 delegates)
Joe Coy	1	
Adam Loveall	1	
CLC San Mateo		(2 votes, 2 delegates)
Shelley Kessler	1	
Julie Lind	1	
CLC Stanislaus/Tuolumne		(2 votes, 2 delegates)
Teryson Powers	2	
North Valley Labor Federation CLC		(2 votes, 2 delegates)
Marcie Bayne	1	
Guy Rinfrow	1	

Constituency Groups

APRI-CA		(2 votes, 2 delegates)
Don Hightower	1	
James Bryant	1	
CARA		(3 votes, 3 delegates)
Nan Brasner	1	
Tom Rankin	1	
Guy Cargulia	1	

CONTINUED

PRELIMINARY ROLL OF DELEGATES

CBTU S. CA		(2 votes, 2 delegates)
Antonio Christian	1	
Carl Jones	1	
District Councils		
ILWU S CA Dst		(2 votes, 2 delegates)
Sal Pardo	1	
Floyd Bryan	1	
IRON Dist Cncl		(2 votes, 2 delegates)
Joe Standley	1	
Keith Hunter	1	
PAT DC 36		(2 votes, 2 delegates)
Matt Kriz	2	
UA Dist Cncl 16		(2 votes, 2 delegates)
Don Tanaka	1	
John Ferruccio	1	
Joint Boards		
ATU Joint Bd		(2 votes, 2 delegates)
Neil H. Silver	2	
Regional Councils		
CWA So Dst Cncl		(2 votes, 2 delegates)
Phil Hanneman	2	
IAFF St Cncl		(2 votes, 2 delegates)
Lou Paulson	1	
Tim Strack	1	
UFCW St Cncl		(2 votes, 2 delegates)
George Landers	2	
State Councils		
AFT St Cncl		(2 votes, 2 delegates)
Marty Hittelman	1	
Dennis Smith	1	
APWU St Cncl		(2 votes, 2 delegates)
Isabelle Bailey	1	
Mike Evans	1	
IAM 190		(2 votes, 2 delegates)
Jim Beno	2	
IAM St Cncl		(2 votes, 2 delegates)
Tom Brandon	2	
IBT St Cncl		(2 votes, 2 delegates)
Doug Bloch	1	
Marsi Newman	1	
NALC St Cncl		(2 votes, 2 delegates)
John Beaumont	2	
SBCTC		(2 votes, 2 delegates)
Bob Balgenorth	1	
David Sickler	1	
SEIU St Cncl		(2 votes, 2 delegates)
Bill A. Lloyd	2	

EXECUTIVE REPORTS

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Report of the Executive Secretary-Treasurer and the Executive Council



Leading the nation.

Whether protecting workers' rights in Sacramento or coordinating the statewide campaign for national health care reform and the Employee Free Choice Act, the Federation's track record fighting for union members leads the nation.

Our ambitious programs give voice to working families in California – in political campaigns, in the halls of the Capitol, with legislators at the state and federal levels and on the front lines picketing for fair contracts, rallying for the right to organize and defending against even deeper budget cuts.

Now more than ever, Labor's strength is essential. The political fight we face in November 2010 will determine the future of our state. Our work since the 2008 Biennial Convention, detailed here, sets the stage for our aggressive strategic planning and campaign building for 2010.

Our *Blueprint for Victory* outlines our comprehensive member-to-member and Million More Voters programs. The foundation of our Blueprint for Victory is to support our local unions and Labor Councils in conveying the messages of the campaigns to members and mobilizing our army of volunteers. The Federation has committed resources to build the strength of California Labor throughout the state.

Our legislative program in Sacramento and our federal campaign work on issues such as health care reform, the Employee Free Choice Act and job creation give voice to the needs of working families. We are at the forefront of union-led high-road training partnerships, and our work on green economic development and green jobs leads the state and nation. We have developed a cutting-edge communications program, with a sustained presence in local and statewide media, a robust social networking program and an active blog that covers workers' issues.

What follows is a detailed report of this work and more since the Federation's 2008 Biennial Convention.

The energy, talent and determination of our leaders and members continue to keep California unions at the leading edge of America's Labor Movement. My special thanks to Federation President Connie Leyva, our Executive Council and our staff for helping to advance the agenda for California's union members and workers.

Together, we are ready for the challenges ahead of us.

In Solidarity,

A stylized, handwritten signature in black ink that reads "Art Pulaski". The signature is fluid and cursive, with the first name "Art" and last name "Pulaski" clearly distinguishable.

Art Pulaski
Executive Secretary-Treasurer

Executive Council

Rome Aloise

Bob Balgenorth

Jim Beno

Russ Burns

Allan Clark

Tom Dalzell

Thom Davis

Damita Davis-Howard

Rose Ann DeMoro

Maria Elena Durazo

Rob Feckner

Enrique Fernandez

Mike Garcia

Lorena Gonzalez

Jack Gribbon

La Kesha Harrison

Marty Hittelman

Eugene Hudson

Shelley Kessler

Marvin Kropke

George Landers

Rick Latham

Bill A. Lloyd

Jacques Loveall

Barry Luboviski

Gunnar Lundeberg

Larry Mazzola

Michael F. Miller

Doug Moore

Oscar De La Torre

Oscar Owens

Lou Paulson

Joshua Pechthalt

Willie Pelote

Mike Quevedo, Jr.

Clyde Rivers

Sal Rosselli

Ray Sesma

Allen Shur

John L. Smith

Joe Standley

William Waggoner

Nancy Wohlforth

Connie Leyva, President

Art Pulaski, Executive Secretary-Treasurer

1. Building Our Power



A. The Strategic Planning Committee

In 2005, the California Labor Federation's Executive Council formed the Strategic Planning Committee (SPC) to build power and make Labor a greater force for progressive change. Comprised of the top leaders in the largest 14 unions, the State Building and Construction Trades Council, Labor Councils and the California Labor Federation, the committee is building a stronger Labor Movement in California.

California Labor is uniquely positioned to lead the fight for good jobs and a California economy that works for all. We are the voice of working families that represents Main Street rather than Wall Street – working people everywhere are looking for that leadership, whether they are in a union or not.

By talking about the issues important to working people, we can elect a governor in 2010 who will stand with us to meet the challenges ahead and, ultimately, win a veto-proof majority in our state legislature. To that end, the Strategic Planning Committee has strengthened Labor's program with an innovative approach: expanding goals for member communications, and expanding our reach to voters who are not union members but share our values.

B. Members of the Strategic Planning Committee:

Michael Mowrey	IBEW, Chair	Oscar De La Torre	LIUNA
Louis Paulson	CPF, Vice-Chair	Jim Weitkamp	CWA
Rome Aloise	IBT	Art Pulaski	California Labor Federation
George Landers	UFCW	Connie Leyva	California Labor Federation
Bill A. Lloyd	SEIU	Bob Balgenorth	State Building and Construction Trades Council
Marty Hittelman	CFT	Maria Elena Durazo	Los Angeles County Federation of Labor
Carl Goff	IUOE Local 3	Cesar Lara	Monterey Bay Central Labor Council
Jim Beno	IAM	Tim Paulson	San Francisco Labor Council
Sherri Chiesa	UNITE HERE	Jerry Acosta	AFL-CIO Western Region
Mike Miller	IATSE		
Allan Clark	CSEA		
Willie Pelote	AFSCME		

C. Report on Progress: Raising the Bar and Building the Army

STRATEGIC GOALS

In 2008, the Strategic Planning Committee led a collaborative effort to set performance goals in the elections for the Federation's Labor Councils and local unions around strategic state races.

In 2006, 11 Councils reached "high" or "highest" performance. In 2008, 14 Councils reached these goals – and 12 of these councils were at the highest performance level. We anticipate that 2010 will see even more success.

The following Labor Councils were recognized for their 2008 performance.

Labor Councils certified for "highest" performance – meeting or exceeding 100% of their goals in 2008:

- ~ Alameda Labor Council
- ~ Central Labor Council of Contra Costa County
- ~ Los Angeles County Federation of Labor
- ~ North Bay Labor Council *
- ~ Orange County Labor Federation
- ~ Sacramento Central Labor Council
- ~ San Mateo County Central Labor Council
- ~ San Diego-Imperial Counties Central Labor Council
- ~ San Francisco Labor Council
- ~ San Joaquin-Calaveras Counties Central Labor Council *
- ~ South Bay AFL-CIO Labor Council
- ~ Tri-Counties Central Labor Council

Labor Councils recognized for "high" performance – meeting 85-99% of their goals in 2008:

- ~ Fresno-Madera-Tulare-Kings Central Labor Council
- ~ Napa-Solano Counties Central Labor Council*

** First time reaching high/highest performance*

CENTRAL LABOR COUNCIL POWER-BUILDING PROJECTS

Building Labor's power begins at the local level: electing Labor Warriors to local office and beyond, and mobilizing the volunteer army. Labor Councils are the heart of this effort.

Starting with Orange County, the Strategic Planning Committee targeted Labor Councils in growing areas of the state that either didn't have the resources to be successful or where the unions were divided and had no plan to move forward. Bringing unions together and establishing common ground has become a model for strategic growth that is building Labor's capacity.

■ **ORANGE COUNTY**

Since the Strategic Planning process began in Orange County in 2006, the Labor Council has been consistently making change in what was once one of our “reddest” counties. The Orange County Labor Federation has since become one of the strongest Labor Councils in the state. The Strategic Planning project helped the unions develop a program that put them among the top five performing Labor Councils in 2008. In 2009, SPC leaders joined the CLC executive board retreat to begin a long-term strategic plan to guide their work for the next 5, 10 and 15 years.

■ **NAPA-SOLANO COUNTIES**

In Napa-Solano, the Strategic Planning Committee helped unify the local Labor Movement around a common cross-union program. This was critical because the Labor Council is at the forefront of the fight against the use of municipal bankruptcy to break union contracts in the City of Vallejo. The Labor Council has since stabilized its finances and is now building affiliation to sustain full-time staffing. In 2008, it reached the high performance level for the first time.

■ **SAN JOAQUIN-CALAVERAS COUNTIES**

San Joaquin County was “ground zero” in the 2008 election, with three target legislative seats, key local races and an important Congressional seat to defend. The Strategic Planning Committee prioritized this area and helped launch a coordinated plan with major unions to raise money and release staff for the November election. The result was a sweeping success with the pick-up of two Assembly seats and the re-election of Jerry McNerney to Congress. It was the most comprehensive campaign that had ever been run in the Council – performance tripled from 36% of strategic goals met to 123%.

This county is part of the growing and demographically changing Central Valley – California’s “red zone.” Because the county has many commuters to the Bay Area and Sacramento (per capita paid where they work not live), the Labor Council is under-resourced to fund its own staff program. The Labor Council has since partnered with two Councils south of them that also have no staff. These three Councils are now part of the North Valley Labor Federation, using a similar model to build power.

■ **NORTH VALLEY LABOR FEDERATION**

Founded on April 1, 2010, the North Valley Labor Federation is comprised of the San Joaquin-Calaveras, Stanislaus-Tuolumne and the Merced-Mariposa Labor Councils. This reorganization of small Labor Councils is critical to turn a growing low-density area of the state into a Labor stronghold. In the Valley, our unions face very hard campaigns against anti-worker candidates. And, even with the elected Democrats, every key issue has become a major fight, including EFCA and health care. The Labor Movement fights the hardest campaigns in the Valley with the fewest resources. With changing demographics, the North Valley is projected to gain seats in the future. The migration of population from the Bay Area to the Central Valley means the Central Valley will surpass the Bay Area in terms of population, voters and political significance. In 2000, the Bay Area accounted for 20.8% of California’s population and the Central Valley accounted for 15.1%. By 2050, the Central Valley will contain 22.2% of California’s population and the Bay Area will be home to 19.0% of California’s population.

With no Labor Council staff and union staff spread thin, the North Valley Labor Federation effort has brought hope and involvement in turning things around. The Labor

Councils and unions have taken a huge step forward in partnering in the new North Valley Labor Federation to maximize resources and hire the first CLC staff ever in the North Valley.

The leadership of unions in these six Valley counties worked closely with the Labor Councils through the successful strategic power-building process to:

- ~ Bring all the unions and Labor Councils together – affiliated or not;
- ~ Identify long-term goals, campaigns and priorities in the area, including electing Labor Warriors;
- ~ Develop a plan that the unions are invested in;
- ~ Build leadership committees and increase affiliation.

This project has already evolved into an amazing partnership. It has been exciting to see such growth as:

- ~ Affiliation of the three councils combined doubled from approximately 25,000 to nearly 50,000 members;
- ~ Political Action Committees at higher levels of participation;
- ~ Planning for primary and general elections;
- ~ Increased goals for volunteers and involvement;
- ~ First staff, ever, hired for the North Valley Labor Federation;
- ~ Over 30 unions currently in leadership positions on the executive board.

In early 2011, the leadership of the North Valley Labor Federation will meet to develop a long-term plan, including preparing for redistricting in the 2012 elections.



UNION POWER-BUILDING PROJECT

In 2008, 14 unions met the goal of 1% volunteer mobilization statewide and many more came close:

AFSCME	IBEW	NALC	UA
AWIU	IFPTE	OPEIU	UNITE HERE
IATSE	IRON	ROOFERS	
IBB	IUPAT	SEIU	


But there is still tremendous potential for mobilizing our members and building the volunteer army. The Strategic Planning Committee continues its work to help unions build their capacity to mobilize and win.

Several unions have already reached milestones with their 2010 power-building projects. The UFCW has registered 10,000 new member voters in a statewide effort. CSEA has launched a major member-to-member program to train leaders – organizers – in every school district and site during the 2010 election cycle.

The Strategic Planning Committee will include trainings on worksite member contact with every Labor Council and three campaign schools throughout the state this summer. All trainings will be available for staff and activists and will focus on one-on-one conversations and increasing volunteer mobilization.

D. Winning in 2010

California Labor is embarking on our most ambitious campaign ever. The Strategic Planning Committee recognizes the equal importance of an intensive member campaign and educating and persuading non-union voters who share our values. The 2010 campaign will include concentrated member outreach, extensive earned media to get our message out and targeted communication to swing “union friendly” voters. Our *Blueprint for Victory* outlines the campaign. (See the Strategy Book for more details.)



LOCAL UNION BLUEPRINT FOR VICTORY 2010

CALIFORNIA LABOR'S 4-POINT PLAN

1. MEMBER-TO-MEMBER: LOCAL UNIONS MOBILIZING THEIR MEMBERS.

TOTAL UNION VOTERS: 2.1 MILLION

LOCAL UNION CHECKLIST FOR WINNING

- Member education on Labor's candidates and issues is the heart of the campaign. One-on-One contact through unions and labor councils builds the army to lead us to victory!
- Mobilize 1% of members to volunteer.
- Reach members at the worksite.
- Send 2 letters to all members.
- Recruit member activists for Campaign School.
- Join Labor Council campaign.
- Turn out members for anti-Whitman rapid response.

PHASE 1 FEB MARCH APRIL MAY		PHASE 2 JUNE JULY		PHASE 3 AUGUST SEPTEMBER		PHASE 4 OCTOBER NOVEMBER	
BUILDING CAPACITY & EARLY MESSAGING		BUILDING THE ARMY		MEMBER MOBILIZATION		MEMBER PERSUASION & GOTV	
MARCH/APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER/NOVEMBER	
<ul style="list-style-type: none"> Labor Council Candidate Interviews "WHITMAN WATCH" Action MARCH 28 = CLC primary endorsement recommendations to State Federation CELEBRATE APRIL 1 - Submit new member data to update the COPE Voter File APRIL 14 = Federation Pre-Primary COPE Endorsement Convention CELEBRATE APRIL 14 - Distribute Worksite Flyer #1 to Whitman (150,000, 30,000 Spanish) CELEBRATE In-depth training for strategic targeted locals APRIL 11 = CLC Local endorsements for state card submitted to State Federation CLC-led Phonebanking for Primary voters CELEBRATE Member Voter Registration Drive 	<ul style="list-style-type: none"> CELEBRATE Continue to distribute Worksite Flyer #1 to Whitman CELEBRATE Release staff to Labor Councils CLC-led Phonebanking for Primary voters MAY 19 = Federation mail - state card (400,000) MAY 20 = Labor's state and local endorsements on Federation website MAY 23 = Leadership walk 	<ul style="list-style-type: none"> GOTV for Primary races MAY 1 = GOTV Leadership walk JUNE 1 = PRIMARY ELECTION DAY CELEBRATE Distribute Worksite Flyer #2 (100,000) CELEBRATE Recruit Activists for Campaign School CELEBRATE List round of Local Union Letters (300,000) CELEBRATE Labor Force Groups Union Voter Poll MAY 23 = CLC general election endorsement recommendations to State Federation 	<ul style="list-style-type: none"> JULY 12-14 = Federation Biennial and COPE Endorsement Convention CELEBRATE JULY 14 = Distribute worksite flyers #3 & #4 (100,000 each) CELEBRATE Recruit Activists for Campaign School CELEBRATE List round of Local Union Letters (300,000) CELEBRATE JULY 26 = Submit new member data to update the COPE Voter File CELEBRATE Member Voter Registration Drive 	<ul style="list-style-type: none"> Campaign School for union activists, 3 trainings: Northern, Southern, Valley CELEBRATE In-depth staff training for strategic targeted locals CELEBRATE Continue worksite flyers #3 & #4 General Election campaign plans finalized Campaign Kit #1 to all unions CELEBRATE Member Voter Registration Drive 	<ul style="list-style-type: none"> CLC-led Phonebanking and precinct walking to early voters in key races CELEBRATE Mobilize members for phone banks and precinct walks "WHITMAN WATCH" Action CELEBRATE Release staff to Labor Councils CELEBRATE Distribute Worksite Flyers #5 & #6 (100,000 each) OCTOBER 1 = Federation mail - state card to early absentee voters (400,000) OCTOBER 4 = Get Out The Vote: Early Voters OCTOBER 11 = Federation mail #2 (300,000) OCTOBER 18 = GOTV Campaign Kit to all unions OCTOBER 18 = GOTV Campaign Kit to all unions Coordinate with coalitions groups for GOTV OCTOBER 21 = Leadership walk OCTOBER 21 = Federation mail - state card to pull voters (400,000) OCTOBER 26 = Get Out The Vote: Pull Voters OCTOBER 26 = GOTV Leadership walk OCTOBER 31 = GOTV Leadership walk NOVEMBER 2 = GENERAL ELECTION DAY 		

UNION CAMPAIGN GOALS FOR 2010

- Member IDs: 450,000
- Volunteers Mobilized: 18,000
- Worksite Contacts: 1,000,000
- Union Letters: 1,400,000
- GOTV Contacts: 400,000
- Training Member Activists

2. MILLION MORE VOTERS ("MMV"): REACHING UNION-FRIENDLY VOTERS.

TOTAL "MMV" VOTERS: 1.4 MILLION

REFINING THE VOTER LIST		DEFINING THE MESSAGE & BUILDING RELATIONSHIPS		DELIVERING THE MESSAGE & GOTV			
FEBRUARY	MARCH/APRIL/MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER
<ul style="list-style-type: none"> Focus groups to refine message Identify Obama Super Voter targets 	<ul style="list-style-type: none"> Microtargeting Poll to refine and enhance the 1.5 million "MMV" 	<ul style="list-style-type: none"> Communicate with union-friendly "MMV" 	<ul style="list-style-type: none"> New Digital Media Communications to "MMV" 	<ul style="list-style-type: none"> New Digital Media Communications to "MMV" 	<ul style="list-style-type: none"> Phone Mail campaign #1 to early "MMV" voters Microtargeting Poll Update Direct Mail Program #2 (700,000) Targeted cable TV ads Digital Media & early voters (1.4 million views) 	<ul style="list-style-type: none"> Get Out The Vote: GOTV (phone, mail door-to-door to early voters) Direct Mail Program #3 (175,000) to "MMV" voters Microtargeting Poll Update Digital Media Message Reinforcement (7,575,371 views) Targeted cable TV ads 	<ul style="list-style-type: none"> Get Out The Vote: GOTV (phone, door-to-door) GOTV Obama Super Voters GOTV Mail GOTV Digital Media (1.4 million views)

88% NON-UNION VOTERS

11% UNION VOTERS

THERE ARE 17.1 MILLION REGISTERED VOTERS IN CALIFORNIA. 1.5 MILLION ARE UNION VOTERS. 2 MILLION MORE ARE "UNION-FRIENDLY" VOTERS IN THE RAPIDLY-GROWING RED COUNTIES. MILLION MORE VOTERS ("MMV") WILL DOUBLE OUR REACH STATEWIDE AND WILL TRIPLE OUR REACH IN RED COUNTIES.

3. INDEPENDENT EXPENDITURES: A UNIFIED UNION APPROACH.

Paid Media.

Coordinating Independent Expenditure/Ballot Measure campaigns to "define" the opposition early... Reaching targeted voters using "MMV" technology to persuade swing voters and "Obama surge" voters.

DEFINING THE OPPOSITION TO VOTERS AT LARGE		SUPPORTING OUR CANDIDATES TO VOTERS AT LARGE			
MARCH/APRIL/MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER/NOVEMBER
<ul style="list-style-type: none"> Early discussion and planning between IE committees Online opposition campaign talking about the real Meg Whitman Respond to Whitman/Placer's comments on economic issues Unions begin planning for specific funding for federal races 	<ul style="list-style-type: none"> JUNE 1 = No opponent hard day after Primary Expand program post-Primary - one media, direct mail, targeted cable MMV voter targeting made available to IE efforts Regular communication and planning between IE committees 	<ul style="list-style-type: none"> Regular communication and planning between IE committees Communicate with Governor's race target voters (radio, TV) 	<ul style="list-style-type: none"> Identify Congressional, Legislative & Senate target voters for IE Communicate with Governor's race target voters (radio, TV) 	<ul style="list-style-type: none"> Communicate with Governor's race target voters (radio, TV) Real piece #1 Communicate with Congressional, Legislative and Senate IE target race voters Targeted Field Operations Identify Super Voters for IE 	<ul style="list-style-type: none"> Targeted Field Operations Communicate with Governor's race target voters (radio, TV) Real piece #2 Communicate with Congressional, Legislative & Senate IE target race voters Communicate with Ballot Measures target voters GOTV

SPENDING ON IES EXPLODING

\$53,400,000

\$16,400,000

\$400,000

2000 2002 2004 2006

MEGA-A-BUCKS THE REAL MEG WHITMAN

FOR TUN

4. EARNED MEDIA AND OPPOSITION CAMPAIGN: A COLLABORATION AMONG LOCAL UNIONS, CLCS AND THE STATE FEDERATION.

Earned Media.

Frame the public debate for the Governor's race around economic issues using sustained grassroots actions, events, the web and social networking.

MESSAGE DEVELOPMENT		EARLY GRASSROOTS ENGAGEMENT/DEFINE THE OPPOSITION		RAPID RESPONSE		MESSAGE AND FIELD BLITZ	
FEBRUARY	MARCH	APRIL/MAY	JUNE/JULY	AUGUST	SEPTEMBER	OCTOBER/NOVEMBER	
<ul style="list-style-type: none"> Opposition research: The Real Meg Whitman Message development (press press) Online/Social Networking infrastructure building Real 1% Voters on 	<ul style="list-style-type: none"> Launch of opposition campaign CELEBRATE Worksite Flyers on Whitman Press on Labor's endorsed candidate Launch of major jobs campaign Launch of a national website 	<ul style="list-style-type: none"> Anti-Whitman Website www.WallStreetWhitman.com Anti-Whitman Video Direct mail on Whitman - press Media trainings on politics throughout state 	<ul style="list-style-type: none"> Anti-Whitman Video Anti-Whitman Video Direct mail on Whitman - press Media trainings on politics throughout state 	<ul style="list-style-type: none"> Another viral video Begin series of demographic constituency endorsements/events (in Union against Whitman) CELEBRATE Earned media events/activities in other races: Basic congressional, state constitutional and assembly/tracks 	<ul style="list-style-type: none"> CELEBRATE Labor Day rallies in support of Labor's candidate Targeted communications on Whitman's and Labor video (interpersonal media) CELEBRATE "WHITMAN WATCH" rapid response interviews 	<ul style="list-style-type: none"> CELEBRATE Labor Day rallies at works with celebrity and candidate involvement Press on member and IE communications Daily press events, media activity through Election Day 	<p>The MARGIN OF VICTORY</p> <p>2006 GOVERNOR'S RACE LOST BY: 1.5 million</p> <p>ADDITIONAL VOTES IN 2010:</p> <p>Union Households: +330,000</p> <p>Union Members: +250,000</p>

INTERNAL: MOBILIZING UNIONS AND UNION VOTERS

The governor's race in 2010 will be the most expensive in California's history. We will be outspent, but we will not be out-organized. Winning requires "raising the bar" at every level of the Labor Movement.

Inspiring our members to take action is our power. The committee calls on the Movement, including unions, Central Labor Councils and the Federation, to participate in a coordinated strategic plan and raise the bar for our work at every local and in every region of the state.

The Strategic Planning Committee has already identified strategic goals, including 1% members mobilized to volunteer and 25% of members "ID'd" on Labor's candidates. These strategic goals require every one of us to do our share.

At the end of this campaign we hope to have turned out more union voters and have built a lasting mobilization structure.

EXTERNAL: MOBILIZING UNION-FRIENDLY VOTERS

To win Labor's biggest battles we also recognize the need to reach non-union families who share our values on workplace and economic issues. Utilizing the newest and most innovative techniques in micro-targeting in the country, we have already identified a universe of labor-friendly voters for the 2010 governor's race. This Million More Voters campaign will focus on persuading these non-union voters to vote with Labor in 2010.

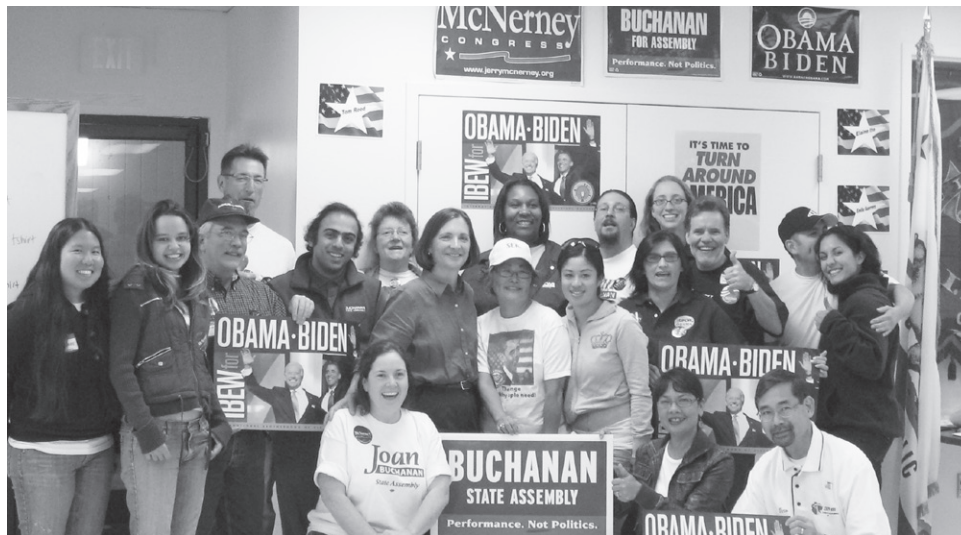
These voters are in the red areas of the state – especially the Central Valley and Inland Empire. Voters in these key "swing vote" regions of the state will help make the difference in the governor's race.



Million More Voters (MMV) is a strategy utilizing cutting-edge micro-targeting technology to identify the "hidden" voter who may live in a conservative area but actually shares our values. Extensive research has produced a model of these union-friendly voters. Typically swing voters, they will be crucial in the 2010 Governor's race. And our communications will highlight that unions are fighting for them on the issues about which they care.

Because many of these are areas with the lowest union density, we must reach non-union voters if we are going to win. This list of union-friendly voters will also be expanded and enhanced in years to come to include legislative races following redistricting.

2. Political Action



November 2008 – Statewide General Election

Millions of voters across the state and the nation made their voices heard in the historic 2008 election. We replaced the most anti-worker President in a century with a champion of working families – Barack Obama. In Congress, we protected Jerry McNerney’s hotly contested seat (CD 11) and nationally made major gains in the Democratic majority of Congress. This change happened because we talked about issues important to working families – health care and good jobs.

We also increased our majority in the California Assembly. Four Republican Assembly seats changed party when Alyson Huber (AD 10), Joan Buchanan (AD 15), Marty Block (AD 78) and Manuel Perez (AD 80) were elected. Unfortunately, we also lost a seat when Nicole Parra termed out of AD 30.

Labor’s united efforts – through Labor Councils, local unions and the Federation – resulted in tens of thousands of door knocks, 20,000 volunteer shifts, and well over a million phone calls. The Federation alone sent out 1.8 million pieces of election mail. Every bit of this work was vital to success in our targeted races, but especially in races like AD 10, where Alyson Huber won by only 474 votes.

These successes were noteworthy given that many of our resources and volunteers were sent out of state because California was considered a safe “blue” state in the presidential race. Under the leadership of the Strategic Planning Committee, our Labor Councils and unions recognized the importance of building the majority in the state legislature and winning local races – and the Labor Movement stepped up.

This work is an investment in building our capacity as we look toward winning the governor’s race in 2010.

The following COPE endorsed candidates were elected in November 2008:

U.S. CONGRESS BY DISTRICT

- | | |
|------------------------------|-------------------------------|
| 1. Mike Thompson (D) | 28. Howard Berman (D) |
| 5. Doris Matsui (D) | 29. Adam Schiff (D) |
| 6. Lynn Woolsey (D) | 30. Henry Waxman (D) |
| 7. George Miller (D) | 31. Xavier Becerra (D) |
| 8. Nancy Pelosi (D) | 32. Hilda Solis (D) |
| 9. Barbara Lee (D) | 33. Diane Watson (D) |
| 10. Ellen Tauscher (D) | 34. Lucille Roybal-Allard (D) |
| 11. Jerry McNerney (D) | 35. Maxine Waters (D) |
| 12. Jackie Speier (D) | 36. Jane Harman (D) |
| 13. Fortney "Pete" Stark (D) | 37. Laura Richardson (D) |
| 14. Anna Eshoo (D) | 38. Grace Napolitano (D) |
| 15. Mike Honda (D) | 39. Linda Sanchez (D) |
| 16. Zoe Lofgren (D) | 43. Joe Baca (D) |
| 17. Sam Farr (D) | 47. Loretta Sanchez (D) |
| 18. Dennis Cardoza (D) | 51. Bob Filner (D) |
| 20. Jim Costa (D) | |
| 23. Lois Capps (D) | |
| 27. Brad Sherman (D) | |

CALIFORNIA STATE LEGISLATURE

STATE SENATE BY DISTRICT

- 3. Mark Leno (D)
- 5. Lois Wolk (D)
- 7. Mark DeSaulnier (D)
- 9. Loni Hancock (D)
- 11. Joe Simitian (D)
- 13. Elaine Alquist (D)
- 21. Carol Liu (D)
- 23. Fran Pavley (D)
- 25. Rod Wright (D)
- 39. Christine Kehoe (D)

STATE ASSEMBLY BY DISTRICT

1. Wesley Chesbro (D)	40. Bob Blumenfield (D)
6. Jared Huffman (D)	41. Julia Brownley (D)
7. Noreen Evans (D)	42. Mike Feuer (D)
8. Mariko Yamada (D)	43. Paul Krekorian (D)
9. Dave Jones (D)	44. Anthony Portantino (D)
10. Alyson Huber (D)	45. Kevin de Leon (D)
11. Tom Torlakson (D)	46. John A. Pérez (D)
12. Fiona Ma (D)	47. Karen Bass (D)
13. Tom Ammiano (D)	48. Mike Davis (D)
14. Nancy Skinner (D)	49. Mike Eng (D)
15. Joan Buchanan (D)	50. Hector de la Torre (D)
16. Sandré Swanson (D)	51. Curren Price (D)
17. Cathleen Galgiani (D)	52. Isadore Hall (D)
18. Mary Hayashi (D)	53. Ted Lieu (D)
19. Jerry Hill (D)	54. Bonnie Lowenthal (D)
20. Alberto Torrico (D)	55. Warren Furutani (D)
21. Ira Ruskin (D)	56. Tony Mendoza (D)
22. Paul Fong (D)	57. Ed Hernandez (D)
23. Joe Coto (D)	58. Charles Calderon (D)
24. James Beall, Jr. (D)	61. Norma Torres (D)
27. Bill Monning (D)	62. Wilmer Amina Carter (D)
28. Anna Caballero (D)	69. Jose Solorio (D)
31. Juan Arambula (D)	76. Lori Saldana (D)
35. Pedro Nava (D)	78. Marty Block (D)
39. Felipe Fuentes (D)	80. Manuel Perez (D)

The following COPE endorsements on ballot measures were successful:

1A	Safe Reliable High Speed Train Bond Act.	YES
3	Children's Hospital Bond Act. Grant Program.	YES
4	Parental Notification of Minor's Pregnancy.	NO
6	Police, Law Enforcement Funding. Criminal Laws.	NO
7	Renewable Energy Generation.	NO
10	Alternate Fuel Vehicles and Renewable Energy Bonds.	NO
12	Veteran's Bond.	YES

Special Elections and Recall Elections

In February 2009, facing another difficult year of budget cuts, the Governor and state legislature narrowly passed the 2008-2009 state budget during a special session – months after it was due. As part of the plan to lower the state’s annual deficits, the Governor ordered a special election with the following budget reform ballot propositions:

1A	State Budget. Changes California Budget Process. Limits State Spending. Increases “Rainy Day” Budget Stabilization Fund.
1B	Education Funding. Payment Plan.
1C	Lottery Modernization Act.
1D	Protects Children’s Services Funding. Helps Balance State Budget.
1E	Mental Health Services Funding. Temporary Reallocation. Helps Balance State Budget.
1F	Elected Officials’ Salaries. Prevents Pay Increases During Budget Deficit Years.

The Federation’s Executive Council took a position of “No Recommendation” on all six of the ballot measures. On May 19, all except 1F were defeated.

On the same day, another special election was being held to fill the vacancy in Congressional District 32. Labor’s longtime friend, Congresswoman Hilda Solis, was appointed by President Obama to serve as the United States Secretary of Labor. Solis is the first Latina to serve in the Presidential Cabinet, and we are proud she is from California. Labor’s endorsed candidate, former Assemblywoman Judy Chu, was then elected to fill CD 32.

Also from California, Ellen Tauscher was appointed by the President to be the Under Secretary of State for Arms Control and International Security Affairs. Her departure from Congress also necessitated a special election in Congressional District 10. On November 3, 2009, Labor’s endorsed candidate, Lieutenant Governor John Garamendi, was elected to fill the seat after emerging from a crowded primary field.

Additional special elections were held in five other districts. Assemblymember Curren Price was elected to State Senate District 26 and vacated his Assembly seat (AD 51). Assembly District 51 elected Gardena City Councilman Steven Bradford. In Assembly District 72, following the unexpected resignation of Michael Duvall, Orange County Supervisor Chris Norby was elected. On June 8, Senate District 37 elected Assemblymember Bill Emmerson upon John Benoit’s appointment to the Riverside County Board of Supervisors, and Mike Gatto was elected to the 43rd Assembly District position previously held by Assemblymember Paul Krekorian, who was elected to the Los Angeles City Council.

John Garamendi’s election to Congress created a vacancy in the Lieutenant Governor’s office. Governor Schwarzenegger nominated Senator Abel Maldonado (R) in November

of 2009 to fill the remainder of the term. Maldonado was confirmed by the State Senate in February, but was initially four votes short of confirmation in the State Assembly. Ultimately, both houses confirmed Maldonado in April, triggering a special election in Senate District 15.

The special primary election was set for June 22 with a possible run-off election set for August 17. Two former members of the Assembly, Sam Blakeslee (R) and John Laird (D), and two minor party candidates appeared on the June 22 ballot hoping to achieve 50% +1 of the vote and avoid the run-off. This race received special attention because a Laird victory would put Democrats just one seat away from a two-thirds majority in the Senate, but it was Blakeslee who came within a few hundred votes of winning outright. Because all four candidates are from different parties, all four will now advance to run-off election to be decided on August 17.

June 2010 Primary Election

The 2010 gubernatorial primary made history as the most expensive California primary to date. On the Republican side, billionaire Meg Whitman and multi-millionaire Steve Poizner faced off, spending an obscene \$106 million collectively on their campaigns. Using her personal fortune, the former eBay CEO more than tripled Poizner's spending to buy herself a significant victory, though Poizner's attacks exacted a toll on her image. On the Democratic side, a crowded field diminished early on, leaving former Governor Jerry Brown virtually unopposed.

In the U.S. Senate seat, another former CEO, Carly Fiorina of Hewlett Packard, emerged as the winner, setting up a general election that will be a true battle of Main Street vs. Wall Street. At the top of the ticket, our opponents will both have the ability to leverage their personal wealth and spend their way to victory. In response, California Labor has planned our most comprehensive campaign ever for November.

Unfortunately, one potentially problematic statewide ballot measure, Prop 14, the "top two open primary," passed and will take effect starting in 2012. This will increase the number of competitive general election races, causing more costly campaigns for Labor's candidates.

We also fought and won four key legislative primaries against business Democrats. In Assembly District 7, former North Bay Labor Council President Michael Allen beat out multiple opponents. In AD 20 and AD 28 Bob Wieckowski and Luis Alejo both endured vicious attacks from corporate Independent Expenditure campaigns, and both emerged victorious. In the state Senate, Assemblymember Mary Salas narrowly beat former Assemblymember Juan Vargas. Labor Warriors prevailed in all of these attacks from corporate special interests because of the work of Labor Councils and affiliates.

The following COPE endorsed candidates won their Primaries in June 2010:

Governor	Jerry Brown (D)
Lieutenant Governor	Gavin Newsom (D)
Secretary of State	Debra Bowen (D)
Treasurer	Bill Lockyer (D)
Controller	John Chiang (D)
Superintendent of Public Instruction	Tom Torlakson (D)
Insurance Commissioner	Dave Jones (D)

BOARD OF EQUALIZATION

District 1 Betty Yee (D)

District 2 Chris Parker (D)

District 4 Jerome Horton (D)

UNITED STATES SENATOR

Barbara Boxer (D)

U.S. CONGRESS BY DISTRICT

1. Mike Thompson (D)

3. Ami Bera (D)

4. Clint Curtis (D)

5. Doris Matsui (D)

6. Lynn Woolsey (D)

7. George Miller (D)

8. Nancy Pelosi (D)

9. Barbara Lee (D)

10. John Garamendi (D)

11. Jerry McNerney (D)

12. Jackie Speier (D)

13. Pete Stark (D)

14. Anna Eshoo (D)

15. Mike Honda (D)

16. Zoe Lofgren (D)

17. Sam Farr (D)

18. Dennis Cardoza (D)

20. Jim Costa (D)

23. Lois Capps (D)

24. Tim Allison (D)

26. Russ Warner (D)

27. Brad Sherman (D)

28. Howard Berman (D)

29. Adam Schiff (D)

30. Henry Waxman (D)

31. Xavier Becerra (D)

32. Judy Chu (D)

33. Karen Bass (D)

34. Lucille Roybal-Allard (D)

35. Maxine Waters (D)

36. Jane Harman (D)

37. Laura Richardson (D)

38. Grace Napolitano (D)

39. Linda Sanchez (D)

40. Christina Avalos (D)

41. Patrick Meagher (D)

43. Joe Baca (D)

44. Bill Hedrick (D)

45. Steve Pougnet (D)

46. Ken Arnold (D)

47. Loretta Sanchez (D)

48. Beth Krom (D)

51. Bob Filner (D)

53. Susan Davis (D)

STATE SENATE BY DISTRICT

2. Noreen Evans (D)

6. Darrell Steinberg (D)

8. Leland Yee (D)

10. Ellen Corbett (D)

12. Anna Caballero (D)

16. Michael Rubio (D)

18. Carter Pope (D)

20. Alex Padilla (D)

22. Kevin de Leon (D)

24. Ed Hernandez (D)

26. Curren Price (D)

28. Jenny Oropeza (D)

32. Gloria Negrete McLeod (D)

34. Lou Correa (D)

36. Paul Clay (D)

40. Mary Salas (D)

STATE ASSEMBLY BY DISTRICT

- | | |
|---------------------------------------|-----------------------------|
| 1. Wesley Chesbro (D) | 40. Bob Blumenfield (D) |
| 3. Mickey Harrington (D) | 41. Julia Brownley (D) |
| 4. Dennis Campanale (D) | 42. Michael Feuer (D) |
| 5. Richard Pan (D) | 44. Anthony Portantino (D) |
| 6. Jared Huffman (D) | 45. Gil Cedillo (D) |
| 7. Michael Allen (D) | 46. John A. Pérez (D) |
| 8. Mariko Yamada (D) | 48. Mike Davis (D) |
| 9. Roger Dickinson (D) | 49. Mike Eng (D) |
| 10. Alyson Huber (D) | 50. Ricardo Lara (D) |
| 11. Susan Bonilla (D) | 51. Steven Bradford (D) |
| 12. Fiona Ma (D) | 52. Isadore Hall (D) |
| 13. Tom Ammiano (D) | 54. Bonnie Lowenthal (D) |
| 14. Nancy Skinner (D) | 55. Warren Furutani (D) |
| 15. Joan Buchanan (D) | 56. Tony Mendoza (D) |
| 16. Sandré Swanson (D) | 57. Roger Hernandez (D) |
| 17. Cathleen Galgiani (D) | 58. Charles Calderon (D) |
| 19. Jerry Hill (D) | 59. Darcel Woods (D) |
| 20. Bob Wieckowski (D) | 61. Norma Torres (D) |
| 21. Rich Gordon (D) | 62. Wilmer Amina Carter (D) |
| 22. Paul Fong (D) | 63. Renea Wickman (D) |
| 23. Nora Campos (D) | 64. Jose Medina (D) |
| 24. Jim Beall (D) | 65. Carl Wood (D) |
| 27. Bill Monning (D) | 68. Phu Nguyen (D) |
| 28. Luis Alejo (D) | 69. Jose Solorio (D) |
| 29. Michael Esswein (D) | 70. Melissa Fox (D) |
| 30. Fran Florez (D) | 73. Judy Jones (D) |
| 31. Henry Perea (D) | 74. Crystal Crawford (D) |
| 33. Hilda Zacarias (D) | 76. Toni Atkins (D) |
| 34. Esmeralda Castro (D) | 77. Mark Hanson (D) |
| 35. Das Williams (D) | 78. Marty Block (D) |
| 36. Linda Jones (D) | 79. Ben Hueso (D) |
| 37. Ferial Masry (D)/ Jeff Gorell (R) | 80. Manuel Perez (D) |
| 39. Felipe Fuentes (D) | |

The following COPE endorsements on ballot measures were successful:

13 Tax Assessment for Seismic Retrofit.	YES
16 Two-Thirds Approval on Public Power.	NO
17 Alter Auto Insurance company Regulations.	NO

3. **Federal Campaigns:** **Employee Free Choice Act & Health Care Campaigns**

California Labor waged the most successful campaign for Employee Free Choice Act and health care reform of any large state in the country. We secured and held 100% of our Democratic Congressional Delegation (34 members) for all requested votes on the Employee Free Choice Act and health care reform – the only large state to do.



Employee Free Choice Act California Campaign

California is an Employee Free Choice State

We began working on the 2009 Employee Free Choice Act campaign on Nov. 9, 2008, the day after Barack Obama was elected. We waged an intense campaign through the summer of 2009 when health care took center stage for lack of a 60th vote on Employee Free Choice. Between the delayed seating of Senator Al Franken (early July '09) and Senator Ted Kennedy's illness, the momentum shifted to health care with a commitment from the Obama administration to pass EFCA

after health care. We all lived through the months of outrageous debate on health care, charges of death panels and other industry/right wing attacks in the Fall of 2009. With the intent to pass health care in early 2010 and then move back to Employee Free Choice, the loss of the Massachusetts U.S. Senate seat to the Republicans further set back the campaign. The Senate is still without 60 votes to pass the Employee Free Choice Act.

We are proud of the California campaign that focused on Senator Feinstein and moved her position from undecided to working with Senator Harkin and his committee. San Diego, Los Angeles, Fresno and San Francisco all are locations of Senator Feinstein district offices. The Labor Councils in these cities, unions and nearby sister-councils organized and mobilized for every push asked by our national campaign leaders.

We got commitments from EVERY state and national elected Democrat in California (except Dianne Feinstein) including:

- ~ Senator Barbara Boxer
- ~ All Democratic Members of Congress from California
- ~ All Democrats in the California State Assembly
- ~ All Democrats in the California State Senate

Our strategy and theme has been: California is an Employee Free Choice Act state, and we have surrounded Senator Feinstein with the support of every major Democratic leader in California, as well as other state allies.



We also had a campaign of interfaith leaders, local elected leaders, community leaders and business/employer leaders to support the Employee Free Choice Act. We formed a statewide committee of union and Labor Council coordinators, AFL-CIO staff and release staff from UFCW local 8, SEIU, and CWA. Some results of these efforts are outlined below:

- ~ **Developed a statewide union coordinators/CLC coordinators committee** representing the diversity of unions and CLCs in California;
- ~ **Secured over 80 endorsements** of state interfaith leaders of every denomination;
- ~ **Gained over 200 local community and elected leader endorsements;**
- ~ **Over 80 groups of workers and allies have met with Senator Feinstein's staff** in her district offices;
- ~ **Confirmed over 13,000 calls to Senator Feinstein's DC office** (local calls were not tallied through a toll-free number, but we estimate double this number of calls to her local offices were made);
- ~ **Sent over 60,000 personal letters** to Senator Feinstein;
- ~ **Recruited nearly 50 employers** to support the Employee Free Choice Act. Three delegations of business leaders met with Senator Feinstein's staff and several met with her in DC;
- ~ **Organized unions to attend every Wednesday Senate breakfast held by Senator Feinstein** from March through summer recess in August. Unions met with her and staff after the breakfasts and attended other lobby day events;
- ~ **Coordinated and organized** vigils, fasts, rallies at Federal Buildings, Senator Feinstein's offices and other sites connected with organizing campaigns;
- ~ **Organized phone calls from interfaith leaders** and members of their congregations to the Senator;
- ~ **Held "Free Choice from the Pulpit"** in targeted areas;
- ~ **Helped organize small businesses connected with interfaith leaders** or their congregations;
- ~ **Organized leaders to talk with key people in Senator Feinstein's "inner circle"** of confidants;
- ~ **Worked with Academic Committee** who signed hundreds of prestigious academics on a Free Choice Letter to Sen. Feinstein;
- ~ **Conducted a broad communications and earned media campaign.** We received great coverage from overnight vigils, fasts and giving visibility to hard-fought campaigns where workers faced overwhelming anti-union campaigns from their employers;
- ~ **Developed toolkits and worker stories** to dramatize the need for Free Choice.

The California Central Valley, San Diego and Orange County were critical areas in which to build the Employee Free Choice campaign. Senator Feinstein, with her moderate views, expects strong campaigns from the Bay Area and LA. But our more conservative counties were more active in this campaign than any previously.

Vigils in Fresno, a march in downtown Stockton, veteran's events in San Diego and LA and forums in Orange County demonstrated first-time activities in many cities and constituencies. Public events also showed grassroots support for organizing and good jobs. Our efforts to both organize an effective EFCA campaign that influenced Senator Feinstein and build long-term capacity through our Labor Council projects was a very important part of the campaign.

The depth of our campaign showed the determination of California unions and Labor Councils to support organizing rights for workers. We await the time that we can reactivate this campaign for workers' rights.



2009-2010 National Health Care Reform Campaign

California unions, Labor Councils and the California Labor Federation got 100 percent votes of every California Democrat in Congress and the Senate for every health care vote of President Obama's health care reform Campaign.

The Federation coordinated the campaign that focused on thanking those who voted with working people and mobilizing in the districts where we had undecided Democrats. A great team of union and Labor Council coordinators mobilized, especially in the target districts in the Central Valley.

Along the way, California unions and Labor Councils mobilized for many different events and actions, including:

- ~ Earned media events in all major media markets;
- ~ Turnout for townhall meetings held by Members of Congress;
- ~ Over 10,000 calls tallied on 877 numbers to Washington, DC Congressional/ Senate offices and call-in days connected with key votes. At least as many calls to local offices dialed directly;
- ~ Letters with personal stories;
- ~ Delegations to target offices with member stories, sometimes daily, during periods of key debate and voting – especially to the Valley Blue Dogs;
- ~ Lobby days in Washington, DC;
- ~ Meetings/calls between Executive Secretary-Treasurer Art Pulaski and Executive Council members with key members of Congress;
- ~ Sit-ins in Valley Blue Dog undecided Democrats' offices prior to votes;
- ~ Letters to the editor and letters from community and interfaith leaders to Blue Dog Democrats;
- ~ "Thank You" calls to Congressional members who voted for working families.



As we neared each key vote in Congress, the list of undecided Democrats always narrowed to Congressmen Cardoza and Costa in the northern and southern Central Valley. Because of the more conservative voter base in both districts, the unions and Labor Councils in these districts worked extra hard to build support. Our unions and Labor Councils in the least dense area of the state had the toughest targets and did the hardest work to hold the votes of their members of Congress. The following Labor Councils led the fight in these districts:

- ~ San Joaquin/Calaveras CLC
- ~ Stanislaus-Tuolumne CLC
- ~ Merced-Mariposa CLC
- ~ Fresno-Madera-Tulare-Kings CLC
- ~ Kern, Inyo and Mono Counties CLC

The health care reform victory sent a strong message that we will not let the right-wing, anti-union forces defeat campaigns that will help working families.

IMPLEMENTATION OF HEALTH CARE REFORM

The efforts to implement the health care reform law are now important to shape a foundation for further reform and change. The goal and vision of "Affordable, Quality Healthcare for All" will guide our continued work on national and state health care.

The Federation has already begun the work of implementation of the health care reform, as well as education of union members on how the new law affects them. The Federation spoke at a number of briefings of legislative staff, educating them on the impacts of the new law and on how best to implement federal reform at the state level. Federation staff also testified at a Joint Legislative Health Committee hearing on federal reform on steps the state can take to make sure implementation benefits all Californians.

Internally, the Federation convened meetings of labor lobbyists to develop our position on the creation of a Health Insurance Exchange. The Exchange will be the source of coverage and affordability credits for low-income individuals at the state level starting in 2014. Unions will play a key role in creating an Exchange that actively contains costs and ensures robust benefits.

Legislation on strengthening federal reform is already moving at the state level. The first of those bills, AB 2578 (Jones), which would require state approval of health insurance rate increases, got off the Assembly floor after the Federation and other unions fought to move it forward. Many more bills to control costs, regulate the health insurance industry, establish an Exchange and expand public health coverage options are moving in the Legislature.

The Federation will continue to work for the implementation of federal health reform as part of our work to ensure access to affordable health coverage for all Californians.

4. Legislative Action

Not since the Great Depression have California workers endured this level of economic hardship. Widespread job loss and long-term unemployment have devastated millions of families. Workers are enduring deep wage cuts, reduced hours and furloughs, all while increasing productivity. A record number of home foreclosures has shattered economic security, uprooted families and disrupted communities.

All of this could have been avoided. Our economy was destroyed by deregulation of financial institutions, allowing unbridled greed to trump basic fairness or common sense. Families looking to buy homes were steered into high-risk, sub-prime mortgages. Banks created incentives to promote loans so irresponsible they knew they would never be repaid. Corporate greed ran unabated as companies shed employees but increased executive pay and bonuses and rewarded recklessness.



The Bush years did irreparable harm to the American economy, and Californians have suffered more than most. Governor Schwarzenegger has been relentless in attacking basic workers' rights. Meal periods, the 8-hour day, even the principle of collective bargaining we've had to defend like under no other Administration.

Schwarzenegger has vetoed bills to rein in the banks, hold employers accountable when they violate workers' rights, and restore benefits to permanently disabled workers. He has held the budget hostage to extract worker takeaways that he could never gain legislative approval for. He has promoted both repeals of contracting out limitations, as well as new and reckless contracting out proposals. Most recently, Schwarzenegger has proposed major cuts to public education funding while attempting to take away teachers' due process and retirement security. He has demanded huge tax breaks for big corporations, cut our safety net to the bone, and kicked the can down the road to our grandchildren through budget gimmicks and chicanery to grow our structural deficit.

Under no metrics can one escape the evaluation of the Schwarzenegger administration as a complete failure for Californians.

After six years of battling this governor, the good news is that his days are numbered and we are still standing. The Labor Movement has withstood his attacks against working families and, more often than not, we have won. More importantly, we have actually made a few gains, even during these tough times.

We preserved the right to the 8-hour day and the lunch break. We maintained our right to pre-designate our doctors for workers' compensation purposes. We won important reforms to the unemployment insurance program to increase eligibility and extend benefits. We pushed through the first bill in the nation to ban abusive mortgage lending. We preserved a program to protect low-wage workers in the car wash industry. We created a workers' compensation database to track employers who go bare.

And going into a new administration, Labor has a vision for a new economy. The Federation's Economic Recovery Summit, held December 2009, showcased the best ideas for job creation from around the country. The Labor Movement understands that a sustainable economy can only be created by rebuilding the middle class and restoring economic justice, where workers share in the wealth that they create.

Here are the Federation-sponsored bills from the last two years:

Restoring Economic Justice

2009 Legislative Agenda

With unemployment and home foreclosures compounding an economy already in turmoil, California's working families had few reasons for optimism in 2009. Those who once found security in home ownership owed more than their homes were worth. Families who were living paycheck to paycheck lost those jobs and were now forced to rely more heavily public services. At the same time, those services had been cut by over \$25 billion in the last two state budget cycles. These are grim days for California's working families.

Despite these challenges, there was hope on the horizon. A new president with a real commitment to working families offered opportunities to turn America around. And in Sacramento, 2008's Assembly electoral gains increased our pro-worker majority and our chances for implementing worker-friendly policies. Taking these challenges and opportunities together, our 2009 Legislative Agenda focused on restoring economic justice.

REBUILD OUR ECONOMIC SECURITY

For eight years, workers' wages have eroded and the gap between the rich and poor has widened. Attacks on workers' fundamental right to bargain for better wages and working conditions have gone unanswered. Reckless deregulation has allowed predatory lending practices to flourish, leading to rates of home foreclosure not seen since the Great Depression. As job losses mount and our social safety net shrivels, we need strong action to rebuild the economic security of California's working families.

■ **ENACT THE EMPLOYEE FREE CHOICE ACT.** Across the country, corporate intimidation and retaliation campaigns have thwarted the voices of workers trying to stand up for their rights. When bosses have so much control over the process, workers' freedom to join a union is meaningless. That's why we need to restore fairness to the process by enacting the Employee Free Choice Act, federal legislation that will give workers a real voice in their workplaces. The Federation will work to get the California legislature and Congressional delegation on record in support of this vital legislation.

■ **STOP THE FORECLOSURE FREEFALL (AB 260 – LIEU).** Each and every day, more than 1,000 California families lose their homes to foreclosure. These foreclosures, too often the

result of unsustainable mortgages pushed by unscrupulous lenders, devastate both families and communities. To stop this freefall, we supported the foreclosure moratorium that was just signed into law. To prevent another housing catastrophe, we are sponsoring AB 260 to ban predatory mortgage practices. **Signed into law.**

■ **PREVENT THE MISUSE OF MUNICIPAL BANKRUPTCY (AB 155 – MENDOZA).** In 2008, the Vallejo City Council declared bankruptcy with the explicit goal of undermining public employee unions and breaking their contracts. If no action is taken, we could see a wave of municipal bankruptcies, with devastating effects on entire communities. AB 155 will require municipalities to meet certain conditions before the state authorizes a bankruptcy, and it will ensure that municipal bankruptcy is only used as a last resort.

■ **SAVE THE UNEMPLOYMENT INSURANCE SAFETY NET (AB 1298 & ABX3 23 COTO/ARAMBULA).** California's unemployment insurance fund is flat broke because the state's employers have been paying the same inadequate amount of unemployment taxes for the past twenty-five years. AB 1298 (Coto/Arambula) would bring our UI tax rates closer to the national average and create long-term stability for our UI trust fund.

If we modernize our UI eligibility rules to benefit laid-off workers, California will be eligible for nearly \$900 million in federal UI funds through the Obama stimulus plan. By using a worker's most recent earnings to calculate eligibility, we could both draw down the funds and allow more than 60,000 deserving workers and their families to receive benefits they desperately need. As a high unemployment state, we can also receive 20 additional weeks of federally funded UI benefits for long-term unemployed workers. To access those funds, we simply need to adjust the state's threshold for declaring a period of high unemployment. ABx3 23 (Coto/Arambula) would address both these modernization needs. **Signed into law.**

IMPROVE WORKING CONDITIONS

Fair working conditions rely on both good laws and good enforcement. Too often, California fails its workers on both these fronts. We need better workplace guarantees for all workers, and we must make sure the state has the resources it needs to enforce them. As the recession deepens and more workers are afraid to speak out for fear of losing their jobs, these protections are increasingly vital.

■ **GUARANTEE PAID SICK DAYS FOR ALL CALIFORNIA WORKERS (AB 1000 – MA).** Over six million California workers, 40% of the state's workforce, have no paid sick days. Low-wage workers, including food service and hotel workers, childcare and nursing home staff, disproportionately lack paid sick leave. AB 1000 would allow all workers to earn paid sick leave based on the number of hours they work.

■ **PROTECT WORKERS FROM DANGEROUS LEVELS OF HEAT (AB 838 – SWANSON).** Just like outdoor laborers, California's warehouse, distribution and packing center, and other workers can be exposed to serious heat-related illnesses. While the state's response to outdoor heat risks has been inadequate, it is entirely nonexistent for indoor workers. AB 838 would require Cal/OSHA to adopt an indoor heat regulation by July 1, 2011.

■ **KEEP CAR WASH WORKERS OUT OF THE UNDERGROUND ECONOMY (AB 236 – SWANSON).** To help monitor and crack down on dangerous working conditions and unpaid wages in the car wash industry, California began, in 2003, requiring car washes to

register with the state in order to do business here. This public registry has helped the state stop some of the worst labor law violations and has allowed some of these vulnerable workers get justice. Without new legislation, that registry will expire at the end of 2009. AB 236 simply makes the car wash registry program a permanent part of our labor law enforcement.

RESTORE FAIRNESS TO THE WORKERS' COMPENSATION SYSTEM

Since the workers' compensation reforms in 2004, insurers and employers have profited handsomely. Insurance company profits are at historic highs and employer-paid premiums are down considerably. Yet injured workers are paying the price. While the most desperately needed changes in the system – improving benefits for injured workers – may have to wait for a new governor, there are important steps we can take right away to help injured workers.

■ **DEFEND OUR RIGHT TO SEE OUR OWN DOCTORS IN THE WORKERS' COMPENSATION SYSTEM (SB 186 – DESAULNIER).** When workers are injured on the job, they deserve quality medical care from providers they trust. Unless we pass legislation this year, our limited right to see our own physicians for job-related injuries will expire at the end of 2009 and we could be forced to see company chosen doctors. SB 186 will preserve our right to pre-designate our own doctors for injuries on the job. **Signed into law.**

■ **IMPROVE ENFORCEMENT OF WORKERS' COMPENSATION LAWS (AB 483 – BUCHANAN).** California's workers' compensation laws do little to help workers if they are not enforced. To make sure employers buy and maintain appropriate coverage, the state should create an online public database of employers and their workers' compensation insurers. AB 483 would create this type of database to provide better information about employers who are evading their workers' compensation obligations and to ensure that injured workers have access to the information they need to make a claim. **Signed into law.**

2010 Legislative Agenda

Renewing California's Promise

Times are bleak for California's working families. We are losing 50,000 jobs a month, spiking California's unemployment to a post-World War II record. For those who still have a job, wages have failed to keep up with the cost of living. Budget cuts, furloughs, and foreclosures have unhinged our state's once stable middle class. Food banks and shelters now overflow with families who can no longer make ends meet. Our social safety net has shredded and no longer supports the most vulnerable among us. The perfect storm of job loss, slashed wages, massive cuts in state spending and skyrocketing health care costs threatens to drown any chance of an economic recovery. In construction, our members are seeing unemployment rates of up to 30 percent. Tens of thousands of school employees have lost their jobs. State workers are suffering from a 15 percent wage cut due to furloughs and are working without a contract. Public and private sector workers are being paid less to do more, facing additional layoffs, wage and benefit reductions and the constant fear of losing their jobs. The only way for California to emerge from this deep, dark recession is to invest in the creation of good jobs with decent pay and benefits.

This recovery agenda will put us back on the road to Renewing California's Promise.

ATTRACT GOOD JOBS TO CALIFORNIA

Now is the time for California to invest in attracting businesses in growth industries, like clean-tech and green manufacturing, that provide stable jobs with good wages and benefits. California can attract new businesses without wasting taxpayers' dollars through innovative financing and economic development tools; creating a one-stop-shop for business; and manufacturing, rather than importing, the goods necessary to rebuild this state.

■ CAPITALIZE A REVOLVING LOAN FUND FOR MANUFACTURING JOBS (AB 2437 – V. PEREZ).

With the credit market tightened up for new firms and those ready to expand, companies must have access to credit to grow and create new jobs. New and green manufacturing firms should take advantage of California's university systems, its research and technological development capacity, and our creative workforce to help rebuild the manufacturing industry and grow our economy. This bill will seed new job creation by capitalizing a substantial revolving loan fund and offer access to credit for manufacturing firms. Preference would be given to high-road jobs that pay living wages, offer health insurance, and are created in partnership between labor and management.

■ CREATE AN OFFICE OF ECONOMIC DEVELOPMENT AND JOB CREATION (SB 1259 – DESAULNIER).

We need to send a message – California is open for business and good jobs. Currently, there are over 100 economic development agencies, departments, commissions, and task forces located throughout state government. There is no coordinated effort to attract high-road employers or to keep them from leaving the state. Our workforce, education systems, and innovative spirit are all strong reasons to do business in California. This bill will create an Office of Economic Development and Job Creation to be the point of entry for companies who want to bring jobs to California and to help them navigate through the various state resources. The Agency will also make sure that businesses that create good, stable jobs get first priority for support from the state.

PUT CALIFORNIANS TO WORK

Workers in California are among the most highly skilled and productive of any state in the nation. Yet, hundreds of thousands of workers are jobless – devastating families and further dragging down the struggling California economy. Job creation is a number one priority right now to put the unemployed to work and jump-start the economy. That means spurring growth in the private sector and, in the midst of massive budget cuts, protecting jobs in the public sector.

At the same time, millions of dollars in state and federal funding is creating jobs out-of-state and abroad. Every time the state contracts with companies that employ workers outside the state or buys materials or products made overseas, we are losing an opportunity to create jobs right here in California. The state can help spur the economy and create jobs by changing its purchasing and contracting policy and prioritizing economic recovery and job creation with each contract.

■ **BID PREFERENCE TO HIRE CALIFORNIA WORKERS (SB 967 – CORREA/DESAULNIER).** The State of California is a major purchaser of goods and services. We must focus our purchasing power as an investment – an investment in good jobs for Californians. We must enact a bid preference for state contractors that hire California workers. This bill would provide a 5% bid preference to state contractors who hire 90% California workers on the contract.

■ **BUY AMERICA RESOLUTION (SCR 49 – DESAULNIER).** It would be a shame for billions of dollars of federal and state stimulus and bonds funds to only help other states' and countries' economies. This resolution encourages Californians to Buy America and Buy California to help the economic recovery here at home and across the nation. It is time we started spending our resources on goods and services made by American workers.

■ **BUILD HIGH-SPEED RAIL AND OTHER TRANSIT CARS IN CALIFORNIA (AB 1830 – JONES).** California voters have approved a multi-billion bond to build a high speed rail line from Sacramento to San Diego. This project will create hundreds of thousands of good construction and operations jobs for California workers. But that is just the start. We have a once-in-a-lifetime opportunity to manufacture and assemble the high speed rail cars we will use in California. This bill would require the High Speed Rail Authority to do everything possible to build the high speed rail cars in California.

REPAIR THE SAFETY NET

Laid off workers stay awake at night worried about their lost income and health care. Experienced workers who are unemployed cannot put their skills to work rebuilding our economy. Families and the state suffer. By providing necessary support to the vulnerable and those most impacted by the economic crisis, we not only provide a lifeline to families and neighborhoods in need, but also create vital economic stimulus to put our state on the road to recovery.

■ **REMOVE BARRIERS TO TRAINING BENEFITS FOR LAID OFF WORKERS (AB 2058 – BLOCK).** A successful transition to a new occupation often requires longer-term training through union apprenticeship programs and community college programs. California law allows unemployment insurance benefit recipients to attend job training and pursue an education, yet makes it difficult to access training programs and receive benefits at the same time. This bill will remove those barriers to allow unemployed workers to gain the skills necessary to find a stable job with good wages and benefits.

■ **PROTECT UNEMPLOYED WORKERS' BENEFITS (AB 2188 – BRADFORD).** Unemployment benefits will soon be disbursed by direct deposit or by electronic pay cards. Pay cards will benefit "unbanked" workers who can avoid check-cashing fees and the risk of carrying cash. However, banks providing the paycard service should not profit off the benefits of unemployed workers. This bill will guarantee that laid off workers have adequate protection from hidden fees and can access adequate customer service and account information.

CORPORATE TRANSPARENCY AND ACCOUNTABILITY

California gives tax subsidies to corporations as an incentive for them to do business and create jobs in the state. Under existing law, it is nearly impossible to track how much of California's budget is lost to corporate tax subsidies, what companies are

getting the subsidies, and if those subsidies are creating jobs. Many of these tax expenditures are permanent and never reviewed. Companies are permitted to take taxpayer money and run – relocating jobs in other states or countries.

At the same time that dollars flow out to corporations, the public sector is being demolished by budget cuts. Our job creation agenda recognizes that growth in the private sector will not jumpstart our economy if the public sector is collapsing under layoffs, wage cuts, and service reductions.

Tough budget times require every public dollar to be reviewed with scrutiny.

■ **UNIFIED DEVELOPMENT BUDGET (AB 2564 – SWANSON).** Corporate tax breaks are not included in the budget, making it difficult to track their true cost. This bill will require that all tax break expenditures are a line item in the budget.

■ **SUNSET AND REVIEW OF ALL TAX BREAKS (SB 1272 – WOLK).** Tax expenditures should be regularly reviewed for their effectiveness. This bill will require all tax credits, when created, to state their intended purpose, be evaluated for their overall effectiveness, and sunset five years from enactment. Effective tax expenditures shall be affirmatively reauthorized by the legislature.

■ **CLAWBACKS (SB 1391 – YEE).** Companies that receive tax subsidies and fail to meet the intended purpose and goals required by the legislature should pay the state back the tax subsidies received, plus a penalty. Clawback provisions, requiring firms to pay the tax credits back, will be created under this bill. A strong penalty structure will require companies to be rigorous in meeting their goals. Companies will report annually on any tax subsidies.

■ **CORPORATE TAX BREAK DATABASE (AB 2666 – SKINNER).** This bill will create a publically accessible database that would display the names of all applicants for economic development subsidies, their stated intended purposes, the number of jobs created, their wage rates and benefits. Illinois has adopted such a database, providing more information to policymakers and the public to assist in holding recipients of tax expenditures accountable to taxpayer goals.

PROTECTING WORKERS RIGHTS

In times of high unemployment, workers have fewer options and are more likely to tolerate abuses. We will defend basic labor standards and the right of workers to get justice. We will also resist attempts by the public sector to follow in the footsteps of corporate union busters who used bankruptcy to break union contracts and evade pension obligations. We also stand with workers around the world who deserve a right to organize. We will not allow globalization to create a race to the bottom, in which companies relocate in the countries with the fewest labor protections.

■ **STOP ABUSE OF MUNICIPAL BANKRUPTCY (AB 155 – MENDOZA).** No employer, public or private, should use bankruptcy protection to break the promises they made to their workers. A recent court case held that bankruptcy judges can nullify labor agreements. California is one of just 12 states with no state standards or oversight for municipal bankruptcy. We need a fair process to protect our members and our contracts.

■ **NO FREE TRADE PACT WITH COLOMBIA (AJR 27 – TORRICO).** Colombia is the most dangerous place in the world to organize a union. Thousands of union members have been murdered simply for trying to make a better life for themselves and their families. The government has done nothing to protect unionists or hold their killers accountable. The US should not sign a trade agreement with a nation that is unwilling to protect its workers.

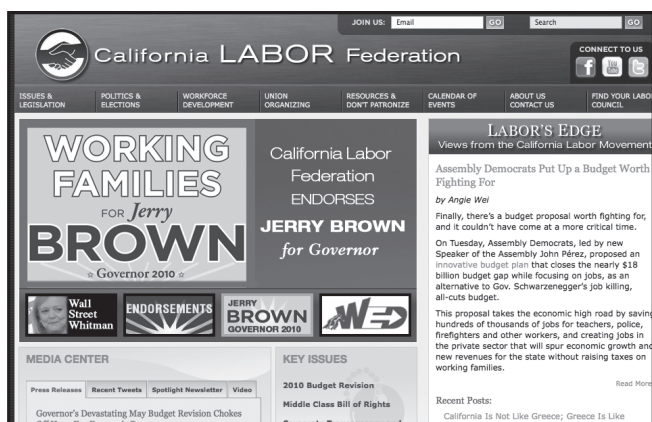
MIDDLE CLASS BILL OF RIGHTS

Working families share the same belief – if we play by the rules, pay our taxes and work hard, the promise of California can be ours. That belief is no longer a reality. Even though we are paying our fair share in taxes, middle class families are getting less in return and bearing the brunt of the state's drastic budget cuts.

California was once the envy of the country. But years of failed leadership, drastic cuts and lack of vision threaten to shred the very fabric of our state. It is time for our government to prioritize rebuilding the middle class through good jobs, quality education, a clean environment and safe and secure communities. The state must commit to raising the necessary revenue and prioritizing spending to meet the basic needs of California families.

■ **THE MIDDLE CLASS BILL OF RIGHTS RESOLUTION (LEGISLATIVE RESOLUTION – DESAULNIER).** This resolution clearly defines our demands as residents of this state to protect and promote responsible stewardship of our public dollars so that we can return California to a first-class place to live, work and raise a family.

5. Online Communications



In Spring 2009, the California Labor Federation launched an ambitious effort to increase online engagement of union members and activists by improving existing online tools and introducing a robust social media program to enhance and complement Labor's political, legislative and field campaigns. The program includes a strong presence on social networks like Facebook and Twitter, a completely redesigned and interactive website, and our all-new "Labor's Edge" blog.

SOCIAL NETWORKING: No modern campaign is complete without a Facebook page and Twitter account, and Labor campaigns are no exception. Social network-

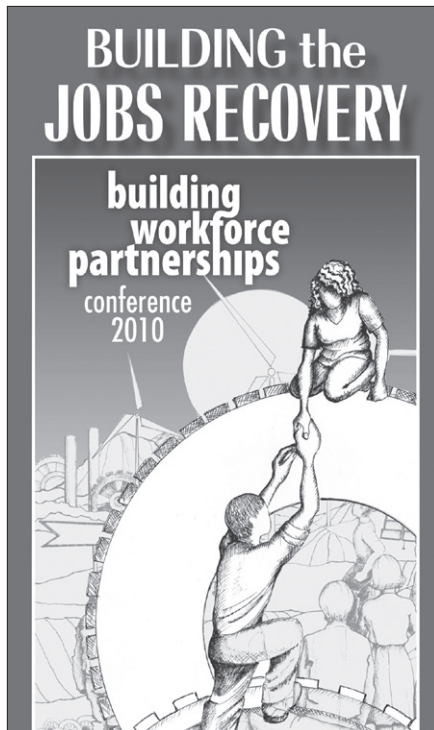
ing allows us to easily reach out to more union members and like-minded supporters than ever before, and requires minimal investment and resources. The Federation currently has about 3,000 "fans" on Facebook and 3700 "followers" on Twitter that we message to, and interact with, every day. We use Facebook and Twitter to share up-to-the-minute news, resources, information and action opportunities with people in our own online networks, and they in turn can share the information with people in their networks instantly, with just a few clicks of the mouse.

THE REDESIGNED CALIFORNIALABOR.ORG WEBSITE: Our completely redesigned website, www.CaliforniaLabor.org, serves as the hub for all of our online activities. The site has a wealth of new resources and important information, along with links to our social media pages.

"LABOR'S EDGE" BLOG: In March of 2010, we launched the "Labor's Edge" blog on the newly redesigned CaliforniaLabor.org, which has quickly become the go-to place for the latest news and views from across and beyond the California Labor Movement. Thousands of workers, union leaders, legislative staff, media and decision-makers read "Labor's Edge" regularly, and our content is frequently re-posted on numerous other widely read California blogs, including Calitics, California Progress Report and California Majority Report, garnering us even more attention and exposure in the blogosphere.

"WALL STREET WHITMAN" CAMPAIGN: This spring, we launched an interactive new website, www.WallStreetWhitman.com, which will be enhanced with even more features during the general election. Our 'Stop Wall Street Whitman' Facebook group www.facebook.com/StopWallStreetWhitman continues to grow more popular and engaging every day. We also have a humorous Twitter account, www.twitter.com/WallStWhitman, where we post our tongue-in-cheek thoughts from inside the head of "Wall Street" Whitman. Additionally, we just launched our edgy new YouTube video on Whitman, and we hope you'll help it go 'viral' by sharing it, and our other videos, with your contacts.

6. Workforce & Economic Development (WED)



The purpose of the California Labor Federation's Workforce & Economic Development Program (WED) is to serve as an intermediary and resource for unions in responding to economic and labor-market change. WED's main objectives are to save good jobs, create new good jobs and career paths for more workers, and build an integrated and strategic workforce system. Below are major areas of WED's work.

GREEN ECONOMIC DEVELOPMENT & GREEN JOBS

California leads the nation in the green economic transition through local and state policy, clean-tech innovation, and investment. Unions are driving this transition with cutting-edge skills training and strategic alliances to keep workers and industry competitive. The transition is rich with opportunity for good jobs – for building density in traditional union sectors (manufacturing, transportation, energy, and construction), as well as in emerging “clean tech” sub-sectors that are demonstrating significant growth (renewable energy generation, alternative fuel technologies, building efficiency and retrofitting, etc).

WED is engaged on several fronts of this transition. WED connects unions with state agencies responsible for implementing climate policy and for advancing green technologies and standards. WED also informs unions about the job impacts of climate policy, coordinates with labor federations of the western states and Canada, connects unions with resources for green skills training, and develops policy to ensure public training funds align with union-led programs and union jobs.

BROKERING WORKFORCE TRAINING PARTNERSHIPS

In just the last three years, WED secured over \$6.6 million in state and local funds for union-led high-road training partnerships. This funding established or expanded initiatives in hospitality, goods movement, construction, mass transit, building services, and other sectors. The initiatives will result in over 5,000 union workers trained through leveraging the resources of multiple partners (including community colleges, local workforce investment boards, and union-management trusts).

WED's ongoing green construction project alone will train over 2,000 workers. In partnership with the California State Building & Construction Trades Council, WED currently holds \$1.8 million in contracts with the California Employment Training Panel and the California Energy Commission to provide green skills training in several crafts to meet new standards for efficiency and renewable energy.

BUILDING WORKFORCE PARTNERSHIPS CONFERENCE

WED's Building Workforce Partnerships (BWP) is an annual collaboration of the California Labor Federation and the State of California. The event draws a national group of nearly 400 participants from labor organizations, academia, business, environmental groups, foundations, workforce investment boards, state government, community colleges, economic development, community organizations, and other partners. Attendees participate in 25 or more workshops that profile best practices, with an emphasis on strategic labor-industry-government partnerships in skills building, community development, economic development, and layoff response.

The 2009 BWP was titled *The Great Transition*. It explored the new federal policy convergence that addressed economic security, recovery, and energy independence. This year's event, which took place in June 2010, was *Building the Jobs Recovery*. While Wall Street's economy is improving, the jobs picture is not. The event focused on driving a jobs recovery for Main Street. Twenty-eight workshops addressed three legs of the stool of a comprehensive jobs strategy: job creation and green jobs, layoff aversion, and sector-based training and employment services that connect people to real jobs.

STATE AND LOCAL WORKFORCE INVESTMENT BOARDS

California is the only state that requires 15 percent labor representation on federally funded local workforce investment boards (WIBs). California's WIBs administer nearly \$500 million in annual federal workforce dollars, as well as millions more in state and local job training, career tech, worker assistance, and community development resources. The federal American Recovery & Reinvestment Act (ARRA) pumped another half-a-billion dollars through California's WIBs in 2008-2010.

WED works with Central Labor Councils to recruit labor leaders to serve on WIBs. WED also holds frequent regional trainings for labor WIB members. The main goals are to: 1) improve oversight and accountability for the use and expenditure of public dollars; 2) establish worker-centered local and regional policy and investment; 3) expand sector-based labor-management training programs; and 4) prioritize training for career pathways to good high-wage jobs.

LAYOFF AVERSION AND SERVING DISLOCATED WORKERS

A critical part of WED's work is helping unions respond when their members are impacted by layoff. The first response is to avert or stop the layoff through worker-management coordination, access to economic development resources, and targeted skills training. When aversion is not possible, WED connects unions with public resources for dislocated workers, including retraining to assist with reemployment.

In response to the current economic downturn, WED convened regional dislocated worker summits to ensure that unions access public resources for their members in the event of layoff. WED's *Layoff and Rapid Response Tool Kit* provides descriptions of resources for averting layoffs and services for unemployed and dislocated workers. WED also provides frequent regional trainings for local WIB staff on working with unions when layoffs impact union workers.

7.

Business of the Executive Council

The Council met on July 21, 22 and 23, 2008, at the Oakland Marriott City Center as part of the 2008 Biennial Convention. At this meeting, the Council prepared endorsement and policy recommendations to the Convention.

The Executive Council has met on eight occasions since the July 2008 Biennial Convention, and convened once as the Standing Committee on Political Education.

The dates and locations of the regular meetings of the Executive Council were as follows:

~ October 2, 2008	Millennium Biltmore Hotel, Los Angeles, CA
~ December 17, 2008	Sheraton Grand Hotel, Sacramento, CA
~ February 26, 2009	Millennium Biltmore Hotel, Los Angeles, CA
~ May 21, 2009	Holiday Inn Capitol Plaza, Sacramento, CA
~ September 1, 2009	Millennium Biltmore Hotel, Los Angeles, CA
~ December 1, 2009	Sheraton Grand Hotel, Sacramento, CA
~ February 23, 2010	Millennium Biltmore Hotel, Los Angeles, CA
~ April 12-13, 2010	Crowne Plaza Hotel, San Jose, CA

In addition to its meetings, the Council held numerous conference calls to conduct the business of the Federation needing action between meetings.

Executive Council meetings develop strategies to address some of the most challenging problems faced by California's Labor Movement.

In December 2009, the Federation hosted an Economic Recovery Summit, bringing together over 250 union members and leaders to hear from national experts on job creation ideas and to develop our own jobs agenda. Participants' ideas created the Federation's 2010 legislative agenda, focused on renewing California's promise.

2010 CONVENTION PREPARATIONS

In addition to attending to various pre-Convention details, the Executive Council developed policy statements to be submitted to the Resolutions Committee for consideration by the Convention delegates. The policy statements were reviewed twice: the first conference call took place on June 1, 2010, and the second on June 10, 2010. The policy statements were then approved for recommendation to the Convention on June 17, following a third review.

The Council's pre-Convention meeting began at 10:00 am Monday, July 12, 2010, at the Hilton San Diego Spa and Resort. The Council prepared recommendations for consideration by the delegates to the 28th Biennial Convention of July 13 and July 14, 2010.

FINANCE COMMITTEE

The Council has reviewed and approved the Federation's operational budgets for the past two years.

Finance Committee Members: Marty Hittelman, Chuck Mack, Dean Tipps, and Nancy Wohlforth.

ELECTION OF NEW COUNCIL MEMBERS

The following changes to the Executive Council occurred:

AT THE JULY 21, 2008, MEETING

- The Executive Council regretfully accepted the resignation of Gene Massey, IUPAT, as Vice President District 7.
- Vice President Jim Beno of IAM Lodge 190 was elected to fill the vacated seat of Vice President District 7 and moved from District 10.
- The Executive Council elected Vice President Sal Rosselli, SEIU-UHW, to fill the vacated seat of Vice President District 10 and moved from at Large Seat H.
- The Executive Council elected Vice President Ray Sesma from IUPAT to fill the vacated seat of Vice President at Large H.
- The Executive Council regretfully accepted the resignation of Vice President Dean Tipps of SEIU from seat District F. Courtni Pugh of SEIU was elected to fill the vacated seat of Vice President District F.
- The Executive Council regretfully accepted the resignation of Vice President Jerry Butkiewicz of the San Diego-Imperial Counties Labor Council from at Large Seat W. Lorena Gonzalez of the San Diego-Imperial Counties Labor Council was elected to fill the vacated seat of Vice President at Large W.
- The Executive Council regretfully accepted the resignation of Alejandro Stephens from SEIU as Vice President at Large M.
- The Executive Council elected Vice President Damita Davis-Howard of SEIU to fill the vacated seat of Vice President at Large M and moved from District 3C.
- The Executive Council elected Joshua Pechthalt of AFT Local 1021 to fill the vacated seat of Vice President District 3C.
- The Executive Council regretfully accepted the resignation of Vice President A.J. Duffy of UTLA as Vice President at Large O.
- The Executive Council elected Vice President Leo Valenzuela of LIUNA to fill the vacated seat of Vice President at Large O and moved from District 5.
- The Executive Council elected Vice President William Waggoner of IUOE to fill the vacated seat of District 5 and moved from District 2.
- The Executive Council elected Vice President Doug Moore of UDWA to fill the vacated seat of District 2.

AT THE MAY 21, 2009, MEETING:

- The Executive Council regretfully accepted the resignation of Chuck Mack, Teamsters, Vice President District 11A. Rome Aloise, Teamsters, was elected to fill the vacated seat of Vice President District 11A.

AT THE SEPTEMBER 1, 2009, MEETING:

- The Executive Council regrettably accepted the resignation of Dave Kins, USW, at Large Seat I. Rick Latham of USW was elected to fill the vacated seat of Vice President at Large I.

AT THE DECEMBER 1, 2009, MEETING

- The Executive Council regrettably accepted the resignation of Jim Gordon, CWA, Vice President District 14 seat. Jim Weitcamp, CWA, was elected to fill the vacated seat of Vice President District 14.
- The Executive Council regrettably accepted the resignation of Courtni Pugh, SEIU, Vice President at Large District F seat. Bill A. Lloyd, SEIU, was elected to fill the vacated seat of Vice President at Large F.
- The Executive Council regrettably accepted the resignation of Leo Valenzuela, LI-UNA Local 585, Vice President at Large District O seat. Allan Clark, CSEA, was elected to fill the vacated seat of Vice President at Large O.
- The Executive Council regrettably accepted the resignation of Sonia Moseley, UNAC, Vice President at Large District S seat. La Kesha Harrison, AFSCME, was elected to fill the vacated seat of Vice President at Large S.

AT THE APRIL 12-13, 2010, MEETING:

- Oscar De La Torre, Northern California District Council of Laborers, was elected to fill the vacated seat of Jose Moreno, Vice President at Large U.

RESOLUTIONS

Between Conventions, the Executive Council is authorized to pass Resolutions on behalf of the Federation. Since the 2008 Convention, the Council has passed the following Resolutions:

- ~ **Resolution in Support of HR 7063** – The United States and the World Education Act – October 2, 2008
- ~ **Resolution in Support of Quality Preschool and Early Childhood Education** – October 2, 2008
- ~ **Resolution on the Spending of Federal Economic Renewal Grants** – February 26, 2009
- ~ **Resolution Opposing the Privatization of Pemex** – September 1, 2009
- ~ **Resolution Opposing Nationwide Do Not Mail Registry** – September 1, 2009
- ~ **Resolution in support of Jim McGovern (D-MA)’s HR bill 2404, an Afghanistan Exit Strategy** – September 1, 2009
- ~ **Unity Resolution** – September 1, 2009
- ~ **Resolution on Voter File** – December 1, 2009
- ~ **Resolution on Tools to Support Our Unions** – December 1, 2009
- ~ **Resolution on IE Round Table** – December 1, 2009
- ~ **Resolution Regarding Inter-Union Raids** – December 1, 2009
- ~ **Secure California’s Future: Fight Privatization at UC, CSU and California Community Colleges** – December 1, 2009
- ~ **Resolution to Defend Immigrant Youth and Our Families** – February 23, 2010
- ~ **National March on Washington for Jobs, Peace, Affordable Healthcare for All and For an End to Foreclosures and Evictions** – February 23, 2010

8. **Support for Union Disputes**

The following firms have been identified as unfair employers and adversaries of the Labor Movement. All trade unionists and friends of organized labor are urged not to patronize businesses listed here.

RESTAURANTS AND HOTELS*

Manchester Grand Hyatt
1 Market Place, San Diego, CA 92101

Emeryville Woodfin Suites Hotel
5800 Shellmound, Emeryville

**For a complete list of union-friendly hotels, visit hotelworkersrising.org/HotelGuide*

LAW FIRMS AND CONSULTANTS

Jude Barry, Catapult Strategies, San Jose

Bradley G. Booth, Attorney, Sacramento

John H. Hamilton, PR Consultant, Sacramento

Michael P. White, Attorney, Sacramento

RETAILERS

K-Mart, All locations Statewide

Wal-Mart and Sam's Club, All Locations Statewide

OTHER VENDORS

10News, KGTV – Channel 10, San Diego
(Owned by McGraw-Hill)

Hornblower Cruises
San Francisco, Los Angeles and San Diego

9. Legal Actions

1. CITY OF VALLEJO BANKRUPTCY – U.S. DISTRICT BANKRUPTCY COURT, SACRAMENTO

The Federation filed in support of the Firefighters and the IBEW an opposition to the City's petition to seek protection in bankruptcy and to reject its labor agreements.

The District Bankruptcy Court, and later the Ninth Circuit Court of Appeals, upheld the City's invocation of Chapter 9 of the Bankruptcy Code, and the District Court later allowed the rejection by the City of the labor agreements. The IBEW appealed the rejection and the appeal was heard on March 17, 2010.

2. BRINKER RESTAURANT CORP. ET AL. V. SUPERIOR COURT – CALIFORNIA SUPREME COURT

The Federation filed an amicus curiae brief in its capacity as the sponsor in 1999 of A.B. 60, the Eight Hour Day Restoration and Workplace Flexibility Act. The Federation's brief argues that an employer must provide an off-duty meal period as opposed to only making one available if an employee asks for a meal period.

The case is pending.

3. MARTINEZ V. COMBS – CALIFORNIA SUPREME COURT

The Federation filed an amicus curiae brief in support of the proposition that agricultural workers should be able to recover unpaid wages not just from a bankrupt labor contractor who hires them, but also from those who retain the labor contractor.

On May 20, 2010, the California Supreme Court held that those dealing with the bankrupt labor contractor were not liable.

4. THE UNITED BROTHERHOOD OF CARPENTERS ET AL. V. NLRB ("MACERICH") – U.S. COURT OF APPEALS FOR THE NINTH CIRCUIT

The Federation filed an amicus curiae brief, as reported at the last Biennial Convention, to contest the Bush Board's attempt to ignore California law which permits peaceful access to malls.

In late 2008, the Federation's position was upheld as the majority of the Court of Appeals struck down various mall rules purporting to be time, place and manner restrictions. Subsequently, the mall sought review in the U.S. Supreme Court which review has now been denied.

Financial Reports



Financial Statement

Summary of Cash and Short Term Investment Balances For the 24 Months Ending December 31, 2009

	GENERAL FUND	COPE	MEMBER COMMUNICATIONS	MMV	COMBINED
Checking Accounts	779,332	327,876	337,556	511,604	1,956,368
Deposit and Investment Accounts	1,553,343	1,898,784	936,505	1,569,277	5,957,910
Totals	2,332,676	2,226,660	1,274,061	2,080,882	7,914,278

Statement of Cash Receipts and Disbursements For the 24 Months Ending December 31, 2009

	GENERAL FUND	COPE	MEMBER COMMUNICATIONS	MMV	COMBINED
RECEIPTS					
1 Per Capita - Locals	6,829,564	2,402,837	2,402,837	1,129,263	12,764,501
2 Membership Fees - CLC	1,416	0	0	0	1,416
3 Campaign Receipts	5,100	70	172,000	0	177,170
4 Interest Earned	84,323	92,164	69,352	10,833	256,672
5 Legislative Conference	129,087	0	0	0	129,087
6 Grant Revenues	312,500	0	0	0	312,500
7 Other Events & Programs	136,915	0	0	0	136,915
8 Reimbursements & Other Inc	146,460	10,457	0	0	156,917
9 TOTAL RECEIPTS	7,645,365	2,505,529	2,644,189	1,140,096	13,935,178

EXPENSES

Personnel

10 Staff Salaries	2,965,579	658,941	0	0	3,624,520
11 Benefits & Taxes	1,666,329	338,671	0	0	2,005,001
12 Expenses & Allowances	8,400	0	0	0	8,400
13 Automobile Expenses	31,707	1,451	0	0	33,158
14 Travel	229,304	102,543	0	115	331,962
15 Professional Services	247,113	74,017	44,643	0	365,774
16 Other Personnel	33,242	1,012	21,350	0	55,604
17 Total Personnel	5,181,675	1,176,635	65,993	115	6,424,418

FINANCIAL STATEMENT, Continued

	GENERAL FUND	COPE	MEMBER COMMUNICATIONS	MMV	COMBINED
Office					
18 Rents & Maintenance	1,199,320	15,225	0	0	1,214,544
19 Prorata Reimbursements	(391,022)	151,022	0	0	(240,000)
20 Furniture & Equipment	66,684	1,696	0	0	68,380
21 Computers & Infrastructure	21,173	1,461	0	0	22,634
22 Printing	28,307	130	0	0	28,437
23 Copying	(13,489)	17,301	209,492	0	213,304
24 Postage & Delivery	35,620	9,775	353,150	0	398,545
25 Supplies	67,790	8,645	0	115	76,550
26 Office Telephone	73,735	5,546	0	0	79,281
27 Cell Phones & Pagers	45,934	13,898	0	0	59,832
28 Fax Modem & Internet	29,640	1,899	0	0	31,539
29 Retiree Representative	4,653	0	0	0	4,653
30 Taxes	6,788	4,758	0	0	11,546
31 Dues, Subs & Publications	36,269	43,900	0	2,600	82,768
32 General Insurance	17,977	0	0	0	17,977
33 Auditing & Accounting	56,713	3,835	0	0	60,549
34 Legal Fees	98,015	16,889	0	1,081	115,986
35 Other Expenses	(27,087)	(2,982)	(2,326)	115	(32,279)
36 Library Expense	1,019	0	0	0	1,019
37 Total Office	1,358,040	292,998	560,316	3,911	2,215,266
Projects & Events					
38 Convention	234,275	94,017	0	0	328,292
39 Executive Council	25,324	844	0	0	26,168
40 Support for Grant Programs	0	0	0	0	0
41 Other Events & Programs	59,591	2,040	50	0	61,681
42 Total Projects & Events	319,190	96,901	50	0	416,140
Legislative					
43 Legislative Conference	159,034	0	0	0	159,034
44 Legislative Information	15,015	0	0	0	15,015
45 Lobbyists	4,568	0	0	0	4,568
46 Total Legislative	178,617	0	0	0	178,617
Other Items					
47 Contributions	122,705	444,990	99,440	0	667,135
48 Mail & Phone Banks	929	11,209	59,624	0	71,761
49 Independent Expenditures	0	0	0	0	0
50 Statewide Data	0	0	0	0	0
51 Polling & Research	0	3,887	0	0	3,887
52 CLC Support	38,283	46,039	1,342,951	0	1,427,273
53 Total Other Items	161,917	506,125	1,502,015	0	2,170,056
54 TOTAL EXPENSES	7,199,439	2,072,658	2,128,374	4,026	11,404,497
55 NET INCOME (LOSS)	445,926	432,871	515,814	1,136,070	2,530,681

Report on Per Capita Paid Membership-2010

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
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Actors & Artists of America, Associated

Actors' Equity Assn 20.....	334
Los Angeles 40.....	1,875
San Francisco 80.....	326
Screen Actors' Guild 140.....	3,416

Asbestos Wrkrs, Intl Assn of Heat & Frost Insulator

Asbestos Wrkrs 5	755
Asbestos Wrkrs 16	547

Auto Aero & Agri Impl Wrkrs of America, United

United Auto Wrkrs 2865	2,280
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Bakery, Confectionery, Tobacco Wrkrs Intl Union

Bakery Confectioners 24.....	208
Bakery Confectioners 85.....	300
Bakery Confectioners 125.....	500
Bakery Confectioners 315.....	113

Boilermakers, International Brotherhood of

Boilermakers 549	387
Cement, Lime, Gypsum Wrkrs D-46.....	35

Bricklayers and Allied Crafts, Intl Union

Bricklayers 3	1,873
Bricklayers 4	1,008
Tile Marble & Terrazzo 18.....	755

Communications Wrkrs of America

Communications Wrkrs 9000.....	587
Univ Prof & Tech Empls 9119.....	5,092
Communications Wrkrs 9333.....	1,012
Communications Wrkrs 9400.....	1,662
Communications Wrkrs 9404.....	608
Communications Wrkrs 9408.....	815
Communications Wrkrs 9410.....	567
Communications Wrkrs 9412.....	855
Communications Wrkrs 9415.....	1,250
Communications Wrkrs 9416.....	259
Communications Wrkrs 9417.....	450
Communications Wrkrs 9419.....	126
Communications Wrkrs 9421.....	2,623
Communications Wrkrs 9423.....	517
Communications Wrkrs 9431.....	100
Communications Wrkrs 9477.....	31
Communications Wrkrs 9503.....	250
Communications Wrkrs 9505.....	2,478
Communications Wrkrs 9509.....	2,140

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
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Communications Wrkrs 9510.....	2,025
Communications Wrkrs 9511.....	369
Communications Wrkrs 9573.....	458
Communications Wrkrs 9575.....	925
Communications Wrkrs 9586.....	98
Communications Wrkrs 9588.....	165
Flight Attendants 11.....	1,142
Flight Attendants 12.....	850
Flight Attendants 47.....	65
IUE Furniture Wrkrs 262	236
IUE Electrical Wrkrs 850	98
SoCA Allied Printing Trds 14904.....	115
Communications Wrkrs 14908.....	3
NoCA Media Wrkrs Guild/Typog 39521	620

Educational Association, National

Hayward Ed Assn	298
Los Angeles Cnty Ed Assn.....	175
Mt Diablo Ed Assn	330
Orange Cnty Ed Assn	1,351
San Diego Ed Assn.....	814
Santa Maria Elem Ed Assn	155

Electrical Wrkrs, Intl Brotherhood of

Electrical Wrkrs 6	1,842
Electrical Wrkrs 11	5,487
Electrical Wrkrs 18.....	6,323
Studio Electricians 40.....	477
Electrical Wrkrs 45.....	1,112
Electrical Wrkrs 47	5,426
Electrical Wrkrs 100	522
Electrical Wrkrs 180	495
Electrical Wrkrs 234.....	272
Electrical Wrkrs 302.....	1,024
Electrical Wrkrs 332.....	2,069
Electrical Wrkrs 340.....	1,240
Electrical Wrkrs 413.....	306
Electrical Wrkrs 428.....	305
Electrical Wrkrs 440.....	432
Electrical Wrkrs 441.....	1,601
Electrical Wrkrs 465.....	2,266
Electrical Wrkrs 477.....	439
Electrical Wrkrs 543.....	677
Electrical Wrkrs 551.....	588
Electrical Wrkrs 569.....	1,607
Electrical Wrkrs 595.....	1,497
Electrical Wrkrs 611.....	29
Electrical Wrkrs 617.....	748

REPORT ON PER CAPITA PAID MEMBERSHIP-2010, Continued

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
Electrical Wrkrs 639	120
Electrical Wrkrs 640	30
Electrical Wrkrs 659	105
Electrical Wrkrs 684	189
Electrical Wrkrs 800	21
Electrical Wrkrs 889	202
Electrical Wrkrs 946	100
Electrical Wrkrs 952	304
Electrical Wrkrs 1023	142
Electrical Wrkrs 1269	735
Electrical Wrkrs 1436	375
Electrical Wrkrs 1682	93
Electrical Wrkrs 1710	909
Electrical Wrkrs 2131	250
Electrical Wrkrs 2139	289
Electrical Wrkrs 2295	486
Electrical Wrkrs 2376	150
Electrical Constructors, Intl Union of	
Elevator Constructors 8.....	150
Elevator Constructors 18.....	142
Fire Fighters, International Assn of	
Alameda Cnty/Oakland/Emeryville	
Fire Ftrs 55.....	773
Los Angeles City Firefighters 112.....	3,799
San Diego City Fire Fighters 145	1,408
Richmond Intl Firefighters 188.....	85
San Jose Fire Fighters 230.....	723
Bakersfield Firefighters 246.....	179
Long Beach Fire Fighters 372.....	429
Stockton Professioal Firefighters 456.....	252
Sacramento Area Fire Fighters 522.....	1,576
Santa Barbara City Fire Fighters 525.....	99
Eureka Fire Fighters 652	29
Alameda City Int'l Firefighters 689	93
Fresno Fire Fighters 753.....	347
Glendale Fire Fighters 776.....	180
Burbank Fire Fighters 778.....	126
SF Fire Fighters 798.....	1,446
Pasadena Fire Fighters 809	157
San Bernardino City Fire Fighters 891	154
San Bernardino County Fire Fighters 935.....	396
Los Angeles County Fire Fighters 1014 ..	3,326
Riverside City FF 1067	209
Santa Monica Fire Fighters 1109	106
Torrance Firefighters 1138.....	144
Santa Clara Co Firefighters 1165	261
Santa Clara City Firefighters 1171.....	159
Vallejo Fire Fighters 1186.....	194
United Fire Fighters of Lodi 1225.....	55
Berkeley Fire Fighters 1227.....	122
Contra Costa Co Prof Firefighters 1230	478

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
San Joaquin Cnty Fire Fighters 1243.....	49
Salinas Fire Fighters 1270	82
Watsonville Professional Firefighters 1272..	33
Modesto City Firefighters 1289.....	156
Kern County Fire Fighters 1301	502
Palo Alto Prof Fire Fighters 1319	114
Redlands Professional Fire Fighters 1354....	64
Ventura County Fire Fighters 1364.....	426
Santa Rosa Fire Fighters 1401.....	165
Petaluma Firefighters 1415.....	47
Ontario Professional Fire Fighters 1430	126
San Miguel Fire Fighters 1434	71
Costa Mesa Firefighters, Inc 1465"	94
Merced City Fire Fighters 1479.....	68
Newark Firefighters 1483.....	37
So San Francisco Firefighters 1507	73
Alhambra Fire Fighters 1578.....	58
Roseville Fire Fighters 1592	103
Fallbrook Firefghters 1622.....	52
Oxnard Fire Fighters 1684.....	100
Fremont Fire Fighters 1689	129
Milpitas Firefighters 1699.....	59
Santa Cruz City Fire Fighters 1716	44
Humboldt Fire Fighters 1770.....	18
Marin Professional Fire Fighters 1775.....	401
Bonita Fire Fighters 1827	12
Paradise Firefighters 1829	23
Daly City Fire Fighters 1879.....	55
Lompoc City Firefighters 1906.....	21
Hayward Fire Fighters 1909	116
Culver City Fire Fighters 1927	55
Redding Firefighters 1934	72
Union City Fire Fighters 1946	44
Mountain View Prof Firefighters 1965	68
Livermore/Pleasanton Firefighters 1974....	115
Garden Grove Fire Fighters 2005	93
Santa Maria Fire Fighters 2020	51
Santa Barbara County Fire Fighters 2046.....	236
Chula Vista Fire Fighters 2180.....	116
San Gabriel City Firemen's 2197.....	31
Compton Fire Fighters 2216	67
Rancho Cucamonga Fire Fighters 2274.....	81
Avalon Fire Fighters 2295.....	10
Hemet Firefighters 2342.....	52
Orange City Fire Fighters 2384	129
San Mateo Co Firefighters 2400.....	468
United Professional Fire Fighters 2415.....	36
Turlock Fire Fighters 2434.....	43
Healdsburg Fire Fighters 2604	7
Salinas Rural Fire Fighters 2606.....	33
Alpine Fire Fighters 2638.....	12
Piedmont Fire Fighters 2683	24
Lemon Grove Fire Fighters 2728.....	20

REPORT ON PER CAPITA PAID MEMBERSHIP-2010, Continued

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
National City Fire Fighters 2744.....	40
Redondo Beach Fire 2787	59
Gilroy Fire Fighters 2805	34
CA Dept of Forestry Firefighters 2881	4,793
Anaheim Fire Fighters 2899	214
Russian River & Bodega Bay Fire Fighters 3051	17
North Monterey Cnty Fire Fighters 3058	29
Napa City Fire Fighters 3124	53
West Covina Firemen's 3226.....	71
Huntington Beach Firemen 3354.....	120
Tracy City Fire Fighters 3355.....	70
Hermosa Beach Fire Fighters 3371	18
Oakdale Fire Fghters 3379.....	19
Stanislaus Consolidated Fire Fighters 3399	44
Fullerton Fire Fighters 3421.....	83
Ventura City Fire Fighters 3431.....	71
Arcadia Fire Fighters 3440	49
Downey Firemens 3473	61
Upland Fire Fighters 3477	37
Davis Professional Fire Fighters 3494.....	47
Vacaville Firefighters 3501	75
Santa Fe Springs Firemen 3507	57
Chino Firemens 3522.....	88
San Luis Obispo Fire Fighters 3523.....	43
Aptos/La Selva Fire Fighters 3535	30
Murrieta Fire Fighters 3540	47
San Ramon Valley Firefighters 3546.....	158
Scotts Valley Fire Fighters 3577.....	22
Sonoma Valley Prof Fire Fighters 3593.....	14
Atascadero Firefighters 3600	20
Palm Springs Firefighters 3601	38
Loma Linda Professional Fire Fighters 3603	8
Central Fire Protect Dist Of Santa Cruz Co 3605	46
Montclair Fire Fighters 3608.....	22
Monterey Park Fire Fighters 3625	23
San Marino Fire Fighters 3626.....	18
Orange County Prof Fire Fighters 3631.....	318
Ceres DPS Fire Fighters 3636.....	26
Cathedral City Fire Fighters 3654.....	42
South Pasadena Firefighters 3657.....	17
El Segundo Fire Fighters 3682	50
Laguna Beach Fire Fighters 3684.....	19
Ukiah Professional Firefighters 3686.....	16
Rialto Professional Fire Fighters 3688.....	67
Monterey Fire Fighters 3707.....	58
Victorville Prof Fire Fighters 3710	25
Morro Bay Firefighters 3725	9
Carlsbad Fire Fighters 3730	79
Newport Beach Fire Fighters 3734.....	110

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
Oceanside Firefighters 3736.....	105
Kings County Firefighters 3747	63
Corona Fire Empls 3757	118
Brea Prof Firefighters 3776.....	43
Solano Beach Fire Fighters 3779	18
Encinitas Fire Fighers 3787	47
Yuba City Firefighters 3793	45
Nevada Co Consol Firefighters 3800	60
Norco Firefighters 3806	27
South Placer Firefighters 3809	37
Montebello Firefighters 3821	57
Escondido Firefighters 3842.....	82
Calif City Firefighters 3903.....	10
Woodland Firefighters 4029	44
Carmel Valley Prof Firefighters 4096.....	17
Crest Forest Prof Fire Fighters 4105.....	23
Vista Firefighters 4107	77
Paso Robles Fire Fighters 4148.....	24
Del Mar Firefighters 4163.....	9
San Marcos Fire Fighters 4184.....	51
Lathrop Manteca Firefighters 4317.....	35
Rancho Santa Fe Firefighters 4349	39
Santee Firefighters 4374	29
Atwater Fire Fighters 4398.....	6
Arroyo Grande Firefighers 4403	17
Windsor Firefighters 4407.....	10
UC Firefighters 4437	46
Oakdale Rural Fire 4451	15
Lakeside Firefighters 4488.....	51
Fountain Valley Firefighters 4530.....	33
Carmel Prof Fire Fighters 4579	8
Federal Fire Fighters San Diego F-33	180
Edwards Air Force Base Firefighters F-53.	105
Federal Firefighters F-85	110
Lemoore Fire Fighters F-102	14
Vandenberg Prof Firefighters F-116.....	52
Presidio Fire Fighters F-145	32
Monterey Bay Firefighter F-166	29
Miramar Prof Firerfighters F-289.....	45
Presidio of Monterey Fire F-300	1
Concord Fed Prof Firefighters F-309	22
Moffett Field Firefighters I-79	41

Food & Commercial Wrkrs Intl Union, United

Chemical Wrkrs 1-C.....	119
Food & Comm Wrkrs 5	25,143
Golden State 8.....	25,883
Food & Comm Wrkrs 101	6,565
Food & Comm Wrkrs 135	5,609
Chemical Wrkrs 146-C.....	135
Wholesale Wine Liquor Salesmen 151-D.....	38
Food & Comm Wrkrs 324	10,000
Chemical Wrkrs 350-C.....	199

REPORT ON PER CAPITA PAID MEMBERSHIP-2010, Continued

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
Retail Clerks 648.....	1,603
Food & Comm Wrkrs 770	2,500
Chemical Wrkrs 995-C.....	178
Food & Comm Wrkrs 1167	6,251
Food & Comm Wrkrs 1428	4,983
Food & Comm Wrkrs 1442	4,951
Glass, Molders, Pottery, Plastics & Allied Wrkrs	
Glass, Molders, Pottery 2	90
Glass, Molders, Pottery 52	271
Glass, Molders, Pottery 81	46
Glass, Molders, Pottery 141	148
Glass, Molders, Pottery 177”	285
Government Employees, American Federation of	
AFGE 51	151
AFGE 63	82
AFGE 490	174
AFGE 505	260
AFGE 511 INS	54
AFGE 702	47
AFGE 918 DHS/FPS	18
AFGE 926 USDA Food Inspectors	59
AFGE 988	93
AFGE 1061 VA.....	1,229
AFGE 1106 USDA.....	111
AFGE 1122	507
AFGE 1159	78
AFGE 1200	158
AFGE 1202	54
AFGE 1203 VA.....	162
AFGE 1206	487
AFGE 1208	30
AFGE 1216	391
AFGE 1217	84
AFGE 1221	28
AFGE 1223	112
AFGE 1227	19
AFGE 1233	53
AFGE 1234 TSA.....	603
AFGE 1242	183
AFGE 1263	353
AFGE 1278	15
AFGE 1399	107
AFGE 1406	319
AFGE 1482	697
AFGE 1533	187
AFGE 1546	1,030
AFGE 1613 NBPC.....	1,443
AFGE 1616 NBP INS.....	129
AFGE 1620	65
AFGE 1657 USDA.....	8
AFGE 1680	167

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
AFGE 1697 VA.....	72
AFGE 1764	483
AFGE 1808	165
AFGE 1857	8
AFGE 1881	103
AFGE 1918 USDA.....	6
AFGE 1923 HealthCare Finan Adm.....	37
AFGE 2003	168
AFGE 2018	379
AFGE 2025 DOD.....	64
AFGE 2029	39
AFGE 2060	54
AFGE 2110	959
AFGE 2111 DOD.....	98
AFGE 2152 VA.....	28
AFGE 2161 DOD.....	42
AFGE 2211 GSA	18
AFGE 2275 GSA	69
AFGE 2297	129
AFGE 2391	262
AFGE 2429	178
AFGE 2433	181
AFGE 2452	387
AFGE 2544 NBP	39
AFGE 2554 NBP	334
AFGE 2595 NBP	498
AFGE 2654	142
AFGE 2723	45
AFGE 2724 NBP	280
AFGE 2776	8
AFGE 2805 NINSC INS	93
AFGE 2814	18
AFGE 2879	220
AFGE 2913 NBP	103
AFGE 2947	103
AFGE 3048 BOP	403
AFGE 3172	582
AFGE 3230 EEOC.....	75
AFGE 3584	133
AFGE 3619	254
AFGE 3723	598
AFGE 3824 DOE.....	42
AFGE 3854	115
AFGE 3899	106
AFGE 3943	314
AFGE 3969	340
AFGE 4038 BOP INS.....	128
AFGE 4048	70
Iron Wrkrs, Intl Assn of Bridge, Structural	
Iron Wrkrs 75.....	9
Iron Wrkrs 118.....	749
Iron Wrkrs 155.....	372

REPORT ON PER CAPITA PAID MEMBERSHIP-2010, Continued

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
Iron Wrkrs 229.....	703
Iron Wrkrs 377.....	1,478
Iron Wrkrs 378.....	1,273
Reinforcing Iron Wrkrs 416.....	2,090
Structural Iron Wrkrs 433.....	3,359
Shopmen's 509.....	552
Iron Wrkrs 624.....	95

Laborers' Intl Union of North America

Laborers 67.....	350
Laborers 73.....	530
Hod Carriers & Laborers 139.....	527
Hod Carriers 166.....	248
Construction & General Laborers 261.....	1,166
Laborers 291.....	499
Hod Carriers & Laborers 294.....	638
Laborers 300.....	3,110
Construction & General Laborers 304.....	1,279
Laborers 507.....	462
Laborers 585.....	930
Laborers 652.....	2,008
Studio Utility Empls 724.....	366
Laborers 777.....	1,600
Hod Carriers & Laborers 783.....	583
Shipyard & Marine Laborers 886.....	359
Laborers 1130.....	500
Laborers 1184.....	5,064

Letter Carriers, Natl Assn of

Letter Carriers 133.....	342
Letter Carriers 183.....	481
Letter Carriers 214.....	428
Letter Carriers 1111.....	73

Longshore & Warehouse Union, Intl

Longshore & Warehouse 6.....	1,080
Longshore & Warehouse 10.....	762
SF Inlandboatmen Marine 20.....	96
Ship Clerks 34.....	200
Longshore & Warehouse 54.....	81

Machinists & Aerospace Wrkrs, Intl Assn of

Machinists 25.....	32
Machinists 93.....	720
Machinists 201.....	27
Machinists 311.....	992
Machinists 322.....	87
Machinists 389.....	644
Machinists 575.....	106
Machinists 620.....	16
Machinists 653.....	208
Machinists 706.....	268
Machinists 720-E.....	38

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
Machinists 720-J.....	18
Machinists 726.....	110
Machinists 727-N.....	161
Machinists 727-P.....	303
Machinists 755.....	160
Machinists 812.....	7
Machinists 821.....	11
Machinists 906.....	51
Machinists 946.....	193
Machinists 964.....	86
Machinists 1101.....	761
Machinists 1125.....	141
Machinists 1173.....	446
Machinists 1186.....	690
Peninsula Auto Machinists 1414.....	2,017
Machinists 1484.....	513
Machinists 1528.....	689
East Bay Auto Machinists 1546.....	1,286
Electronic Journeyman & Production 1584.....	491
Machinists 1596.....	433
Air Transport Empls 1781.....	284
Sierra Pacific Air Transport 1782.....	1,039
Machinists 1930.....	1,282
LA Air Transport 1932.....	2,108
Machinists 1957.....	202
Machinists 1980.....	21
Machinists 2024.....	132
Machinists 2182.....	562
Machinists 2228.....	238
Machinists 2230.....	5
Machinists 2231.....	18
Machinists 2786.....	202
Woodworkers W-12.....	145
Woodworkers W-98.....	112

Maintenance of Way Empls, Brotherhood of

Maint of Way Empls 1196.....	57
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Marine Engineers' Beneficial Assn

Prof Airway Sys Specialists.....	363
District 1 NMU 20.....	383
CA Assn Professional Empls 80.....	656

Masters, Mates & Pilots, Intl Org of

Masters, Mates & Pilots 20".....	58
Pacific Maritime 40.....	198
SF Bar Pilots 60.....	54
Airline Pilots Assn.....	542

Musicians of the US & Canada, American Fed of

Musicians 6.....	500
Professional Musicians 47.....	2,144

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
San Jose Fed of Musicians 153.....	54
Musicians 292.....	25

Nurses Association, California

CA Nurses Assn	64,179
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Office & Professional Empls, Intl Union

Office & Prof Empls 2	6
Office & Prof Empls 3	1,649
Office & Prof Empls 29	3,759
Office & Prof Empls 30	3,636
Office & Prof Empls 45	958
Office & Prof Empls 109	55
Office & Prof Empls 153	2
Office & Prof Empls 174	1,060
Office & Prof Empls 277	241
Hypnotherapists' 472.....	166
Office & Prof Empls 537	1,045
ITPEU 4873.....	1,005

Operating Engineers, Intl Union of

Operating Engineers 3.....	20,385
Operating Engineers 12.....	9,904
Stationary Engineers 39.....	1,562
Operating Engineers 501.....	1,514

Painters & Allied Trds of the US & Canada

Painters 3	759
Carpet, Linoleum, Soft Tile Wrkrs 12.....	1,034
Painters & Tapers 52.....	154
Painters 83	320
Glaziers 169.....	743
Painters and Drywall Finishers 256.....	949
Painters 272	81
Painters 294	207
Painters 333	169
Painters 376	265
Painters 487	543
Painters 507	780
Sign & Display 510	805
Glaziers & Glass Wrkrs 636.....	1,097
Glaziers, Architectural Metal & Glass Wrkrs 718.....	439
Painters 741	412
Glaziers 767.....	272
Painters & Tapers 775.....	271
Tradeshow and Signcrafts 831.....	1,937
Painters & Tapers 913.....	481
Drywall Finishers 1136	464
Auto, Marine & Specialty Painters 1176....	480
Carpet, Resil Flr Cvrng Wrkrs 1237	263
Resil Flr & Dec Cov Wrkrs 1247	659
Glaziers/Floor Coverers 1399	304

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
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Painters 1595	672
Painters 1621	545
Painters 1991	404
Painters 2345	691

Plasterers' & Cement Masons Intl Assn of the US

Plasterers & Cement Masons 300.....	275
Cement Masons 400.....	121
Cement Masons 600.....	707

Plumbing & Pipefitting Ind of the US & Canada

Plumbers & Pipefitters 38	1,224
Plumbers & Pipefitters 62	220
Plumbers & Pipefitters 78	959
Plumbers & Pipefitters 114	276
Plumbers & Pipefitters 159	534
Plumbers & Steamfitters 228.....	250
Plumbers & Pipefitters 230	1,082
Plumbers & Fitters 246	365
Plumbers & Fitters 250	2,136
Plumbers & Fitters 343	501
Plumbers & Fitters 345	304
Plumbers & Steamfitters 393.....	260
Plumbers & Steamfitters 398.....	319
Plumbers & Steamfitters 403.....	317
Plumbers & Fitters 442	292
Plumbers & Fitters 447	1,042
Plumbers & Steamfitters 467.....	1,179
Sprinkler Fitters 483	400
Plumbers & Steamfitters 484.....	256
Plumbers & Steamfitters 494.....	117
Sprinkler Fitters 709	573

Postal Workers Union, American

Southwestern Coastal Area 917.....	1,037
Redding Area 960.....	156
Redwood Empire Area 1291	572

Professional Athletes, Federation of

San Diego Chargers 20	47
Oakland Raiders 30	47
San Francisco 49er's 40	47

Professional & Technical Engineers, Intl Fed of

Engineers & Scientists of CA 20	1,750
Prof & Tech Eng 21	4,274

Roofers, Waterproofers & Allied Wrkrs, United Union

Roofers 36	398
Roofers 40	280
Roofers 95	200

REPORT ON PER CAPITA PAID MEMBERSHIP-2010, Continued

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
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School Administrators, American Federation of
United Administrators of SF 3..... 224

School Employees Association, California
CA School Empls..... 70,950

Seafarers' International Union of North America
Sugar Wrkrs 1..... 317
UIW Cannery Div 819
Pacific Coast Marine Firemen..... 467
Military Sealift Transport 851
Sailors Union of the Pacific 2,337
Seafarers Atlantic & Gulf..... 555

Service Employees International Union
LA City & County Schl Empls 99..... 24,206
Service Empls 221..... 5,213
Pari-Mutuel Empls Guild 280 1,452
Service Empls 521..... 11,127
Service Empls 620..... 3,016
Service Empls 721..... 61,432
Service Empls 1000..... 4,222
Service Empls 1021..... 42,446
Service Empls 1877..... 14,433
CA Faculty Assn 1983..... 2,111
United Healthcare Wrkrs-West 59,137

Sheet Metal Workers International Union
Sheet Metal Wrkrs 104..... 2,200
Sheet Metal Wrkrs 105..... 800
Sheet Metal Wrkrs 162..... 1,403
Sheet Metal Wrkrs 206..... 323
Sheet Metal Wrkrs 273..... 233

Stage Empls & Moving Picture Tech, Intl US & Can
District 2 Council..... 4,759
Theatrical Stage Empls 16 729
Stage Empls 33 1,411
Property Craftspersons 44..... 3,173
Stage Empls 50 119
Motion Picture Grips 80 1,808
Theatrical Stage Empls 107..... 123
Stage Empls 122 220
Theater Empls 134..... 141
Motion Picture & Video Projectionists 150... 69
Stagehands 158..... 48
Stagecraft Operators 166..... 6
Motion Picture Machine Operators 169..... 34
Motion Picture Machine Operators 442..... 63
Theatrical Stage Empls 504 322
Cinematographers Guild 600 3,301
Stagecraft Operators 611..... 56
Stage Hands 614 65

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
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Lab Film/Video Technicians 683..... 1,169
Motion Picture Sound Techs 695 1,487
Motion Picture Editors 700 5,200
Motion Picture Costumers 705..... 1,687
Make-Up Arts/Hair Stylists Guild 706.... 1,539
Studio Elect Lighting Technicians 728.... 2,186
Set Painters/Sign Writers 729..... 1,034
First Aid Empls 767..... 308
Theatrical Wardrobe 768..... 142
Theatrical Wardrobe 784..... 120
Art Dir Gld/Scenic Title/Grph Art 800.... 1,270
Animation Guild 839..... 2,211
Treasurer/Ticket Sellers 857 204
Script Supervisors 871..... 1,358
Theatrical Wardrobe 874..... 25
Studio Teachers 884..... 111
Costume Designers Guild 892 682
Theatrical Wardrobe 905..... 22
Sound & Figure Maint Tech 923..... 126
Theatrical Empls B-18..... 106
Theatrical Empls B-66..... 139
Amusement Area Empls B-192 575
Theatrical Press Agents 18032..... 79

State, County & Municipal Employees, American Federation of
Stanislaus Cnty Empls 10 1,638
San Jose AFSCME 101 4,610
LA County Empls 119..... 212
San Diego Area Municipal Empls 127 1,806
LA Housing Authority 143 448
Sacramento Empls 146..... 1,531
Comm Redev Agency of LA 164 53
UAPD Physicians and Dentists 206..... 2,845
Oakland Unified School Empls 257 569
Sacramento CC School Empls 258..... 1,144
LA Sup Court Professional Empls 276 47
Inyo County Empls 315 134
East Bay Muni Util Dist Empls 444 656
Contra Costa Cnty Prof Tech Empls 512.... 402
LA Superior Court Clerks 575..... 715
Community Redev Agency LA
Prof Empls 585..... 107
Cerritos City Empls 619 134
Oakland Council 675..... 115
LA County Probation Officers 685 3,935
LA Council 741..... 1,283
LA Soc Serv Prof Tech Empls 800..... 434
Carson City Empls 809..... 414
San Mateo County Empls 829..... 3,167
LA County Health Dept Empls 830 174
San Joaquin Cnty Transp Wrkrs 847 139
Pasadena Municipal Empls 858..... 272

REPORT ON PER CAPITA PAID MEMBERSHIP-2010, Continued

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
LA City Recreation Empls 901.....	490
LA CA Sup Court Legal Professionals 910...	59
Pleasanton City Empls Assn 955.....	158
LA Social Svcs Agency Empls 1108	17
Torrance Municipal Empls 1117	506
UNAC Health Care Wrkrs 1199	12,952
Artesia Municipal Empls 1520.....	19
Probation Peace Officers' of Santa Clara Co 1587.....	502
Humboldt County Public Empls 1684	593
Westminster City Empls 1734	20
LA Community Redev Agency Mgmt Empls 1890	47
City of Lawndale 1895	58
Metro Water Dist 1902	1,564
LA Professional Medical Empls 2006	68
EBMUD 2019	716
Orange County Eligibilty Wrkrs 2076.....	920
Marin Public Empls 2167	49
City of Burlingame Empls 2190.....	50
Community Redev Agency LA Supv Empls 2204	14
ABC Board of Ed Empls 2229	271
Compton Mgmt Empls 2325.....	44
East Bay Regl Parks Empls 2428	507
Social Service & Health Prof 2620	4,832
Librarians' Guild 2626.....	395
Contra Costa Cnty Clerical Empls 2700..	1,801
Merced Cnty Empls 2703	1,350
LA Assn Psych Soc Wrkrs 2712	516
Ontario City Empls 3061.....	202
All City Empls 3090.....	5,785
Anaheim HS Dist Empls 3112	444
Burbank City Empls 3143	511
LA Metropolitan Transit Authority Sr Sup 3150	3
LA CA Superior Court Tech Empls 3271.....	7
Mammoth Lake Empls 3291	18
University of California 3299.....	19,079
LA Sup Court Empls 3302.....	222
Covina City Empls 3325	35
West Hollywood City Empls 3339.....	150
LA County Supervising Social Wrkrs 3511	104
Hawaiian Gardens City Empls 3624	68
LA Metropolitan Transit Authority Suprvsrs 3634.....	576
LA City Executive Secretaries 3672	84
Bellflower City Empls 3745.....	47
Siskiyou County Empls 3899	228
Town of Windsor Empls 3910.....	36
AC Transit 3916.....	240
United Dom Wrkrs 3930.....	51,295

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
IUOPTE 3947.....	78
Cathedral City Empls 3961	68
BART Superv & Prof 3993.....	204
CA United HealthCare Wrkrs 4034.....	8,759
Steelworkers of America, United	
United Steelworkers 18	69
United Steelworkers 44	24
United Steelworkers 139T.....	11
United Steelworkers 418	170
United Steelworkers 458	21
United Steelworkers 471	61
Aluminum, Brick & Glass Wrkrs 474.....	90
United Steelworkers 534	103
United Steelworkers 555	295
United Steelworkers 560	322
United Steelworkers 565	286
Paprr Alld Ind Chem/Energy Wrkrs 675 ..	4,056
United Steelworkers 705	4
United Rubber Wrkrs 766	100
Aluminum, Brick & Glass Wrkrs 843.....	141
United Steelworkers 1304	218
United Steelworkers 1440	570
United Steelworkers 1981	16
United Steelworkers 2571	43
United Steelworkers 2801	1,692
United Steelworkers 4997	174
United Steelworkers 5632	222
United Steelworkers 6703	7
United Steelworkers 6966	92
United Steelworkers 7600	6,688
United Steelworkers 8005	2,767
United Steelworkers 8049	1
United Steelworkers 8065	314
United Steelworkers 8433	135
United Steelworkers 8599	1,718
United Steelworkers 8844	130
United Steelworkers 8957	184
United Steelworkers 9440	65
United Steelworkers 9518	1,509
United Steelworkers 9600	309
Teachers, American Federation of	
United Educators of San Francisco 61.....	6,048
United Tchrs of Oakland 771	121
San Jose Fed of Tchrs 957	120
Salinas Valley Fed Of Tchrs 1020.....	729
United Tchrs of Los Angeles 1021.....	10,373
San Rafael Fed Of Tchrs 1077.....	117
Berkeley Fed of Tchrs 1078.....	754
Oxnard Fed of Tchrs 1273	1,220
Escondido Fed Of Tchrs 1278.....	1
AFT 1287 Stockton Fed of Tchrs.....	1

REPORT ON PER CAPITA PAID MEMBERSHIP-2010, Continued

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
Culver City Fed Of Tchrs 1343	347
El Camino CC Fed Of Tchrs 1388	511
Clovis Fed of Tchrs 1463	2
UC AFT Berkeley 1474	348
Early Childhood Fed Tchrs 1475	376
Jefferson Fed of Tchrs 1481	535
San Mateo CC Fed Of Tchrs, AFT 1493" ..	1,042
Sunol Fed of Tchrs 1494	12
LA College Faculty Guild 1521	4,213
LA College Staff Guild 1521A	1,077
State Center Fed of Tchrs 1533	1,482
Peralta Fed of Tchrs 1603	999
United Professors of Marin 1610	331
Antelope Valley Fed of Tchrs 1793	11
Newport/Mesa Fed Of Tchrs 1794	993
Ventura CC Fed of Tchrs 1828	1,291
Bakersfield Fed of Tchrs 1866	7
Petaluma Fed of Tchrs 1881	458
Diablo Valley Psychologist Chapter 1902 ..	33
Coast Fed of Educators 1911	439
Gilroy Fed of Tchrs & Paraprofss 1921	88
San Diego Community Colleges 1931	1,954
Pajaro Valley Fed of Tchrs 1936	1,137
Santa Rosa Junior College Tchrs 1946	33
UC Riverside Tchrs 1966	131
Tamalpais Fed of Tchrs 1985	195
Novato Fed of Tchrs 1986	410
UCLA Faculty Union 1990	388
Pittsburg/Antioch Fed Tchrs 2001	1
Morgan Hill Fed of Tchrs 2022	429
UC Davis Tchrs 2023	205
Greater Santa Cruz Fed of Tchrs 2030	471
University Council: San Diego 2034	169
Santa Paula Fed Of Tchrs 2071	190
Ojai Fed of Tchrs 2119	149
SF Community College Fed of Tchrs 2121	1,685
UC Santa Barbara Tchrs 2141	143
UC Santa Cruz Tchrs 2199	139
Carpinteria Fed of Tchrs 2216	180
Galt Fed Of Certificated & Classified Empls 2219	114
UC Irvine Tchrs 2226	167
SF Archdiocesan FedTchrs 2240	162
Coachella Valley Fedof Tchrs 2247	1
Placer-Nevada Tchrs 2267	23
Glendale CC Fed Of Tchrs 2276	845
Los Rios CC Fed of Tchrs 2279	1,886
AFT Fed of Tchrs 2317	1,088
Poway Fed of Tchrs 2357	1,571
Turlock Fed of Tchrs 2424	89
Lompoc Fed of Tchrs 3151	483
Sonora HS Fed Of Tchrs 3187	76

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
Ohlone College Fed of Tchrs 3200	1
Lemoore Fed of Tchrs 3219	115
Jefferson Elementary Fed 3267	254
Laton Fed of Tchrs 3278	41
El Rancho Fed of Tchrs 3467	485
Merced County Fed Of Educational Emp 3484	22
Compton Fed of Empls 3486	160
Paso Robles Fed of Tchrs 3553	315
Rescue Fed of Tchrs 3581	211
Evergreen Fed of Tchrs 3688	50
Stony Creek Fed of Tchrs 3873	12
N Monterey Cnty Fed Tchrs 4008	249
Santa Paula High School District Fed 4044	70
Napa County Fed of Tchrs 4067	65
Oakwood Faculty Assn 4128	36
Buckley Faculty Association 4163	29
University of SF Faculty 4269	389
San Diego Adult Educators 4289	287
Mendocino Cnty Fed Tchrs 4345	149
Cabrillo College Fed of Tchrs 4400	599
Horicon Elem Fed of Tchrs 4415	17
Ventura Cnty Fed Schl Empls 4434	250
Palomar CC Classified Empls 4522	138
Lawndale Fed Classified Empls 4529	177
Cuesta College Classified United Empls 4606	154
Feather River College Fed Tchrs 4615	108
San Mateo Adult Fed of Tchrs 4681	43
Antelope Valley CC Class Empls 4683	325
Coast Fed of Classified Empls 4794	747
Shaffer Fed of Tchrs 4812	22
Aromas/San Juan Fed of Tchrs 4830	56
Lemoore Fed Classif Empls 4870	96
Westridge Fed of Tchrs 4886	10
Cuesta College Fed of Tchrs 4909	461
Gold Trail Fed of Tchrs 4911	40
Sonoma County Fed of Tchrs 4915	27
Yuba College Tchrs 4952	283
Fort Sage Fed of Tchrs 4964	14
Sacto Job Corps Tchrs 4986	20
Summerville Fed of Tchrs 6007	40
Tuolumne County Special Ed 6029	17
Hawthorne Fed Clsfd Emp 6041	164
Santa Cruz Council of Classified Empls 6084	284
Solvang Fed of Tchrs 6090	22
Tuolumne Cnty Cncl of Classified Empls 6097	30
Azusa Fed of Adult Education 6098	62
Adjunct Faculty United 6106	1,337

REPORT ON PER CAPITA PAID MEMBERSHIP-2010, Continued

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
Long Beach CC Cncl Of Classified Empls 6108.....	276
Menifee Council of Classified Empls 6109..	341
Compton Council of Classified Empls 6119.....	596
Inglewood Fed of Tchrs 6128.....	19
El Camino Classified Empls 6142.....	232
Twain Harte Fed of Tchrs 6151	23
San Jose Evergreen Faculty Association 6157.....	724
Palomar Faculty Fed of Tchrs 6161	468
Palmer College of Chiropractic West Faculty 6166	29
S San Francisco Adult Education 6179	30
Madera Adult Educators 6180	26
Allan Hancock College Part Time Faculty Assn 6185.....	116
Berkeley Council of Classified Empls 6192.....	357
Cerritos College Faculty Fed 6215.....	631
Alliant Int'l Univ Prof 6258.....	25
PT Fac United Col of the Canyons 6262.....	137
Victor Valley Part Time Felty United 6286	301
LA AIU Fed of Felty 6289.....	29
Sequoia Adult Ed 6294	32
Alliant Fed of Ed 6306.....	17
Assoc Bldg Trades Inst 6318	20
Treasure Island Fed Tchrs 6319	48
Mendocino College Tchrs 6322.....	41
Citrus College FoT 6352	239
Merced River Class Emps 6357.....	8
United Child Care Ed SF 6361.....	40
Merced Fed Of Tch 6366.....	42
CA Fed of Tchrs 8004.....	117
Teamsters, Intl Brotherhood of	
Locomotive Eng Trainmen 1	191
SF Pressmen & Platemakers 4N.....	103
Telegraph Empls 9	14
Teamsters 15.....	53
Building Material Constr Ind Teamsters 36	190
Wholesale Retail Food District Wrkrs 63.....	2,437
Teamsters, Auto Truck Drivers 70.....	776
Teamsters 78.....	994
Teamsters, Auto Truck Drivers 85.....	207
Teamsters & Food Processors 87	115
General Teamsters 137.....	186
Chauffeurs, Teamsters, Helpers 150	883
Teamsters, Chauffeurs, Warehousemen 166.....	831

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
Teamsters 186.....	245
Retail Delivery Drivers 278.....	346
Teamsters 287.....	519
General Truck Drivers, Warehousemen 315.....	627
Sanitary Truck Drivers 350.....	347
Teamsters, Warehousemen 381	235
General Teamsters 386.....	303
Package & General Utility Drivers 396... 1,729	
Studio Transportation Drivers 399.....	806
General Teamsters 431.....	265
General Teamsters 439.....	419
Automotive Allied Industry Empls 481	633
Teamsters, Chauffeurs, Warehousemen 490.....	402
Teamsters Automotive Wrkrs 495	1,249
Creamery Empls & Drivers 517.....	237
Teamsters, Chauffeurs, Warehousemen 542.....	1,085
Chauffeurs, Sales Drivers 572	1,867
Steel Paper House Chemical Drivers 578... 223	
Cannery Wrkrs Process Warehousemen 601.....	329
General Truck Drivers, Warehousemen 624.....	397
Food Industry Bev Warehouse Drivers 630.....	1,198
Teamsters, Automotive Empls 665	759
Sales Drivers, Helpers, Dairy Wrkrs 683 ... 345	
Wholesale Delivery Drivers 848.....	1,173
Whrse, Mail Order, Retail Empls 853	1,594
Freight Checkers, Clerical Empls 865	1,095
Teamsters, Warehousemen 890	637
Brewery, Soda, Mineral Water Bottlers 896	469
Teamsters, Public, Prof Medical Empls 911	1,304
Teamsters, Packers 912.....	201
Teamsters 948.....	477
General Truck Drivers 952.....	1,591
Misc Warehousemen, Drivers 986	2,190
Transit Union, Amalgamated	
Amalgamated Transit 192.....	1,653
Amalgamated Transit 256.....	588
Amalgamated Transit 265.....	1,604
Amalgamated Transit 276.....	223
Amalgamated Transit 1027.....	263
Amalgamated Transit 1225.....	287
Amalgamated Transit 1277.....	2,703
Amalgamated Transit 1309.....	1,071
Amalgamated Transit 1555.....	861
Amalgamated Transit 1574.....	509

REPORT ON PER CAPITA PAID MEMBERSHIP-2010, Continued

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
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Amalgamated Transit 1575.....	258
Amalgamated Transit 1605.....	265
Amalgamated Transit 1704.....	516

Transport Wrkrs Union of America

Transport Wrkrs 200	245
Transport Wrkrs 250-A	1,670
Air Transport Wrkrs 502	896
Transport Wrkrs 505	256
Transport Wrkrs 556	573

Transportation Union, United

CA State Leg Brd	6,747
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UNITE-HERE!

UNITE HERE 2	5,729
UNITE HERE 11	6,648
UNITE HERE 19	2,563
UNITE HERE 30	2,431
UNITE HERE 49	2,331
UNITE HERE 75	1,548
UNITE HERE 2850	2,083

Utility Wrkrs Union of America

Utility Wrkrs 132	2,952
Utility Wrkrs 160	68
Utility Wrkrs 246	633
Utility Wrkrs 259	216

Regional Councils

BCTC Pacific Coast Metal Trades District Cncl
CWA Coastal Valley Council
CWA North Calif/Nevada Council
CWA So Calif Dist Council
IAFF St Cncl CA Professional Fire Fighters
IBT N CA Allied Printing Trds Cncl 360
ILA Maritime Ports S CA Cncl 160
Los Angeles Union Label Cncl -
MTC Bay Cities Metal Trades Cncl
NMU Maritime Trades Port Cncl SF
ROOFER W Reg Dist Cncl
SMWIA W States Cncl of Sheet Metal Wrkrs
UFCW Region 8 States Council

Building & Construction Trade Councils

Alameda Bldg & Const Trades Cncl
Contra Costa Bldg Trades Cncl
Fresno Madera Bldg Trds Cncl
Humbolt Del Norte Bldg Trds Cncl
Imperial Bldg Const Trades Cncl
Kern Inyo Mono Bldg Trdes Cncl
Los Angeles Orange Bldg ConstTrds Cncl

Marin Bldg Const Trades Cncl
Monterey Santa Cruz Bldg Trds Cncl
Napa Solano Bldg Trades Cncl
North Eastern CA Bldg Const Trades Cncl
Sacramento Sierra Bldg Const Trds Cncl
San Bernardino Riverside Bldg Trades Cncl
San Diego Bldg Const Trades Cncl
San Francisco Bldg & Const Trades Cncl
San Joaquin Bldg Trades Cncl
San Mateo Bldg & Const Trades Cncl
Tri-Counties Bldg Trds Cncl
Santa Clara & San Benito Bldg Trds Cncl
Sonoma Mendocino Lake Bldg Trds Cncl
Stan Merc Tuol Bldg Trds Cncl
Ventura Bldg Const Trds Cncl

Central Labor Councils

Alameda Labor Council AFL-CIO
Butte-Glenn CLC
Contra Costa CLC
Five Counties CLC
Fresno-Madera-Tulare-Kings CLC
Humboldt/Del Norte CLC
Kern-Inyo-Mono CLC
Los Angeles Federation of Labor (CLC)
Marysville CLC
Merced-Mariposa CLC
Monterey Bay CLC
Napa-Solano CLC
North Bay Labor Council
North Valley Labor Federation CLC
Orange County Labor Fed AFL-CIO
Sacramento CLC
San Bernardino-Riverside CLC
San Diego-Imperial CLC
San Francisco Labor Council
San Joaquin-Calaveras CLC
San Mateo CLC
South Bay AFL-CIO Labor Council
Stanislaus-Tuolumne CLC
Tri-Counties CLC

District & Joint Councils

AFM Professional Musicians Central CA
AFSCME 36 Dist Council
AFSCME 57 Dist Council
AFT CA Fed of Tchrs
ATU 180 Joint CA Conf Board
CA State Conf of Plaster & Cement Masons
CA American Postal Wrkrs
CA State Retiree Cncl

District & Joint Councils, con't.

CA State Theatrical Fed
 CWA Dist 9
 IAFF Dst Cncl 10
 IAM Dist Council 190
 IAM Dist Council 725
 IAM Dist Council 947
 IAM St Cncl CA Conf Of Machinists
 IBEW CA St Assoc of Electrical Wrkrs
 IBT Calif Pub Affairs Councils
 IBT Dist Cncl 38 Joint Cncl of Teamsters
 IBT Dist Cncl 42 Joint Cncl of Teamsters
 IBT Dist Cncl 7 Joint Cncl of Teamsters
 ILWU NoCal Dist Cncl
 ILWU SoCal Dist Cncl
 IRON Dist Council of Iron Wrkrs
 IUOE Cal/Nev Conf Oper Engineers
 LIUNA NoCA Dist Cncl of Laborers
 LIUNA SoCA Dist Cncl of Laborers
 NALC Cncl CA State Assn of Letter Carriers
 OPCMIA NoCA Dist Cncl of Plasterers
 OPCMIA SoCA Dist Cncl of Plasterers
 PAT Painters Dist Cncl 16
 PAT Painters Dist Cncl 36
 SBCTC State Bldg & Const Trades Cncl
 of California
 SEIU California State Council
 TWU CA State Conf Transport Wrkrs
 UA Pipe Trades Dist Cncl 16
 UNITE HERE CA State Cncl

Constituency Groups

A. Phillip Randolph Institute CA St Chapter .
 Coalition of Black Trade Unionists - NoCA
 Coalition of Black Trade Unionists - SoCA
 Coalition of Labor Union Women - LA
 California Alliance for Retired Americans

New Affiliations

Redding Area 960..... 7/1/08
 Eureka Area 1056 10/1/08
 Bricklayers 3 7/1/08
 Bricklayers 4 7/1/08
 Tile Marble & Terrazzo 18..... 7/1/08
 Hayward Ed Assn 4/1/09
 Los Angeles Cnty Ed Assn..... 7/1/09
 Mt Diablo Ed Assn 3/1/19
 Orange Cnty Ed Assn 9/1/09
 San Diego Ed Assn..... 11/1/09
 Santa Maria Elem Ed Assn 10/1/08
 Longshore & Warehouse 54..... 3/1/08
 Letter Carriers 1111 4/1/09
 Plumbers & Pipefitters 246 7/1/08
 Food & Comm Wrkrs 770 1/1/10

Councils, Retiree Organizations, & Constituency Groups:

IAM Dist Council 190 4/1/08
 North Valley Labor Fed CLC 4/1/10

Reinstatements

UNITE HERE 75 3/1/10
 Communications Wrkrs 9400..... 4/10/10

Exonerations

Laborers 270..... 5/1/08

Withdrawals

Eureka Area 1056 11/1/09
 Communications Wrkrs 59053 NABET.. 4/1/08
 Communications Wrkrs 9400..... 10/1/08
 Glass, Molders, Pottery 164-B..... 2/1/09
 Laborers 220..... 8/1/09
 Laborers 270..... 3/1/09
 Food & Comm Wrkrs 25C..... 4/1/09
 UFCW 45D 10/1/08
 IBT 432-M 7/1/08

Disbanded

Machinists 1910 7/1/08
 Machinists 2023 7/1/08

Mergers

ATU 1589 into 1277 12/1/08
 CWA 39098 into 39521 3/1/09
 UFCW 1036 into 770..... 1/1/10
 IATSE 791 ino 800 9/1/08
 IATSE 847 into 800..... 9/1/08

Summary of Membership

Total Current Affiliates 1,042

CALIFORNIA LABOR FEDERATION

28th BIENNIAL CONVENTION

July 13-14, 2010

Hilton San Diego Resort and Spa
San Diego, California

Transcript by:

Denice Lombard

Certified Shorthand Reporter, No. 9653

Member of OPEIU, Local 3

Tuesday, July 13, 2010 10:07 A.M.

P R O C E E D I N G S

PRESIDENT LEYVA: Good morning delegates. ("Good morning.") All right. That's pretty good. That's pretty good. Well, good morning. My name's Connie Leyva, and I'm the proud president of your California Labor Federation. (Applause)

Welcome to the California Labor Federation's 28th Biennial Convention. Delegates, this is a private meeting, and this is a meeting authorized for delegates only. It is not open to the general public. Those who are attending as guests must receive preapproval for attendance as guests from the Federation and must be seated in areas provided for guests. These requirements for prior approval by the Federation for attendance by guests applies to all guests, including elected officials, candidates, their staff, and members of the press.

We are officially called to order. At this time I would like to ask you to all silence your cell phones or electronic devices so we don't get distracted while we do our important business today. And I'd also ask you to please rise for the presentation of colors from the Carlsbad Firefighters Honor Guard IAFF Local 3730. And I would ask Jane Bausa of CSEA 759 to join me here at the podium.

(Presentation of Colors.)

(Pledge of Allegiance lead by Delegate Bausa.)

(Applause)

PRESIDENT LEYVA: Thank you very much delegates. Please be seated. Jane, thank you very much for leading us in the flag salute, and thank you to our color guard from Local 3730, Jeff Pacheck, Chris Lawrence, Andy Spear and John Wilton.

Sisters and brothers, we are happy to have with us today Reverend Mary Moreno Richardson. Reverend Mary, as she likes to be called, is a leading voice for workers' rights and social justice in California's interfaith community. She is well-known in the San Diego area for her work with the Latino community and her commitment to immigrants and women's rights.

Last year she was awarded the Uplifting Citizens of San Diego Tribute and Spirit Award, as well as the Interfaith Committee for Worker Justice 2009 Voices for Justice Award.

We're pleased to have Reverend Mary with us this morning. Reverend Mary.

REVEREND MORENO RICHARDSON: Good morning. Buenos dias. Let us pray. Oremos.

(Invocation delivered in Spanish.) (Applause)

REVEREND MARY: Creator of all that is good, we give you thanks for the opportunity to come together and work in support of the whole human family. Give us your wisdom and grace to continue in our dedication and in

promoting and defending the interests of working people and their families.

May you bless us with the discomfort at easy answers, half-truths, superficial relationships so that we may live deep within our hearts. May you bless us with anger at injustice, oppression and exploitation of all people so that we may passionately work for justice, freedom and peace.

May you bless us with tears to shed for those who suffer from pain, rejection, starvation and unfair wages so that we may reach out our hands to comfort them and to turn their pain into joy.

And may you bless us with enough foolishness to believe that we can make a difference in this world so that we can do what others claim cannot be done by the power of the holy spirit. Amen. ("Amen.")

PRESIDENT LEYVA: Thank you, Reverend Mary. Very inspirational words. We appreciate that.

Now it's my pleasure to introduce to you and invite up here the executive secretary-treasurer of the San Diego Central Labor Council, Lorena Gonzalez. Lorena Gonzales is the first woman and first person of color to serve as the head of the Labor Council since its inception in 1902.

Lorena is a member of Teamsters, Local 36 and previously served as advisor to Lieutenant Governor Cruz Bustamante on policy issues. She currently serves on the boards of directors of the California League of Conservation Voters, the Center for Policy Initiatives, the Environmental Health Coalition, and the United Way of San Diego.

And it's a pleasure for me to get to work with Lorena. Lorena, can you come up please? (Applause)

SECRETARY-TREASURER GONZALEZ: Good morning, and welcome to San Diego. I'm honored to have the opportunity to serve as the secretary-treasurer of the most progressive and aggressive central labor council I believe in the state of California.

(Applause and Cheers)

SECRETARY-TREASURER GONZALEZ: We've got to have more San Diego people in here. Come on.

We're lucky to have one of the best presidents of a labor council I think in the United States, Mickey Kasparian from UFCW, Local 135 (Applause) and an amazing Building Trades Council led by Tom Lemmon, and an incredible executive board who keeps me in office, thank God.

I'm also humbled to be able to speak here. For years San Diego has been Ground Zero for the right-wing attack on unions. We face attacks on pensions, prevailing wage, immigrant labor, PLAs, and most recently, even an attack on our living-wage ordinance.

But I'm proud to say that these attacks have made us both more united and stronger. A member of the Chamber recently came to me and told me, "If you would just quit fighting, we would quit fighting you." (Laughter) I promised him that I would quit fighting the day I died and reminded him that he had about 30 years on me. (Laughter and Applause)

I hope that as you leave San Diego you take with you some of the best things that we have to offer: a little sun, hopefully with some sunscreen. We don't want any skin cancer. I hope that you take with you some San Diego souvenirs, bought and paid for only at union establishments of which Sea World is not, so please don't get tempted.

And finally, I hope you take with you the spirit of the San Diego Imperial County Labor Council, that if we stick together, if we stand united, and if we fight fire with fire, we will always prevail. Thank you. (Applause)

PRESIDENT LEYVA: Thank you Lorena.

The chair would now like to recognize Vice President Bill Waggoner. (Applause)

VICE PRESIDENT WAGGONER: They didn't make these seats for big people.

Thank you, Madam President. Brother and sister delegates, you have a copy of the committee appointments in the Delegates Information book in your packet. And in accordance with the Federation's Constitution and with the consent of the Executive Council, the President has appointed convention committees on credentials, rules, resolutions, legislation and constitution.

I would like to move that we confirm the committee appointments by the President. ("Second.")

PRESIDENT LEYVA: We have a motion and second on the floor. Any discussion?

FROM THE FLOOR: Call the question.

PRESIDENT LEYVA: All those in favor signify by saying aye. ("Aye.") Those opposed? Motion carries. Thank you. Thank you, Vice president Waggoner.

At this time the chair would like to recognize the chair of the Rules Committee, Clyde Rivers.

VICE PRESIDENT RIVERS: Good morning delegates. ("Good morning.") Madam Chair, your Rules Committee met. A quorum was present. Proposed rules for this convention are contained within Book 1. That's the red book, the one with the red top within your registration material. Your committee on rules recommend adoption of these rules, and I so move. ("Second.")

PRESIDENT LEYVA: We have a motion and a second on the floor. Any discussion? Seeing none, all those in favor signify by saying aye. ("Aye.") Those opposed? Motion carries. Thank you very much, Vice President Rivers.

Well, good morning again, sisters and brothers. How are you feeling today? Ready to go? All right. We have a lot of important work to do over the next couple of days. Seems like every time we meet I'm always telling you or saying to you this is the most important election since the last one or before the next one.

But the reality is all of the elections we face are very important. And every time we have an election, everything is on the line for our workers and the members that we represent.

For as long as we a part of the Labor Movement, we will be fighting. We will be fighting for our members' rights on the job, and we'll be fighting to make sure that they get their piece of the pie, their fair share, as I like to say.

And this election is absolutely no different from all the others and those that will come before us in the future.

In this election there's a woman who is running for governor. She wants to be the governor of California. I am told she is spending \$500,000 a day to become governor. That's a lot of money. And she wants to buy the governor seat.

And by her own admission, the first thing she'll do is cut 40,000 State worker jobs. ("Boo.") Well, I don't know about all of you, but what I hear from my members is jobs, jobs, jobs. We need jobs. We don't need less jobs, we need more jobs.

So who would actually vote for this woman? Anybody that you know? ("No.") Yes, people that you do know will vote for her. And why is that? It's because she has \$500,000 to spend a day. She can saturate the air waves and the TV ads with her misguided message.

However, polling shows that when you have some facts and you talk to members about this woman, and you talk to her about our candidate Jerry Brown, Jerry Brown, Jerry Brown can win.

Does anyone think that here in the Labor Movement we have \$500,000 to spend a day? ("No.") Maybe \$250,000. Probably not.

So how are we going to win? We have something that this woman doesn't have. We have our members, and our membership is very powerful. And that is how we can win this election.

When we talk to our members, and we give them the facts, and we talk to them about why they should vote for our candidates, they will vote the way we ask them to vote, because our members trust their union. They trust all of you.

The Strategic Planning Committee has put together an aggressive worksite program, which you'll hear more about today. Part of that program is that each and every one of us needs to reach out and speak to 50 percent of our workers, our members in their worksites.

So that kind of sounds like a lot doesn't it. 50 percent sound like a lot to some of you? What if I tell you that if we talk to 50 percent of our members we actually win? Then maybe it doesn't seem like so much. It seems like something that we can do and that we need to do.

Sisters and brothers, we have no choice. We think that it's been bad with Governor Schwarzenegger. It's going to be 10 times worse with Meg Whitman. I didn't really want to say her name, but you guys know who she is.

If this woman is allowed into the governor's office, we all know that we will see paycheck deception and right to work on the ballot next time. And we don't have time for that, we don't have the money for that.

I want to tell you a little story when we're talking about worksite. When I became a rep years ago I remember I was a little afraid to go out there and talk to the membership because I thought I might run into somebody who knew more than I did, someone who had been around longer than I had.

And the rep who was training me said, "You know what? Don't worry about it. Just get out there. The

members just want to see their union. They want to talk to and connect with their union. And if you don't know something, say you don't know and then get back to them." And you know what? Those words were very true, and I've tried to live by them since I started with the local 16 years ago.

And as leadership, when you go out to the workplaces and you talk to your members, they love that. And I think sometimes as leaders we worry that we're supposed to know everything. It's okay to say, "I don't know, let me get back to you." Because when you get back to them, you are good as gold. Because honestly, when you say you're going to get back to them, they don't expect you to get back to them. So when you do, then that creates a credibility with them.

I know it's hard in the worksites. Everybody's worksite is a little bit different. I can talk to you about my experience. We just go to get out there and do it. We actually even have language in our contract saying that we can't be on the worksite talking to our members during the busy hours. What the heck, there's no penalty if we do it.

When we're out there and we're talking to members in the checkstand, if you can just get out there, talk to them, "Here's a worksite flier. I'll be back to talk to you. Call me." Talk to them in their break rooms. For us we talk to them in the Produce Department. We talk to them in the aisles. We talk to them in the bakery. We talk to them in the Service Deli Department.

The important part is get out there. Are you going to run into a couple people that are negative? Absolutely. That's not a problem. We can't please everybody. But don't waste your time on that one negative person. Talk to the 95 percent of the people who are positive and who will make a difference in this election.

Our members don't like to be told how to vote so we don't tell them how to vote. We give them the choice. And when they see the choice, the side-by-side comparison, it's easy for them to then make the decision.

So find a way, get out there, talk to at least 50 percent of your membership. We're going to give you the tools today. Does that sound like something everybody can do? ("Yeah.") Yeah. (Applause) Because do we need to win in November? ("Yes.") Yes, we do. Thank you sisters and brothers. (Applause)

At this time I would like to recognize the chair of the Credentials Committee, Marsi Newman of the Teamsters. Marsi. (Applause)

DELEGATE NEWMAN: Your Credentials Committee has been meeting since the commencement of registration, and a preliminary report of the Credentials Committee listing delegates registered as of 10 o'clock today is being posted by staff on the back walls. At your convenience please review the listing and alert the Credentials Committee members or me if you believe that you or your per capita votes are not properly reflected.

Your Credentials Committee recommends adoption of this partial report of the Credentials Committee and I so move. ("Second.")

PRESIDENT LEYVA: We have a motion and a second on the floor. Discussion? Seeing none, all those in favor signify by saying aye. ("Aye.") Those opposed? Motion carries. Thank you, Marsi.

At this time it's my pleasure to recognize your Executive Secretary-Treasurer of the California Labor Federation, Art Pulaski. (Applause)

EXECUTIVE SECRETARY-TREASURER PULASKI: Thank you, Connie. Brothers and sisters, good morning. ("Good morning.") Nice to see so many bright, sunny faces on a bright, sunny San Diego morning.

Are you ready to rumble? ("Yeah!") All right. Are you ready to rumble? ("Yeah!") Just don't rumble on the debate on those policy statements we got coming up. (Laughter)

First of all, before we get any further I want to do a special thank you to the good brothers and sisters who are taking good care of us today from UNITE HERE Local 30 for the great work that they do.

(Applause)

EXECUTIVE SECRETARY-TREASURER PULASKI: And also to our staff who did a really great job putting this convention together. And we want to thank them, all good trade unionists themselves, members of CWA and OPEIU. (Applause) Thank you to the IATSE guys and women for the great work they do on stage and lighting and sound. (Applause) We'll thank them again later.

So, you know, the know the Nurses Union, the CNA, has been out there telling the truth about the candidate for governor, Meg Whitman. (Applause) And they've been fighting back, and they've been taking her on. And she's taking them back on by doing some pretty nasty attacks against them.

So I asked them today if it would be okay -- because, you know, it's common for us to invite all the candidates for governor to come talk to us. One side usually doesn't come. And we didn't hear from Meg Whitman, and we didn't hear from Meg Whitman. I have to tell you, brothers and sisters, to my surprise, we finally did hear from Meg Whitman. And she has showed up today.

So I'm going to ask you to please give a welcome to the candidate for governor from the Republican Party, Meg Whitman. Meg Whitman, we want to bring you in, please.

("Boo! Hiss!" and Laughter)

QUEEN WHITMAN: Greetings union bosses. (Laughter) And to the small people, you peasants. (Laughter) You chattering classes. It is your hard work that makes my kingdom profitable for me. I value your tithes and am happy to lend my property for your use. Your money pays great dividends for my bankers.

Let's see, are you infiltrating today Goldman & Sachs? And their bonds will earn royal interest for decades.

Let me give you this opportunity to thank me for my presence. (Laughter) Thank me! Thank me!

("Boo!")

Oh, dear. Some wonder what policies are the secrets to my success. My minion consultants did their magic polls and brought me the very best, most popular policies, all very moderate and bipartisan naturally.

I shall explain further, but I will collect your mailing lists first for additional dialogue with our members. I instruct you to give these mailing lists of home addresses to Goldman & Sachs. You know they're very good at turning private information into royal profits.

So what are the policies of my queendom you may ask? First things first, dears. You cannot afford democracy, but I can afford California. (Laughter) I am rich enough to rule. In fact, I believe in health care for the rich, education for a few, pensions for none, and prisons for all. (Laughter)

By shifting money from the under-serving to the well-served we achieve harmony. We decree lower taxes on the oil companies and high-income individuals accompanied by cuts to programs serving the unemployed.

Yes, I'll cut education spending by 7 billion in order to improve education. Reduced pensions for fire fighters, police and other public workers will save wealthy friends from bothersome taxes. Besides, I am a retiree. How can I keep what's mine without reducing your pensions?

1.3 billion only goes so far and must be protected and nurtured my friends. (Laughter) For protecting my benefactors, thank me, thank me.

("Boo!")

Now, I hear throughout the land that nurses are nurturing caregivers, and I agree and know this to be true. I love nurses, even those little government nurses whose pensions I'm cutting.

However, only false modesty would prevent me from adding that no one is more caring than your queen. I care for the big people, the financiers and special interests that make California my favorite playground: the health-insurance industry, consultants, private equity firms, bankers and other maximum donors who have been so generous to my campaign.

I care deeply about profits for drug and oil companies. I care deeply about deregulation. Those pesky requirements for meals and breaks and overtime pay. They must go. Because I care about flexibility for management.

I care deeply about my Latino subjects, so much so that I chose their bete noir -- that means best dark friend, no? -- Pete Wilson, California's greatest governor as my campaign co-chair. ("Boo!")

Fellow San Diegan here. I want to help immigrant families by denying their kids admission to college. Only the queen declares sanctuary. So San Francisco must rid itself of the sanctuary status. And I must insist that tax-paying immigrant workers do not become citizens or voters. Not that I vote that much myself. (Laughter and Applause) But really. What's 28 years.

Okay, maybe my cousin in Arizona went too far. But isn't it time to keep children of immigrants out of the hospitals and schools? Goodness knows I'm having enough trouble keeping my son out of jail. (Laughter)

I may not be an ordinary woman. Some even refer to me as a corporation. But I like to think of myself as able to relate to the concerns of the ordinary Californian. For example, when I didn't like paying the help at eBay so much money, I moved their jobs overseas -- about 40 percent in fact -- which relieved them of that tiresome work of

pushing stolen goods. (Laughter) Pornography. Pornography. Pirated movies and CDs through a virtual flea market.

When faced with allegations of misconduct at eBay on the board of Goldman Sachs I did what anyone would do. I paid hush money and moved on. (Laughter)

Yes, California, we can buy an election. I believe in starting at the top, because I stand above all. I believe we can cut 40,000 jobs and increase employment. I believe we can cut benefits to the unemployed so they won't go away. I believe we can cut taxes for the rich and raise revenue for the state. I believe we can repeal health-care reform because our health care is already the best. I believe we can cut education to improve it.

For my policies, my high moral standards and the compassion I show to all my minions, I will let you thank you me, thank me. ("Boo!")

Oh, who's that?

(Princess Carly enters.)

Oh, yes, my dears. It's my dear Princess Carly. (Laughter) ("Boo!") My best friend whose realm encompasses running popular companies into the ground.

PRINCESS CARLY: You look lovely this evening.

QUEEN MEG: Thank you, darling. Love the hair.

PRINCESS CARLY: As an expert on unearned income (Laughter) and cutting jobs while nearly destroying a popular company, I can say with great authority that salary is merely a prelude to the perks and stock options and gold in a well-played parachute.

QUEEN MEG: Oh, Mitt and McCain would be so proud.

NURSE: Wait a minute, wait a minute. You know, Princess, you and Queeny here really do practice what you preach. You've outsourced thousands of U.S. jobs overseas, you've gained the system so you and your rich corporate cronies get wealthy at the expense of working people.

And after years of this, now you think you're going to go to the top politically in California without having any experience, with no record of even voting, let alone doing anything for the public? That's it for us. If you take on one of us, you take on all of us. (Applause and Cheers.)

(Chanting: "If you take on one of us, you take on all of us.")

QUEEN MEG: I think it's time for us to move along, Princess.

(Chanting continues: "If you take on one of us, you take on all of us.")

PRESIDENT LEYVA: Even though we have serious matters to discuss today, we have to have a little fun too.

The chair would like to recognize the Executive Secretary-Treasurer.

EXECUTIVE SECRETARY-TREASURER PULASKI: Thank you, Queen Meg.

So hope you didn't mind a little skit. A little parody can tell an awful lot of truth.

FROM THE FLOOR: Go CNA! (Applause)

EXECUTIVE SECRETARY-TREASURER PULASKI: Thank you. And there's a lot of truth that voters need to know about Meg Whitman and Carly Fiorina. And when that happens, things get real serious real fast. And it's happening now with the attacks that she's doing against the CNA. For a little bit of street theater to bring it to the streets, to follow her around, to tell the truth about who Meg Whitman and Carly Fiorina really are.

So I just want to share with you, in the now famous words of one of the eBay lieutenants to Meg Whitman when she was there to Craig Newmark who was the founder of Craigslist in negotiations, he said:

"You've met the nice Meg. You haven't yet met the monster Meg."

That was the nice Meg. We're getting to know the monster Meg. I'd like to introduce Rose Ann DeMoro, who's the leader of the CNA, for being willing to get out there to do this street theater and tell the truth about Meg Whitman to take her on. (Applause)

And so please give a warm welcome to the folks that are now under attack by Meg Whitman for a little bit of street theater and a little bit of telling the truth. Rose Ann DeMoro.

(Standing ovation and Cheering)

SISTER DEMORO: Hey. You know what? Can you imagine why she's angry, Meg Whitman? I mean, we bring Queen Meg -- wherever Meg Whitman is fundraising and speaking we bring queen Meg to do street theater in front of wherever she is. And I'll tell you what. We've pushed her over the edge, I swear to God. (Applause) We

outed her little sweet image to expose her for the vicious bored billionaire that she actually is in thinking that she can control California.

And she represents -- you know, you've got some great leaders, and a lot of them are up here, and a lot of them are out there, and some are somewhere else. But I'll tell you -- and they should be here -- this is a time that we've never seen before.

I don't know. How many of you have ever been in a union organizing campaign? Raise your hands. Okay. Now, next time I want to see the whole room. But remember in union organizing campaigns how the boss always comes out with this most vicious union-busting material that you can imagine, tries to vilify your leadership, tries to separate the top leaders of the organization from the -- [lights go off momentarily] -- all right. Yes, tries to put us in the dark. (Laughter). That's what's going on.

So what she did was we have been doing our street theater, so they thought they would be very clever. They wrote a public letter to me demanding the membership-list home addresses of our members. That's the arrogance of this -- I know, I know. Demanded it.

It seems odd to talk about, but the thing is, it's the privilege of wealth. They think they own everything, and they actually do think we're all peons. I mean, they do.

And so we wrote back and said, "No, we'll go you one better. Come and meet with our nurses." Because I'd love for her to be in front of our nurses, believe me. (Laughter) They sent a public response back saying "No, but we're going to tell the nurses the truth about CNA."

So they have been spending -- three mailers now, to our members, to nurses throughout California, these really actually union-busting pieces. You know, I'm the union boss, the evil union boss who the union pays, and the nurses actually pay union bosses. That's like, women can't believe that we are actually allowed to make money as union bosses. It's like how could that be? (Laughter)

And, I mean, the thing is, someone with \$1.3 billion talking about the salary of anybody sitting at this stage is like combined is not her daily interest, as Rich Trumka pointed out to me. It's just not. It's just the insanity of the situation.

But I'll tell you, what we did was, it's what Art said. We uncovered the veil, veil Meg Whitman. And she is a vicious, vicious woman. She thinks about cutting workers' pensions like it's nothing, like it's meaningless, like it doesn't matter.

We took on Schwarzenegger a few years ago, remember, the teachers, and CSEA and the fire fighters? (Applause)

And what we demonstrated there is when you take on one of us you do take on all of us. And I'll tell you what. That was the most powerful show of power in the state of California in a very long time. And the people who were out in the streets and doing all that, bless you. Because we set his butt back after he said he was going to kick the nurses' butts. Well, the shoe's on the other foot today: lowest ratings in history.

With Meg Whitman it's something much more vicious. I mean, she's attacking the Labor Federation, she's attacking the nurses. She's going to continue. And unless we're all together and deadly serious about this, we'll lose. We'll lose.

So we are going to her house, the nurses -- so she's told the nurses they need to get rid of their union bosses and they need to support her. So a thousand nurses are going to her house in Atherton on Thursday (Applause) to let her know that nurses won't be pushed around and neither will the working people and the patients in California. That is not going to happen. We're not going to let that happen.

We would like for all of you to be on the streets, to join us, to grow the ranks, to show what working people are in California, who owns California. And who legitimately owns California is the working people of California and the poor people of California and the real people of California. (Applause)

Not the billionaires, not the corporations, and we're going to set that back. Because when we set her butt back in this state, we'll be setting a model for the nation.

And I really want to encourage you all. The fire fighters are joining us, the Teamsters are joining us on Thursday. It's really going to be very important. And there's going to be a lot more, because I'll tell you what. When Meg Whitman went after the nurses, what she did was she made them far more serious about returning

the favor.

And so we're going to be everywhere that she is, and we're not going to back down. And I want you there. I want you to know that the nurses see every one of you as family. And we really want to encourage everyone to join together to show the power in California.

So thank you, brothers and sisters, and thank you nurses. (Applause)

PRESIDENT LEYVA: Let's give it up for Rose Ann and the nurses. (Applause) Thank you, CNA, for all that you do.

The chair recognizes Art Pulaski.

(A lone clap from the floor.)

EXECUTIVE SECRETARY-TREASURER PULASKI: Thank you, brother. That was Kelly. Thank you, Kelly.

So Rose Ann was talking about an action on Thursday. These yellow sheets represent the information you need to know to stand in solidarity with the CNA in this action on Thursday in Redwood City. In Atherton. Very good.

So brothers and sisters, I'm a little pissed off this morning. I've changed my comments after I learned last night that there is yet another attack by Meg Whitman against unions and working families.

But first, of course we learned about Meg Whitman's attacks against one of our unions, a union that has, we know, supported every one of our other unions and our folks when we were on street, supported health care for every working family in California, and, of course the CNA, we're grateful for the kind of work that they do, and they don't deserve the kind of attack that they got.

You know, we've never seen this before where a politician has gotten the list -- and this is what she talked about, and this is, in fact, why we invited Queen Meg today to stand in solidarity with the nurses. But the politician has never been acquired a list of members of the union like Meg Whitman did on this.

She's got this attack team full time that does this to anybody that stands in her way. They got the list of RNs across the state of California, whether they're in a union or not, and mailed to them to personally attack and bludgeon the leadership of the union to divide and conquer that union, an internal attack, a personal attack. And I believe that an attack on one of us means that we all got to respond.

(Applause)

You know, here's the fact. We have all witnessed firsthand a ruthless attack by a corporation against us. Happens all the time. But you don't do it in a democracy. You don't do it against somebody who chooses to elect their free speech to challenge you in a democracy. That's what this is about. And that's the difference between an autocracy of a corporation and the democracy of a country.

Then again, Meg Whitman isn't too familiar with the democratic process since she's never even decided to vote in her life. So I'm going to ask you. Do you remember when Arnold Schwarzenegger took on our unions in 2005 to try to silence our voice? Do you remember that? ("Yes.")

He put the "silence our voice" on the ballot, he made his case, but he didn't spend his personal fortune to attack us. So there's a difference between him and her, as bad as he's been. It's not just that she has limitless money to do as she pleases. She has made perfectly clear that she will crush anything that gets in her way from anything that she wants.

So let me ask you, in a democracy do you think that anybody deserves a vicious attack against them personally? ("No.") Let me ask you. Do you think that the nurses are in this alone? ("No.") Do you think it's going to stop with the nurses? ("No.")

That's the challenge that we have, because we know that Meg Whitman will spend any kind of money she wants to silence all of us if we ever dare speak against her, if she ever has a chance to be elected to any office. It's time, brothers and sisters, for us all to pile in.

Now, late yesterday I learned of the other attack. There's a new ad that we're going to see shortly. We got a peek preview of it. It's a new ad that attacks all unions, every union that supports Jerry Brown. You know what she does in the ad? She blames our members for the problems of the state of California.

Now, that's why she is, in fact, more dangerous than Arnold Schwarzenegger ever dreamed to be. Arnold sort of just didn't like us, you know, and she hates us. She hates unions.

FROM THE FLOOR: We hate her.

(Laughter and Applause)

EXECUTIVE SECRETARY-TREASURER PULASKI: Remember this. Arnold furloughed State workers. Arnold's forcing State workers down to minimum wage. She wants to fire them. Arnold Schwarzenegger was a bully. She thinks crush and destroy.

So we're in a very serious moment in time. This threatens to be, to begin sort of a new era of very rich, cold-blooded CEOs who now want to control our state and country. They want to be able to do to our government what they did to us in their private corporations. And the only place, the only institution in America that has the capacity to stand up to them is us. (Applause)

So I want to be clear with you about something. We got a mirror image going on here. We got a mirror image going on here because Carly Fiorina, Fiorina, whatever her name is (Laughter) is identical, identical to Meg Whitman.

It's like that comic strip flier, which is another parody that we're going to use, that we've given you today. These two people in a boxing ring taking swings. "I laid off 10,000 people in my company."

"That's nothing. I laid off 30,000 at Hewlett-Packard." Imagine that. 30,000 people.

"Well, I'm going to beat that. If I become governor, I'm going to layoff 40,000 people." It's a competition for who's the worst.

And here's the reality. They weren't even good CEOs. And it's our job to help make that come out. (Applause) Remember, Carly Fiorina was fired. They fired her ass because she destroyed the corporate culture of one of the great founding new tech industries in California, Hewlett-Packard.

They never before that date, when she came on board as CEO, fired, laid off a single person. Fiorina came in and said, "I need not one corporate jet, I want two corporate jets," and then fired 30,000 people.

Meg brought the total value of eBay down by some 60 percent after she fired all those people and then laid off -- offshored a bunch more to other places.

So they both nearly destroyed the companies that they were CEOs for. So we're going to have to tell the truth that they ain't very good managers, and that's the one thing that they claim that they are.

Wall Street ruined our economy because Meg and Carly Fiorina and other CEOs made out like bandits before and after the collapse. When Goldman Sachs -- remember this -- was hatching their plan to plunder millions of family mortgages, she was making millions on their board of directors, making millions with insider spinning. Which wasn't right then and is against the law now. And remember, Martha Stewart went to jail for that kind of insider trading.

Meg -- this is not common knowledge, but Meg had to leave Goldman Sachs. It wasn't a good fit they said. Well, that's what they say in the culture of Wall Street when they buy somebody off and say, "You know what? We're going to let you go." Imagine this. How shady do you have to be to be let go by the shadiest firm on Wall Street? (Laughter and Applause) And that's Meg Whitman.

Everywhere she goes, everywhere she's been, she's slashed jobs, and she made more millions off of doing it. EBay fired 10 percent, and 40 percent were offshored. Stride Rite. She targeted the unionized workforce -- that one place she had a unionized workforce. She targeted them and got rid of half of the unionized workers at Stride Rite. Hasbro; slashed 23 percent of the workforce. FTD; same thing, and slashed their benefits.

When she promised to lay off 40,000 state workers if she were governor, do you know something? Even Arnold Schwarzenegger was astonished. He thinks she's nuts. (Laughter).

Our friend Carly -- I think I'm going to have to refer to her in a different way than that -- Carly Fiorina, when asked about her 30,000 laid off people, if she were to do it again, she didn't blink. She said, "Absolutely." No remorse. No thinking about it at all.

So we got Barbara Boxer. (Applause) Barbara Boxer, who is the best senator from California in our lifetime for working people. Barbara Boxer who we have to remind people protected our right to join a union; promoted equal pay for women; preserved overtime pay, prevailing wage and fought for a better minimum wage; fights to restore workers' right for free choice to join a union; was there with us on health care reform and there with us now on Wall Street reform.

Every single thing we've asked her for she's been there 100 percent of the time. The most reliable member of the Senate we believe in the whole U.S. Senate, that's our Barbara Boxer. (Applause) And we've got to make sure the minions of Carly Fiorina don't do any damage to our friend.

Now, a couple of other words now. We're going back and forth, because this is a mirror image. They're really identical. They're twins, corporate twins, political twins.

Meg Whitman has said she wants more H1B visas so that she can pay lower wages to more foreign workers and get rid of American better-paid jobs.

The other thing about Meg Whitman is this. And this is another thing that we've got to think about, because this is important. Meg's ideal California is to turn it from the Golden State to the Goldman state. (Laughter) She announced last week -- we want an elected official who has a vision for doing something.

She announced last week that she opposed high-speed rail. That's one of the few things we have to create 100,000-plus jobs for California workers, bring north and south together, connect it to the Central Valley, have green jobs, have green transportation, build something new in California in our infrastructure. She's opposed to it. And most of it is federal dollars and private funds. She's against it. She has no sense of how we make a bigger and a better state and no sense how she can improve the economy.

There's no vision there, and it compares to our friend Jerry Brown. You know what? People made some fun of Jerry Brown in the past. They called him Moonbeam. You remember why they called him Moonbeam of course, right? Because he had this idea 30 years ago that we should have satellite communications that the State should own and control for its people. They thought he was nuts. This is exactly what we're trying to do today.

He said 30 years ago we should have high-speed rail, because he thought about the green economy then. He thought about building infrastructure and jobs connecting the state of California together back then.

The Browns -- remember this. The two best governors the state of California ever had in century Pat Brown and Jerry Brown. (Applause) And together they created more jobs -- there's nobody, there's nobody, there's nobody who understands a vision for how to make a state magnificent than the tradition of the Brown family.

Jerry Brown created 1.9 million jobs 30 years ago. And they were good jobs. Jerry Brown supported pay equity for women 30 years ago. Jerry Brown supported prevailing wage for the construction industry 30 years ago.

And Jerry Brown signed into law the right of state and local public employees to collectively bargain for the first time in California history.

(Applause)

Jerry Brown signed into law the right for teachers to collectively bargain for the first time in California history. (Applause)

And Clyde, Jerry Brown signed into law, for the first time, the right of other school employees to organize and collectively bargain for the first time in California history. (Applause)

And Jerry Brown signed into law the right of farm workers to collectively bargain and organize for the first time in the history of America. (Applause)

Now, who should be the governor of California? ("Jerry Brown.") Who should be the governor of California? ("Jerry Brown.") I want to hear you down the street. Who should be the governor of California? ("Jerry Brown.")

Like that great American poet who wrote, "Talk about a dream and try to make it real," that's Jerry Brown.

So we're not going to let the twins of Wall Street attack any of our members. We're not going to let the twins of Wall Street do anything to our state. We're not going to let the twins of Wall Street take what they've done to corporations and do it to anybody else in the state of California.

This is Whitman's wall street versus our street. And we, as the only institution that can stand up and fight back in all state of California, have to lead the way to tell the truth about these two twins of disaster who mean to do our members harm and I every other working family harm.

And through this next week, next two days, we're going to be talking about the strategy of how we get there. But brothers and sisters, the question is, are we going to get ready to fight back? Are we going to get ready to pile on? Are we going to get ready to take our swings against these folks that swing at our members, any one of us? Are we going to get ready to fight back and kick some ass? ("Yes.") That's what we've got to do. Are you ready? ("Yes.") Are you ready? ("Yes.") Are you ready? ("Yes.") Let's kick some ass. Thank you very much.

(Applause and Cheers)

We're seeing where it's going to take us, in the streets and in the work sites and on the phone banks and everywhere we need to do to call her out on the truth about who Meg Whitman really is.

Brothers and sisters, I want to thank you very much for being the toughest fighters and the best campaign

workers anybody's got. We rely on your leadership to make a difference, organizing our members to kick some butt.

Now, next item of business. Many of us in this room remember Rich Trumka when he led the mine workers in a victory against the meanest companies anybody could face. We remember those pictures of those men and women in the street, in the dirt, in their fatigues fighting like hell against those rich corporations that owned their company towns.

He's now leading the national fight against the titans of the financial industry who are used to getting their own way and trampling on anybody who challenges them.

Rich Trumka has taken that fight head on, and he led a massive rally on Wall Street. With working people's issues there's never been a fight too big for Rich Trumka to tackle head on.

When health care was falling apart and our friends in Washington were getting a little weak on some of our key issues, Rich Trumka put on his boots and trucked across the street to the White House and issued some demands and said, "Let's get it together. We're not going to support this unless we get what we need for our members." He took them on. He takes our friends on when he needs to.

On the freedom to join a union, he's pushing back hard in the Congress. On corporate accountability on Wall Street and the banks, he's pushing hard, he's taking them on. When the titans of the economy pick fights against workers, Rich Trumka just smiles and says, "Bring it on."

Brothers and sisters, let's bring on our good friend, the leader of the AFL-CIO, the fighter on behalf of working people everywhere, the president of the national AFL-CIO. (Applause) A guy who won't put down a fight. A guy who will never give it up. A guy who fights for every working family in America, Rich Trumka.

(Standing ovation.)

PRESIDENT TRUMKA: Art, I want to thank you for that very kind introduction. You read it just like my mother wrote it. I appreciate it.

More importantly, I want to thank you for all that you do, traveling the state to speak out for workers, fighting for jobs in Sacramento, building a model political operation. Making all of those visits to Washington, D.C. to push for the Employee Free Choice Act and hold politicians' feet to the fire.

I want all of you to know that Art is a leader that you can all be proud of. He's a terrific guy and terrific leader. (Applause) And quite frankly, he's in real good company here, because there are so many leaders who have devoted their entire careers to fighting for a better future and for working families; not just a few working families, but all working families. And I just wanted to give a special shout-out to Connie for the great job you do as well. Thanks for all you do. (Applause).

Now, I'm not going to start naming other names because I'll miss somebody. But I want you to know that all of us in the Labor Movement are proud of you here, and I'm very, very delighted to be here with all of you at ground zero in the political showdown between Wall Street and Main Street. Nowhere in the nation are voters' choices in November so stark as they're going to be right here in California.

You have the third highest joblessness rate in the country, a budget deficit of \$21 billion. So clearly you need leaders who can create and save jobs. You need leaders who can deal with tough budget decisions, right? ("Right.")

But for the elections for governor and senator, it amazes me. Because who do the Republicans throw at the problem? Two poor, rich CEOs. They weren't even good at being CEOs. Meg Whitman -- yeah, Meg Whitman. Meg really makes me mad. Meg Whitman helped engineer the kind of executive bonuses and mortgage-backed security deals at Goldman & Sachs that sank the firm and tanked our economy. Then she got thrown off the Goldman Sachs board, because even at that unsavory environment, her insider deals were unacceptable to those that are unacceptable to the rest of us. Now there's someone that you can count on, right, in a budget crisis? She's the kind of person we ought to look to.

And Carly Fiorina, as noted before, laid off 30,000 Hewlett-Packard employees and shipped those jobs overseas. Then she presided over the collapse of Hewlett-Packard's stock value, got fired, walked away with a 20 million plus golden parachute and was labeled one of the worst CEOs of all time.

Now, seems to me that's exactly the kind of person who should replace a U.S. senator who actually created jobs for California and America, right? Because after all, as she said, "The idea of keeping jobs in America is so yesterday." (Laughter) Right?

You see, brothers and sisters, this is crazy. Wall Street destroys our economy and kills millions of jobs, CEOs destroy companies and kill millions of jobs, and the Republicans response is, "Great! Now let's elect them to office so they can do more damage to the rest of the country."

Well, let me tell you what's so yesterday. Running our country for the benefit of CEOs and the fat cats, that's so yesterday. And we had enough of that with George Bush didn't we? 30 years of corporate rule of the rich, by the rich, and for the rich is enough. We got rid of George Bush, and I'll be damned if we're going back to those days here in California or anywhere else across the country. (Applause)

Now, I think their strategy is if they can get us down, if they can toss enough people out of work, keep everyone else in fear of losing their jobs and their health care and their pensions, then we won't have enough left in the tank to fight back, that we'll be too beaten down, too tired, too worn out to fight back. That's what they think.

But let me ask you. Do you feel too beaten down to fight back? ("No.") Do you feel too tired to fight back? ("No.") Are you ready to give up? ("No.")

That's what I thought. I'm glad to hear that, and I'll tell you why. And I make no overstatement or exaggeration when I say this. The whole country, the whole country is counting on you right here in this state. Electing Queen Meg is not what we need in the biggest state in the country, especially after she's taken right-wing political tactics to a new level.

It used to be -- well, it's always been I guess with those people -- that the truth never got in their way. But they used to be willing to distort the truth to destroy a candidate. Swift Boat people lie about things. "Obama isn't a citizen of the country." All the nonsense that they talk about.

But now they're taking this nonsense to a greater level. Not only do they want to destroy the candidate that they're running against, they want to destroy the supporters of the candidate that they're running against.

And yeah, they're taking on CNA right now. And I'll bet the fire fighters aren't far behind, and the police will be next, and then it will be the teachers, and then it will be industrial workers, and then it will be everybody's turn in the barrel in here.

You see, it's time for us to put an end to this kind of nonsense and let them know that whenever they really do pick on one of us, it's a fight with all of us. That's what solidarity is about, and that's what we ought to show them in this election. (Applause)

And I could tell you, letting Carly -- what's her name, Art?

EXECUTIVE SECRETARY-TREASURER PULASKI: Fiorina.

PRESIDENT TRUMKA: Okay, he got it right. Letting her take Barbara Boxer's seat is not what we need for California, it's not what we need for the country, and it would be a flat out disaster for everybody. You see, Barbara Boxer has got a 96 percent lifetime voting record on workers' issues. 96. (Applause)

And Carly has a record that's 100 percent wrong. She calls off-shoring jobs right-shoring. She loves it. She says the new Arizona immigration law promoting racial profiling is just fine. And here's the classic. She says, and I quote -- I want you to tell this to all your members -- she says, quote, "There is no job that is America's God given right to anymore." ("Boo!")

So count on her. She doesn't even ever have the shame to hide her plan. And count on her to keep pushing for tax breaks for companies that ship jobs, our jobs, overseas and for rich people just like her. You see, brothers and sisters, that's the last thing that America needs in the Senate right now, another elected lobbyist for the job-killing greed-obsessed corporate thieves who are running away with this country. I say we put an end to her in this election and send Barbara Boxer back to the Senate. (Applause)

And you and I both know what it's going to take to win election here in California and all across this country. It's going to take hard work, hard work. There's no substitute for that: educating, one-on-one educating, and mobilizing and phone-banking and house-calling and leafleting and rallying, and doing it big enough and loud enough and often enough that every one of our members hears it several times over. All the best things that we do, that's what it's going to take, all the best things that we do.

And I want to give a special shout-out and give some recognition to the folks using this very convention as an opportunity to launch their worksite campaigns. They were out leafleting -- or will be out leafleting -- this week, the early shift. AFSCME 1267. I don't know where you are, but give them a hand.

(Applause)

San Diego Building Trades. Give yourself a round of applause. (Applause) Fire Fighters, give yourselves a round of applause. (Applause) CSEA, give yourself a round of applause. (Applause) And the San Diego CLC, give yourself a round of applause. (Applause)

And never forget for one moment why we're doing all of this, why it's important. Never forget how high the stakes are for working people, for our children and for America's future.

You see, we're going to be hardcore about politics, hard core. And we're also going to be hardcore about politicians. Those that get amnesia after using us to get them elected, they'll find out in the near future what hardcore means. (Applause)

But remember this. What we're doing here really isn't for any candidate, and it's not for any political party. What we're working for and what we're fighting for are jobs for America's working people. That's what we stand for (Applause).

Because although we're slowly going to turn things around, America's private-sector job market is pretty much dead in the water right now; 15 million workers, Americans, out of work. 6-1/2 million have been out of a job for longer than six months. 10 million more work in under-employed because they can't find a full time job.

Now, that's a crisis, brothers and sisters, and that's why we must fight for jobs every day, every single day until every one of our brothers and sisters who want to work can work in a job that pays a decent wage with decent benefits and providing job security for a lifetime. (Applause)

That's why we're fighting to restore America's middle class, to keep good jobs in America, to keep teachers in classrooms, to keep police and fire fighters one cell-phone call away.

And we'll make it happen together. Unions built the middle class. We were the ones that did that. And we're not about to see it disappear on our watch. That's not going to be our legacy.

And it's no secret that 2010 is the year of the angry American. We see it in the tea party madness. We see it in the Gulf Coast. We see it in the decline of confidence in large institutions of all kinds, whether it's government, to corporate America, to Wall Street, to political parties, and even in the Labor Movement itself.

We see it in the hateful, anti-immigrant law in Arizona. We see it in the vitriolic supporters of Prop. 8. And we can see it and hear it in the increasingly violent rhetoric on the internet and the public meetings.

Now, think back to the time that John Kennedy was walking off a plane in Dallas, and people on the radio at that time were urging violence against the president of the United States. And it happened. And Martin Luther King went, and Bobby went, and Medgar Evers went, and others in this country went because anger got turned to hatred, and hatred got turned to violence.

It's up to us to make sure that that anger doesn't get turned into violence but gets turned into progressive action. Because I can understand why people are angry. They're hurting. They've lost jobs. They've lost homes. They've lost their savings. They've lost their retirement security. They've lost everything they thought that America was about. And some of them -- far too many of them -- have even lost hope. They're angry. And hell, I'm angry too.

But it's up to us, our Labor Movement and our allies, to channel that anger into hope, not hate; into progress, not polarization; into our values and not into victimization. See, we're in a crisis, and it's hard, and it hurts.

But these are exactly the times that bring out the best in Americans. They bring out the best in the Labor Movement, and they bring out the best in America's progressives. I believe today's job and economic crisis will give birth to a new American economy, a restoration of America as a world leader in green technology and development, and high-quality exports; a restoration of balance in which working people, and not just corporations, benefit from our productivity; a restoration of a shared sense of what is right and what is worth fighting for.

And I believe that working together, standing together, we can restore hope for the American people. We can restore the promise of America and restore American prosperity. We can restore California. All that can be done.

But people who want better, want a better way, have to understand something. That if California and America are going to create new jobs with rising wages and stable benefits and a promising future, then we, all of us, have to stand together, and we have to work for it.

If you believe that keeping jobs in this country matters and in returning America to a country that actually makes things again, said "made and stamped in America with pride," then we have to stand for it, and we have to work for it again. (Applause)

If you believe that America must invest in transportation and technology and education and the environment,

then we have to stand for it, and we have to work for it again.

If you believe that when someone calls 911 they ought to get a cop or a fire fighter and not Halliburton or Xe Services or a recorded message, then we have to stand for it and work together.

(Applause)

If you believe that Wall Street got us into this mess and must now pay their fair share of the cost of getting out of this mess, then we have to stand together and work for it. (Applause)

If you believe that a quality public education is our moral responsibility to our children and grandchildren, and that Social Security and Medicare are our solemn obligation to our parents and grandparents, then we have to stand for it and work together, work for it, stand together, stand together, march together, fight together, vote together, and we'll win together. And let know one, no one, not Meg Whitman, not Carly Fiorina, not anyone, stand in our way. God bless you.

(Standing ovation and cheers.)

EXECUTIVE SECRETARY-TREASURER PULASKI: Thank you Rich Trumka for those amazing words.

(Applause)

So before we move on -- in fact I want to be sure that I sort of welcome the brothers and sisters at the far left of the hall way over there, some of you I didn't see yet today. Thanks for being over there. And those of you on the far right over there, thanks for being there way over there. We'll forgive you for being on the far right just this one day. That's it. (Laughter)

So even the brothers and sisters in the far left and the far right you all got this little packet that says SPF -- I'm trying to think of something about Fiorina but I can't figure out what it is. This is not a memento to take home. We're going to have lunch outside today and we're going to have four speakers, Bill Lockyer and a couple of others, constitutional officers. So we'll be out there for about an hour. So put this on. You should put it on an hour before you go out in the sun. That's the way it works, right? For anybody who wants to take these home, we want to see you with a lot of stuff on you all over your face, okay? Thank you to Kaiser for donating this to us.

(Applause)

EXECUTIVE SECRETARY-TREASURER PULASKI: So please make sure if you need a hat, stop by your room and get a hat before you go out to the lunch which is out thataway after we get done.

And by the way, if you don't have meal tickets, they are still available for sale for both lunch and dinner in the back somewhere where we do the registration stuff.

We're going to have a great dinner tonight. Gavin Newsom is going to be our keynote speaker. We're going to have a biennial awards dinner as well, and then we're going to have an after party. First time we've had an after party at our convention. So get ready for a long night.

The raffle, by the way, that we're doing -- and you can get raffle tickets for \$2 each -- is going to benefit SEIU 1877, the janitors, low-wage workers at Albertsons who were robbed of their wages by a non-union janitorial company. And so be generous when you buy tickets for the raffle, which will be raffled a little bit tonight, a little bit tomorrow.

I think that's all I'm supposed to say right now.

PRESIDENT LEYVA: I think you're good.

EXECUTIVE SECRETARY-TREASURER PULASKI: Okay, I'm good she says. Madam Chairman.

PRESIDENT LEYVA: Thank you, Art. All right, delegates. I bring your attention to the green Policy Statements book. If you will please take that out of your packets, out of your nice union bags that you received this morning.

The chair would like to recognize co-chairs of the Resolutions Committee Doug Moore of United Domestic Workers and Ron Lind of UFCW, Local 5. Please note that we may not go in the order that is in your book.

Gentlemen, I turn it over to you.

CO-CHAIR MOORE: Good afternoon, brothers and sisters. ("Good afternoon.") I'm Doug Moore. I'm the Executive Director of UDW Local 3930, an AFSCME affiliate of home-care providers.

Madam Chair, your committee on resolutions met on June 24th and recommended to send the 13 policy statements to the delegates for their consideration at the biennial convention.

Your committee on resolutions met again at 5 o'clock Monday, July 12th to consider the eight timely

resolutions referred to the committee. A quorum was present when the committee met. Together with my co-chair Ron Lind, I will present the committee's recommendations on policy statements and the resolutions referred to the committee.

The delegates may find the policy statements in the printed booklet included within Book 3, the green-topped book in the delegates packet, this one. These printed materials include an executive summary and full text of each policy statement. A resolution from the Executive Council is in the packet distributed on the tables this morning.

The first policy statement is entitled "Secure Jobs." The full text can be found on pages 11 through 16 of the printed materials. The executive summary states:

(Executive summary read.)

Madam Chair, your committee recommends adoption, and I so move. ("Second.")

PRESIDENT LEYVA: Thank you, Mr. Chairman. We have a motion and a second on the floor. Seeing no delegates at the mike, all those in favor signify by saying aye. ("Aye.") Those opposed? Motion carries. Thank you.

CO-CHAIR LIND: Good morning everybody. ("Good morning.") The second policy statement, "An Enforceable Right To Organize," can be found on pages 17 through 19 of the printed policy statement materials. The executive summary states:

(Executive summary read.)

Your committee recommends adoption and I so move second. ("Second.")

PRESIDENT LEYVA: Thank you. We have a motion and second on the floor. Seeing no delegates, all those in favor signify by saying aye. ("Aye.") Those opposed? Motion carries.

CO-CHAIR MOORE: The text for the third policy statement, "Living Wages and a Strong Social Safety Net," can be found on pages 20 through 28 of your printed policy statement materials. The executive summary provides:

(Executive summary read.)

Your committee recommends adoption, and I so move. ("Second.")

PRESIDENT LEYVA: We have a motion and a second. All those in favor signify by saying aye. ("Aye.") Those opposed? Motion carries. Thank you.

CO-CHAIR LIND: The full text of the fourth policy statement, "A Fair Economy," can be found on pages 29 through 34 of your printed policy statement material. The executive summary provides:

(Executive summary read.)

Your committee recommends adoption, and I so move. ("Second.")

PRESIDENT LEYVA: A motion and second before you. All those in favor signify by saying aye. ("Aye.") Those opposed. Motion carries.

CO-CHAIR MOORE: The full text of the fifth policy statement on "An Equitable, Sustainable Budget and Tax System" can be found on pages 35 through 40 of your Policy Statements booklet. The executive summary provides:

(Executive summary read.)

Your committee recommends adoption, and I so move. ("Second.")

PRESIDENT LEYVA: A motion and second on the floor. All those in favor signify by saying aye. ("Aye.") Those opposed? Motion carries.

CO-CHAIR LIND: The full text of the sixth policy statement, "High Quality, Accessible Education," can be found on pages 41 to 45 of your printed policy statement material. The executive summary provides:

(Executive summary read.)

Your committee recommends adoption, and I so move. ("Second.")

PRESIDENT LEYVA: A motion and second before you. All those in favor signify by saying aye. ("Aye.") Those opposed? Motion carries.

CO-CHAIR MOORE: The full text of the seventh policy statement, "High Quality, Universal Health Care Coverage," can be found on page 46 through 50 of your preprinted policy statement materials. The executive summary provides:

(Executive summary read.)

Your committee recommends adoption, and I so move. ("Second.")

PRESIDENT LEYVA: A motion and second before you. All those in favor signify by saying aye. ("Aye.") Those opposed? Motion carries.

CO-CHAIR LIND: Full text of the eighth policy statement, "Strong Protections for Worker Health and Safety," pages 51 to 54. The executive summary provides:

(Executive summary read.)

CO-CHAIR LIND: Your committee recommends adoption, and I so move. ("Second.")

PRESIDENT LEYVA: A motion and second before you. All those in favor signify by saying aye. ("Aye.")

Those opposed? Motion carries.

CO-CHAIR MOORE: The full text of the ninth policy statement, "Sound Public Investments," can be found on pages 55 through 58 of the printed policy materials. The executive summary provides:

(Executive summary read.)

Your committee recommends adoption, and I so move. ("Second.")

PRESIDENT LEYVA: Motion and a second before you. All those in favor signify by saying aye. ("Aye.")

Opposed no. Motion carries. Thank you.

CO-CHAIR LIND: Policy Statement No. 10, the "Environmental Protection," is on page 59 to 61. The executive summary provides:

(Executive summary read.)

Your committee recommends adoption, and I so move. ("Second.")

PRESIDENT LEYVA: Very good over there delegate.

We have a motion and a second on the floor. All those in favor by saying aye. ("Aye.") Opposed no. Thank you.

CO-CHAIR MOORE: The full text of the eleventh policy statement, "Good Government and Accountable Corporations," can be found on pages 62 through 64 in your printed policy statement materials. The executive summary provides:

(Executive summary read.)

Your committee recommends adoption, and I so move. ("Second.")

PRESIDENT LEYVA: Motion and a second on the floor. All those in favor signify by saying aye. ("Aye.")

Opposed no. Motion carries. Thank you.

CO-CHAIR LIND: I'm glad to hear Doug is whipping up the crowd just like Rich Trumka did out there.

The full text of the twelfth policy statement, "Rights of Immigrants," can be found on pages 65 to 67 of your materials. The executive summary provides:

(Executive summary read.)

Your committee recommends adoption, and I so move. ("Second.")

PRESIDENT LEYVA: Motion and second before you. All those in favor signify by saying aye. ("Aye.")

Opposed no. Motion carries.

CO-CHAIR MOORE: Last one. (Applause)

Thanks. The full text of the thirteenth policy statement, "Rights of All Working Families," can be found on pages 68 through 74 of your printed policy statement materials. The executive summary provides:

(Executive summary read.)

Your committee recommends adoption, and I so move. ("Second.")

PRESIDENT LEYVA: You have a motion and second before you. All those in favor signify by saying aye. ("Aye.") Opposed no. Thank you. Motion carries.

At this time I'd like to thank the chair and co-chair for a partial report. They will be back later with more. Thank you gentlemen. (Applause)

We are still in the green policy book. We are now going to the Legislation Committee report. At this time the chair would like to recognize the chair and co-chair of the Legislative Committee, Barbara Blake of UNAC and Mickey Kasparian of UFCW, Local 135.

(Applause)

CO-CHAIR KASPARIAN: Just before lunch, right?

Madam Chair, your committee on legislation met at 4:00 p.m. Monday, July 12th to consider the 12 timely resolutions referred to the committee. A quorum was present when the committee met. Along with my co-chair Barbara Blake, I will present the committee's recommendations on the resolutions. The delegates may find the timely

resolutions within Book 3, the green-topped booklet in the delegate packet. It will begin on page 75.

CO-CHAIR BLAKE: As we move through the committee's recommendations for the resolutions we considered, we will refer you to the resolution's location in the green-topped program book.

Resolution No. 1. "Resolution In Support of Preserving Environmental Laws and Building Environmental Partnerships" on page 76 of your green-topped convention booklet concludes with the following resolves:

(Resolves read.)

The committee recommends adoption of the resolutions, and I so move. ("Second.")

PRESIDENT LEYVA: You have a motion and a second before you. All those in favor say aye. ("Aye.") Opposed no. Motion carries.

CO-CHAIR KASPARIAN: Resolution 2. "Honor the Miners: Bring Corporate Criminals To Justice." You can find that on page 77 and 78 of your booklet.

(Resolves read.)

The committee recommends adoption of this resolution, and I so move. ("Second.")

PRESIDENT LEYVA: The motion and second before you. Seeing no delegates at the mike, all those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries.

CO-CHAIR BLAKE: Resolution No. 3, Resolution In Support of SB 810, the "California Universal HealthCare Act," on page 79 of the booklet, concludes with the following resolves:

(Resolves read.)

The committee recommends adoption of this resolution, and I so move. ("Second.")

PRESIDENT LEYVA: You have a motion and a second on the floor. Mike No. 1, delegate.

DELEGATE MARKOWITZ: Malinda Markowitz, Delegate, CNA. I speak in support of the resolution. We know that in Washington they did pass something, but it's very weak. It really doesn't do what needs to be done for the citizens of this great country. So we'll do it in California. So I'm in full support. Thank you.

PRESIDENT LEYVA: Thank you, delegate.

Seeing no further delegates, all those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries. Thank you.

CO-CHAIR KASPARIAN: Resolution 4 "In Opposition To All Attacks On Collective Bargaining" can be found on page 80.

(Resolves read.)

The committee recommends adoption of this resolution, and I so move. ("Second.")

PRESIDENT LEYVA: The motion and second before you. Seeing no delegates at the mike, all those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries.

CO-CHAIR BLAKE: Resolution No. 6, "Protect and Expand Social Security On Its 75th Anniversary," pages 83 and 84 in the booklet. It concludes with the following: ("Second.")

(Resolves read.)

The committee recommends adoption of this resolution, and I so move. ("Second.")

PRESIDENT LEYVA: You have a motion and a second before you. Delegate at Mike No. 3.

DELEGATE RANKIN: Tom Rankin, California Alliance for Retired Americans. I just want to say a word on this in support of this resolution, because I don't think enough people know about the recent threat to Social Security.

We thought we'd dealt with this issue when we stopped George Bush from privatizing it. But the forces who want to do away with Social Security, the free-market forces in this country, did not give up.

There's a former hedge-fund manager billionaire, Pete Peterson, who has setup a foundation which is dedicated to doing away with what they like to call "the entitlement programs," hoping that people think people really aren't entitled to them.

Well, we have paid for Social Security. We've all paid for it, our employers have paid for it. It belongs to us.

But the commission that these guys -- they created this atmosphere in Washington about the deficit and what a big threat that is. Well, it may be a long-term threat, but right now it's no threat. And Social Security can pay full benefits until 2037. After that it can pay 75 percent of the benefits for years to come.

We do need a long-term fix. We need to raise the cap. There are some simple ways of making sure that 50, 75 years out it's still solvent. But it's solvent now for years to come.

And what they've done is they've created this atmosphere that we have to cut the federal deficit. And Obama has succumbed to it. He has set up a commission of 18 people to talk about how to solve the federal deficit. And they want to go after Social Security.

Many of the Democrats on the commission want to go after Social Security because, as Bernanke from the Federal Reserve said, "That's where the money is."

But it's our money, and we got to get together and make sure that both the Democrats and the Republicans understand that the people of this country know that Social Security belongs to them and not to anyone else. We have to stop this move. (Applause)

One other thing. The two things that they think are easiest to do are to increase the retirement age and to cut the cost-of-living benefit increase that's built into Social Security.

Increasing the retirement age to 70; you know what that would do to our blue-collar workers? How many of them can work until they're 70? And if they do that, it will also cut the benefits for those who retire early at 62.

We have to get together and stop this. We have a petition that CARA's put together. I hope you all sign it and vote for this resolution. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you, delegate. Delegates, I remind you to try to keep your comments at two minutes please. Delegate at Mike No. 1.

DELEGATE McVAY: Kay McVay with the California Nurses Association. I implore everybody to think that you need to talk directly to your legislative representative. This will be an up-and-down vote in the Congress. That's what they're counting on.

You need to hold everybody that's in office accountable for this. You need to explain that the head of the GOP in the Senate made the statement that they had to cut Social Security in order to continue to finance the wars.

We need to stand tall, as Trumka said, and we need to stand together on this. Please write, telephone, fax, every time you think about it, your representative to Congress. Please. This is important.

It's not just for old people like me. This is for people who actually have disabilities, for grandchildren who have lost their parents. This is something that we need and was created for us by one of the greatest presidents that this country has ever known. We need to hold fast and to work on this.

This is something you can do. Not only sign the petition, but please contact, whether they're absolutely yahoos like in some of the places I know in Northern California. But we need to hold them responsible just the same. We need to be inundating their fax system, their telephones and their mail.

This is something each and every person in your family, in your neighborhood, in your union are capable of doing. Please do this.

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 1. Name and organization please.

DELEGATE WELSH: David Welsh, National Association of Letter Carriers, Local 214. In San Francisco on August 14th we're having a demonstration jointly sponsored by CARA and the San Francisco Labor Council at the new Federal Building to demand that Social Security not be tampered with by these people in Congress.

And I think in order to succeed in this effort we cannot just rely on lobbying our representatives in Congress. We need to be in the streets. And I suggest that the California Labor Federation organize -- maybe this is already happening, I just haven't heard about it -- but organize demonstrations in every little town, hamlet and city in this state and, across the country through the AFL-CIO, to demand people get in the streets to say don't touch our Social Security.

PRESIDENT LEYVA: Thank you delegate. Seeing no more delegates, all those in favor of the motion signify by saying aye. ("Aye.") Opposed no. Motion carries. Thank you very much.

I'd like to thank the chair and co-chair of the Legislative Committee for their partial report, and we will see you again after lunch. Thank you very much.

(Applause)

The chair recognizes Art Pulaski.

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair, delegates, Tom Lemmon, the chief sergeant at arms, informs us that there are a number of you who have not yet applied your sunscreen. (Laughter)

The sergeants tell us that they know who you are, and he's instructed them to apply it to you if you have

failed to do it yourself. Any volunteers?

Now, we want to let you know a couple of things. First of all, we have some exciting workshops.

Let me tell you this. The policy statements that we passed today, for those of you who may be new, are very important to us, because they are the guiding light for the actions of the federation for the next two years. So we thank you for your effort to pass those policy statements to instruct us what kind of battles to fight for these next two years between conventions.

We have some exciting workshops this afternoon at 3 o'clock, a couple of new ones. You're going to find them informative, because those lead us to the action portions of our work. They're very essential to the work that we do to follow up on this convention.

A list of the afternoon workshops can be found in your packet along with a map to their rooms.

We're also going to ask you in the next session to be prepared to give us your e-mail address. If you have a business card, write it on it if it's not on it. Be prepared to give that to us after lunch here in the session, because we're going to e-mail something to you. We're going to have some viral thing going here that aren't germs. It's a viral thing going that I think you're going to appreciate. So we need to have your e-mail address for this viral thing going on this afternoon. Get ready to do that.

Now, the lunch is going to be out thataway, it's going to be outdoors. It begins at 12:15.

Madam Chair, I move we recess until after the lunch hour. ("Second.")

PRESIDENT LEYVA: We have a motion and a second to recess until 1:30. All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries. See you at 1:30.

(Lunch recess.)

AFTERNOON SESSION

PRESIDENT LEYVA: We are officially reconvened and back to order. Did everyone enjoy lunch? Personally I was hoping for a little more wind. I was a little disappointed.

All right. Thank you very much, delegates. The chair recognizes Secretary-Treasurer Art Pulaski.

EXECUTIVE SECRETARY-TREASURER PULASKI: Chairwoman, delegates, I know we have some good looking sergeants, but I'm told we had a long line of people waiting to get that stuff applied to them before lunch. So I'm glad everybody got their thing on.

So we have a process where we have resolutions that are submitted to us by our affiliated unions and those, of course, get referred to committees on legislation and the committee on resolutions.

We also have a practice that any late resolutions that arrive before noon on the first day of the convention are brought to the body for approval for referral back to committees, which review and then report back to you with a recommendation.

We have four of those today, four late resolutions which require a two thirds majority vote of the delegates to, at this point in time, accept and refer to committee for review. They are three from the Letter Carriers, NALC, Branch 214, "Saving Six Day Delivery and the Postal Service," "... Put America Back To Work!," And "Oppose Arizona's Apartheid-Like Laws."

The fourth from the Office Workers Union, OPEIU, Local 3, "Resolution Regarding Support of Iraqi Labor Rights." I move that we accept these and refer to the appropriate committee. ("Second.")

PRESIDENT LEYVA: A motion and a second is before you. Seeing no delegates at the mike, all those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries. Thank you.

The chair would like to recognize the Credentials Committee chair Marsi Newman for our latest update.

DELEGATE NEWMAN: Since the last preliminary report of your Credentials Committee the committee has continued to meet throughout the registration process.

An updated preliminary report of the Credentials Committee listing delegates registered as of 1:15 today is being posted by the staff on the back walls. Please review the listing and let the Credentials Committee know if you believe you or your per capita votes are not properly reflected.

Your Credentials Committee recommends adoption of this partial report of the Credentials Committee, and I so move. ("Second.")

PRESIDENT LEYVA: Motion and a second before you. Seeing no delegates, all those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries.

Thank you Madam Chairwoman.

The chair would like to recognize the chair of the Constitution Committee, Jacques Loveall from UFCW 8.

DELEGATE LOVEALL: Thank you, Madam Chair. I tell you, for my money this morning listening to Rich Trumka, I thought that guy would be a hell of a candidate for the Oval Office. But that's me, and I'm a different breed of cat.

I would go to the business of reporting on the Constitution Committee. In accordance with the Federation's constitution, the Constitution Committee was appointed by President Leyva with the consent of the Executive Council. There were no resolutions submitted to the convention that fell under the jurisdiction of the Constitution Committee. So I thank the committee members for their service and move that the Constitution Committee be dismissed. ("Second.")

PRESIDENT LEYVA: Thank you. We have our second, thank you Jacques.

We have a motion and a second on the floor. All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries.

Well, that was the committee to be on. (Laughter) Thank you, Jacques. Great work there.

The chair would once again like to recognize the Resolutions Committee chairs Doug Moore and Ron Lind.

CO-CHAIR LIND: I don't suppose I get away with dismissing our committee yet, huh?

PRESIDENT LEYVA: No, I'm sorry.

CO-CHAIR LIND: Worth a try.

PRESIDENT LEYVA: Good try.

CO-CHAIR LIND: All right. We're done with policy statements. We're moving on to resolutions now. And as we move through the committee's recommendations, we're going to refer you to the resolution's location, either in the green program book or in the packet of late resolutions that were distributed this morning. And we will read the resolve portions of the resolutions.

We're going to start with Resolution No. 17, a "Resolution To Support the 2010 Worksite Campaign for Jerry Brown." It's in the packet of Executive Council resolutions distributed today on the tables. It concludes with the following resolves:

(Resolves read.)

The committee recommends adoption of this resolution, and I so move. ("Second.")

PRESIDENT LEYVA: You have a motion and second before you. On the question, delegate at Mike No. 3.

DELEGATE SNYDER: Good afternoon. My name is Chris Snyder. I'm with the Operating Engineers, Local 3, and I'm here to speak on behalf of the resolution.

Madam Chair, Local 3 rises in support of this resolution. Our leadership, Federation Vice President Russ Burns, supports it. And the Strategic Planning Committee member, Carl Goff, our Vice President, also supports it.

Now, these fliers are key to -- I mean, I don't have to sell everybody on the fact that we need to get Jerry Brown elected or Barbara Boxer reelected. I mean, that's so self evident it's unbelievable.

But workplace fliers have been used effectively by -- how many people in here are democratically elected or in unions that use the democratic process? Because we, as trade unionists, we all use worksite fliers.

Our most effective campaigning when we're campaigning internally is going out to the members, talking about what we believe in, talking about what we're going to do for the union and the Labor Movement, and that should translate directly into the general politics on the state level too.

Because, you know, it works effectively internally, it's going to definitely work effectively on this general election. And it's just imperative that every union use these worksite fliers to get out the message about the attack on labor and working families.

So I encourage everyone in this room to get the worksite fliers. There's a table right out there. Just grab a packet, bring it back to your hotel room, and then get them out to your business agents, get them out yourselves.

We have the privilege of having a hiring hall, and we get a lot of guys that come through the hiring hall. A lot of unions don't have a hiring hall, so you got to really get out in the workplace, and this is just really key. So I really appreciate the opportunity to speak, and thank you. I hope we pass it.

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 2.

DELEGATE CLARK: Thank you, Madam Chair. Allan Clark, President of the California School Employees

Association, Vice President of the California Labor Federation, Member of the Strategic Planning Committee.

And we rise in support of this resolution. While -- these worksite fliers are very good, but they need to be handed to the member. Face-to-face communication. My first experience with the union 28 years ago is when a union leader from my local walked up to me and introduced themselves and asked my name first day on the job.

Little did we know it would lead to where I'm standing today, but it's important that we talk to our members on the job. Not just when we're running for office or asking for a dues increase or more COPE funds or to come to a dinner, but to talk to them and ask them what they need from us as leaders, and to communicate with them about the importance of this election.

We need to reach out to 50 percent of these people in the workplace, because we can only find 25 percent knocking on the door and calling them on the phone. It's an aggressive plan. We hope that all the locals and the labor councils adopt this plan.

Most importantly, we need to do this so that we can win in November. This isn't about Republican or Democrat, decline to state, independent, it's about working men and women, what we stand for, the education process, the safety net provided to everybody in our state.

So we encourage a yes vote on this resolution. Thank you.

PRESIDENT LEYVA: Thank you delegate.

You have a motion before you. All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries. Thank you.

CO-CHAIR MOORE: Resolution No. 11. "Resolution Opposing Attacks On Retirement Security" on pages 91 and 92 of the booklet concludes with the following resolves.

(Resolves read.)

The committee recommends adoption of this resolution, and I so move. ("Second.")

PRESIDENT LEYVA: Well, I'm glad to see that people are awake after lunch.

You have a motion and a second before you. Delegate at Mike No. 1, please.

VICE PRESIDENT FECKNER: Thank you, Madam Chair. I'm Rob Feckner, Past President of California School Employees Association, Vice President of the Executive Council and President of the CALPERS Board of Administration. (Applause)

I do want to say how heartening it was to hear so many people yell quickly. This is something that's important to everyone, especially the public employees who give their entire career in public service and now they're trying to take away their benefits that they worked so hard to earn for all these years.

So many of the members of the system -- the teachers, police and fire fighters -- don't even have access to Social Security. So they're going to kick another leg out of their stool. Used to be a three-pronged stool. We're now looking at one leg.

We need to continue to push this forward, hope that all the locals will support this and contact those legislators to make sure they do the right thing and continue to leave our retirement alone. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you delegate. Seeing no other delegates, all those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries. Thank you.

CO-CHAIR LIND: "Resolution 14 To Condemn the University of California for Blocking U.C. Workers' Right to Strike and Spending Public Funds On Union-Busters," page 96 and 97 of the booklet, concludes with the following resolves:

(Resolves read.)

The committee recommends adoption of this resolution. I so move. ("Second.")

PRESIDENT LEYVA: The motion and a second on the floor. Delegate at Mike No. 1.

DELEGATE JENKINS: My name is Geri Jenkins. I'm with the CNA, and I'm also a U.C. nurse for 33 years. I've been on the bargaining team many years.

And it's just atrocious what the U.C. does in trying to stifle the voice of their workers and the nurses in advocating for themselves in the workplace.

Plus they're bringing in heinous union-busting law firms to negotiation, whereas they had their own in-house HR do it in the past. So they're spending literally millions of dollars in public money to do this.

So I'd like to encourage everyone to support this and allow the voices of the U.C. employees to have a chance to advocate for themselves in the workplace.

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 3.

DELEGATE COOPER: Madam Chair, Ali Cooper with the University of California Employees, AFSCME, Local 3299. The University of California, as stated by our sister of the California Nurses Association, is spending millions of dollars in hiring Littler Mendelson and other firms like Littler Mendelson to union bust.

We have, at the University of California, our workers in captive-audience meetings with management and consultants from Littler Mendelson pushing back on union policies. This has got to stop. We rise in support of the resolution.

PRESIDENT LEYVA: Thank you delegate. Seeing no more delegates, all those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries. Thank you.

At this time I'd like to thank the Resolutions Committee for their partial report. And they will finish tomorrow. That is the last one for today.

With that, the chair recognizes the Executive Secretary-Treasurer.

EXECUTIVE SECRETARY-TREASURER PULASKI: We're about to do the video clip, but before it starts, let me just say that I mentioned before lunch, asked you to be ready to pass down a business card or a sheet of paper to the end of your table that has your e-mail address on it so that you have an opportunity to participate in our viral little thing that we're going to do later on. So please do that. And we have folks that are ready to pick them up in little baskets at the end of your table. So if you would do that now, pass down your e-mail address. Your e-mail address that's on your little PDA if you have one.

Having fun over here?

And if you want, you can also put money in the basket. So brothers and sisters, we bring your attention to the screens for a little informative information about the upcoming election. Are we ready to roll?

(Daily Show video presented.) (Applause)

PRESIDENT LEYVA: Once again, delegates, the lights go down, dramatic pause, I would like to bring your attention to the green policy book. And I would ask at this time that our Legislative Committee chair and co-chair Barbara Blake and Mickey Kasparian join us on the dais.

CO-CHAIR KASPARIAN: So we have to follow the Comedy Channel, right? Okay. Resolution 7, "Resolution In Support of Seniority and Due Process Right for Teachers" located on page 85 and 86.

(Resolves read.)

The committee recommends adoption of this resolution, and I so move. ("Second.")

PRESIDENT LEYVA: You have a motion and second before you. Delegate at Mike No. 2.

VICE PRESIDENT PECHTHALT: Thank you, President Leyva. Joshua Pechthalt, United Teachers Los Angeles, AFT Local 1021.

I rise in support of this resolution. As the sisters and brothers in this room know, public education is under attack like we've never seen before: massive cuts, \$22 billion in cuts over the last two years.

But even before these last two years of cuts our schools ranked near the bottom of the nation in per-pupil expenditures, near the bottom of the nation in class-size average. We were last and continue to be last in the nation in the ratio of counselors to students, in the ratio of librarians to students, in the ratio of nurses to students.

And yet in spite of all of that, the critics of public education, and in particular the critics of teachers and their unions, would have you believe that eroding teachers' rights is the solution to the crisis in public education. So we have to send a message that that logic just doesn't work.

Unfortunately, over the last couple of years what we've seen is that not only have the Republicans and the right attacked public education, but people that we worked hard to elect. Our former friends -- and some of them continue to be our friends -- have joined in and have attacked us and are moving to erode the rights and gains that we've won over many, many years. Including the White House has been part of that.

That's why it's even more important that the Labor Movement join with the teacher labor movement to send a united message that these attacks will be fought in every arena.

Further, I just want to make the point that the attack on the teachers and the education sector is an attack on all labor. Public-education teachers are probably the most unionized sector of the economy. And so when our

rights are being attacked, this is really a broadside against the entire Labor Movement. Please join the teachers and educators in this room to support this resolution. Thank you. (Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 1.

DELEGATE HITTELMAN: Marty Hittelman, California Federation of Teachers. I wish to amend the motion in several places. And I'm sorry we didn't do this earlier when we presented it.

But in the third whereas after the word "teacher" add the words "and classified employee." (Applause) So it would read:

" . . . budget cuts have resulted in teacher and classified employee layoffs . . . "

And then in the resolved -- it's the first resolve, in the second line, ". . . to eliminate or weaken teachers" -- and then add "or classified employees" --- "seniority or due process rights."

PRESIDENT LEYVA: Delegate, can you write that down and bring it to the chair, please?

DELEGATE HITTELMAN: Sure.

PRESIDENT LEYVA: Delegate at Mike No. 1.

DELEGATE SMITH: While I support the amendment -- Dennis Smith, California Federation of Teachers, Local 8004 -- I wish to speak not just on the amendment but the main motion.

This is a recipe to privatize both the public schools and perhaps public service. And so the recipe goes like this. First you cut taxes on the rich. We've done it at the federal level under the Reagan years, and we've done it now in California.

Second, you begin to starve the beast, the beast being public-school teachers, public employees. You starve us to the tune of, as my Brother Joshua Pechthalt said, \$20 billion. You make us 49th in the state. You're starving the beast.

Then you begin tactics under the guise of reform to divide and to conquer neighborhoods from neighborhood schools, teachers from parents. This reform at the federal level, known as race to the top, is a race to see who can close the most schools, who can fire the most teachers. It is extraordinary.

Then you begin to eliminate seniority, and you begin to eliminate due process. The public schools are the gateway to democracy. And this loss of due process and this firing of experienced teachers will only close that gate. CFT asks for your support, as do I.

(Applause)

PRESIDENT LEYVA: Thank you delegate.

All right delegates. We have an amendment to the resolution before us. I would refer you to page 85. And the amendment would be as follows. Under the third whereas, "Whereas, deep budget cuts have resulted in teacher" -- inserting "and classified employee" -- "layoffs. . . "

And then if you flip the page to page 86, the first "be it resolved," ". . . will fight against legislative efforts to eliminate or weaken teachers' and classified employees" -- that's the amendment -- "seniority or due process rights."

So we will first vote the amendment. All those in favor of the amendment signify by saying aye. ("Aye.") Those opposed. Motion carries.

Now we'll vote the resolution as amended. All those in favor of the resolution as amended signify by saying aye. ("Aye.") Those opposed. Motion carries. Thank you.

CO-CHAIR BLAKE: Resolution No. 8 on page 87 and of your booklet "To Create A Health Benefit Exchange In California."

(Resolves read.)

The committee recommends adoption of this resolution, and I so move. ("Second.")

PRESIDENT LEYVA: A motion and a second before you. Seeing no delegates at the mikes, all those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries. Thank you.

CO-CHAIR KASPARIAN: Resolution 9. "Resolution In Support of Keeping Courts Open and Increased Public Accountability for the Administrative Office of the Courts" located on page 89 of your booklet.

(Resolves read.)

The committee recommends adoption of this resolution, and I so move. ("Second.")

PRESIDENT LEYVA: You have a motion and second before you. Discussion? Seeing none, all those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries.

CO-CHAIR BLAKE: Resolution No. 10 ["Resolution On Tax Expenditures and California's Budget Crisis"] on page 90 of your booklet concludes with the following resolves:

(Read resolves.)

CO-CHAIR BLAKE: The committee recommends adoption of the resolution, and I so move. ("Second.")

PRESIDENT LEYVA: A motion and second before you. Discussion? All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries.

CO-CHAIR KASPARIAN: Resolution 12, "Prevailing Wage Resolution," located on page 93 of your booklet. It concludes with the following resolve:

(Resolve read.)

The committee recommends adoption of this resolution, and I so move. ("Second.")

PRESIDENT LEYVA: Motion and second is before you. Seeing no delegates at the mikes, those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries. Thank you.

CO-CHAIR BLAKE: Resolution 15, "Resolution Supporting the California Universal Health Care Act State Senate Bill 810" on page 98 of your booklet.

(Resolves read.)

The committee recommends acceptance, and I so move. Second.

PRESIDENT LEYVA: Motion and a second before you. All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries. Thank you.

I'd like to thank the chairs of the Legislative Committee for their partial report at this time. Thank you very much. (Applause)

Well, because you all are so efficient and the chairs of all of our committees are so efficient, we are running a little bit ahead of schedule, which is -- (Applause) I know. You should give yourselves a hand.

So I would like to bring your attention to a flier that you have. Either it was on your chair or on the table in front of you when you came in this morning. This is the Women's Network and California Labor Federation's joint effort, Women of Labor.

So it's very good to see so many women here, but it would be even better to see more. Some people may think that women have made a lot of gains. But as all of us know in this room, women still earn only 76 cents on the dollar that a man earns. So we still have a long way to go.

This convention and this gathering of women is about how we move forward and what we can do to build better communities, what we can do to make our unions even more effective. Women bring so much value to everything that they do.

And I know that none of the men in this room feel this way, but I will tell you, when I was a young union rep, I was told by my president at the time that I would never be as good as the guys because I was a mom.

And I said, "Well, who do you think works in all our grocery stores? A whole bunch of moms. So I think that makes me a good union rep." (Applause)

So that was a few years ago, but we still have a long ways to go, and I hope all of the ladies here will come to the conference. Gentlemen, I hope that you will send all the women at your local unions to the conference. And we would invite you also, because we are an inclusive group. So thank you very much.

With that I'd like to recognize Art Pulaski.

EXECUTIVE SECRETARY-TREASURER PULASKI: Brothers and sisters, there's one man who stands between over 300,000 state employees and the federal minimum wage; this one man who's bearing the brunt of Arnold Schwarzenegger's full-scale attack against public employees.

That one man stood with us in 2008 under similar attack from Arnold Schwarzenegger and fight the minimum-wage order then. He was sued and continued to defend our members' rights in court.

That man, even under court order, stood with union members in a fight against the anti-worker antics of Arnold Schwarzenegger. Perhaps he's one man who will be as happy as us once we say so long to Arnold.

Brothers and sisters, this man is one of the finest men of quiet courage in the entire state of California. He's our friend, he's our defender. Please give a very warm welcome to State Controller John Chiang.

(Standing ovation.)

STATE CONTROLLER CHIANG: Thank you. Thank you very much. Let me begin by thanking the

committee. Thank you, Art, for your extraordinary leadership and those warm words of introduction.

Is my friend Dave Jones still here? We heard a great speaker this afternoon. Let me give you a backdrop. Dave Jones and I went to high school together in suburban Chicago. He was the student body president, I was the student body vice president. Now, Dave and I are much more happy to be here today.

So if you know, I am the oldest son of immigrant parents who came to this country in the 1950s when they lifted a lot of the legal restrictions against Asian Americans or Asians coming to this country.

And like many of your forbearers, no matter how many generations back, they came to America because they understood this was the land that provided the extraordinary promise, the greatest opportunity of any country on this good earth. (Applause)

Now, our battle today is a Herculean one, which we understand that, in a world where there is tremendous global growth and we don't want to deny or discourage the opportunity of great humanity for everybody but we have extraordinary challenges.

And from my vantage point as the state's chief fiscal officer, there are three things that are critical to a thriving, growing economy, central tenet to what's important to California.

The No. 1 skill set -- and you represent them -- is human capital. It's the skill set of every single worker. (Applause) Because every single worker, no matter what position, no matter entrusted with what responsibility, has an opportunity to move mountains. So it's absolutely critical, and that's why those efforts today in trying to promote education and making sure we elevate the human skill set is absolutely critical.

Second -- and we've fallen way too behind; we're trillions of dollars under-invested -- is our infrastructure. If you can't move people and goods, you can't sell your products, and you can't sell your services. So what happens with the building trades is absolutely critical.

And at the end of the day when you bring the third factor -- and I can count to three; I haven't forgotten the third factor -- is the quality of life. And that's where many of you are invested: the healthy, smart communities that are safe, that our public-safety officers, that other service employees provide. And that's why America has elevated to become the strongest nation.

Now, the second factor is where we have collapsed as a state under failed leadership. And this is where we need to come together, where we really need to come together. Because we see a terrible pattern, and frankly America and California is calling for our leadership. Because when our people are divided, when our family is divided, we can't thrive. And so what you see in Washington, D.C. when you have dysfunctional, quote, unquote, leadership attacking people, not acting in the best interest, eliminating the safety nets, we're not going to get to that promised land that our forebearers in the greatest generation put us in an opportunity to get to.

And so that's where I am, and that's what I am fighting for. Because I'm fighting for the dreams of my parents and Dave Jones' parents and every single one of you who are parents or grandparents. Because every generation of America has afforded the next generation an opportunity.

My mom, who came to this country, was so inspired by somebody who became the president of the United States, John F. Kennedy, she named me John. Now, my dad's a great man. My dad's politics are a little off tilt. He wanted to name me Richard. (Laughter) Thank God for my mom. (Laughter and Applause) Now, I know some of you are Republicans.

Now, that didn't stop there. My brother, who's the good Asian son, right? If you know the immigrants from Asian back then, it's still to this day, they used to test -- well, some of the Asian countries -- they used to test into their school every year. And so if you tested into the highest profession, you could become a medical doctor.

So my mom wanted four doctors. Now, I'm the big failure -- I'm the oldest son -- who's the state controller of California. (Laughter) I think it's pretty damn good. (Applause) My brother who's second is the doctor, but he didn't get to the finish line. Because not only -- if you have an Asian parent, not only is it a doctor, you've got to be a surgeon. (Laughter) My brother's an ophthalmologist, and until my mom got to her sixties, she never wore glasses. So we said, "Bob, you got close, but you didn't get there." (Laughter)

But today the finances of this state are in a huge hurt. And every single one of you, and every single one of the 38 million Californians are being impacted. Because this state went net cash red -- and for those of you who don't deal with numbers -- we went into the hole on July 12th, 2007. The state recession didn't begin until a few months later, November of 2007.

So it's the bad fiscal practices in Sacramento, that you're trying to fix and tackle with many of your resolutions, that are needed to get California back on the path to fiscal health.

(Applause)

And so if we don't get there, you get to what I'm trying to protect every single day. Because some of you saw twice last year -- and you don't understand it, because you didn't get hurt by it, because I protected you and the other 38 million Californians from getting hurt.

Last January I had \$2.7 billion in the State treasury. Not bad you think. Expected tax revenues for the month of February were \$3.3 billion. But I had \$10 billion worth of bills to pay. Now, what happens when you have more bills than cash? The State can't file for bankruptcy, but we can do the near equivalent, which is to go insolvent.

So what you didn't see last year, because I was protecting every single one of our dreams, was that I had to defer some tax refunds. I didn't like doing it, because those are innocent people. Every time the governor fails to do his job, innocent people get hurt. We need to stop that. (Applause) And then last summer I had to issue IOUs.

Now, what we're still under is that same attack. Let me tell you what happens. Because if you have an insolvency, those of you who work in schools, if you thought things have been bad for the last three years, you've been living in heaven compared to what would happen: more pink slips, schools would be shut down. Forget the libraries, forget all the programs, forget the food. You would have schools shut down.

Law enforcement, fire fighters, forget your jobs. You think things are bad today? They would collapse. And infrastructure -- and I talked to Tom from the Ironworkers talking about 45 percent unemployment -- we had to shut down 5300 infrastructure projects temporarily last year, right? Each billion dollars in bond money for infrastructure is 18,000 jobs with a huge multiplier effect.

So that's what this battle this summer is about. That's what we're all fighting about. It's because we had problems among some in Wall Street, we have those of you representing education, those of you representing infrastructure. We need all to gather in these three elements and then talk about a vision for our future.

Because today America doesn't have somebody articulating a vision. It's not happening in California. But it can start here, because your people are on the front line. Together we can articulate a vision to once again restore the greatness of all California.

Most importantly, thank you for everything you do. Only united together will we build a future that we all truly dream and aspire for.

Thank you very, very much.

(Standing ovation.)

EXECUTIVE SECRETARY-TREASURER PULASKI: God, what a guy. He's the best. John Chiang.

(Applause) Some day that man has to be governor. (Applause and Cheers) Don't we want to some day make John's mother proud? (Laughter) Governor of California.

So the evening program. Reception starting at 5:30, dinner at 6:30, and I believe we still have tickets available for those that have not yet purchased tickets. There be a raffle drawing, and there will be an awards program and, of course, Speaker Gavin Newsom. And remember the after party party after that by poolside I think. Bring your shorts. Bring a hat.

FROM THE FLOOR: Is there an after after after party party?

EXECUTIVE SECRETARY-TREASURER PULASKI: Yeah, and if you had a lot to drink, there's an after after party. You're on your own on that one though.

So we have convention workshops in the red book that begin I believe at 3 o'clock -- 3:30. I believe 3:30. And I think that should be all of the announcements that we need to make. Do we need to make any other announcements today before the workshops?

Worksite fliers. Worksite fliers. Okay. So the worksite fliers, last I saw them, were in the hallway on that table on that side, both sides.

Now, the order books for the worksite fliers are also in the strategy book with the two pins on it. All you need about the campaign as a local union is in there. We're going to talk more about that tomorrow however.

We also are going to ask you -- Shelley says she wants you to know that we are starting at 9:00 a.m. in the morning, reconvening here.

Where's dinner by the way? Dinner is in here, right? After we leave they're going to reset the tables in here

for dinner, so you're going to have an inside meal for a change.

So we are in a serious moment, going to have a moment of reflection. We have -- we're going to ask everybody to engage in a moment for those who have passed. Please stand. These are the brothers and sisters who have been officers and delegates to the federation.

(In Memoriam PowerPoint presented.)

EXECUTIVE SECRETARY-TREASURER PULASKI: We also have, having passed yesterday, Bill Dills from the AFT, San Diego City College.

And it was an extraordinary moment when, last year, within weeks of each other, we lost Jack Henning -- (musical interruption). That's not the music he liked. (Laughter) He was a good Irishman. And Al Gruhn.

(We Shall Overcome played followed by presentation of a video on Jack Henning.)

(Applause)

EXECUTIVE SECRETARY-TREASURER PULASKI: For everyone who knew him, Jack Henning was a magnificent champion of working people and labor unions. He was the finest orator in the nation, and he made us proud to be part of this union movement whenever he spoke.

He died within a couple of weeks of Al Gruhn, his longtime compatriot as president of the federation and Jack, of course, as the emeritus secretary-treasurer. We miss them both.

Chairwoman, delegates, I move that we recess the convention to go to workshops. And sergeants are going to make sure you go to your workshops. (Laughter) Sergeants are going to keep an eye on you in the after after after party as well. Please, we'll see you in the workshops, and we'll see you tonight for dinner tonight. Thank you very much.

(Proceedings adjourned at 2:42 p.m.)

CALIFORNIA LABOR FEDERATION

28th BIENNIAL CONVENTION

July 13-14, 2010

Hilton San Diego Resort and Spa
San Diego, California

DAY TWO

Transcript by:

Denice Lombard

Certified Shorthand Reporter, No. 9653

Member of OPEIU, Local 3

Wednesday, July 14, 2010 9:07 A.M.

P R O C E E D I N G S

PRESIDENT LEYVA: Good morning to all. Thank you for being here bright and early so we can get going.

The first thing I would like to call your attention to, you have a packet that was sitting on your chair with amended resolutions. If you would turn to page 2, third paragraph, first line, the word "finally" should be inserted following the striking of the word "further." And that's just a computer glitch. When it was printed out, it did not get rid of there. It does not change the matter.

Yes. I'm sorry, it looks like this. It's just paper, white paper stapled together. And the front of it says "Late, Executive Council and Amended Resolutions." It's on the second page of your packet.

And with that we call the meeting to order. We are back in session and the chair recognizes Executive Secretary-Treasurer Art Pulaski.

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair, delegates, good morning. ("Good morning.") Especially good morning to those who were at the pool until after 1:00 a.m. (Laughter)

I'd like to do a brief recognition. We have vice presidents of the Federation who are retired from the Federation yesterday, and that's Barry Luboviski. And also a vice president of the Federation who has his last day I think as business manager of his local union and also a vice president, and that's Al Shur. Al, are you here? Al and Barry are you here? (Applause)

These are two union stalwarts that have been fighting on behalf of working people for a long time. And I just want to acknowledge and thank them for the really incredible work that they have done. And congratulations to Al. Today's your last day?

VICE PRESIDENT SHUR: Yes.

EXECUTIVE SECRETARY-TREASURER PULASKI: And he's here with us today even though it's his last

day back at the office.

PRESIDENT LEYVA: All right, Al.

EXECUTIVE SECRETARY-TREASURER PULASKI: So that's pretty cool.

We also have two new vice presidents who I want to acknowledge and recognize, and that's Randy Cammack from the Teamsters Joint Council 42 in Southern California who was selected as vice president on Monday by the council. (Applause)

And replacing Barry Luboviski is Malinda Markowitz from the California Nurses Association.

(Applause)

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair.

PRESIDENT LEYVA: At this time I would like to recognize the chair and co-chair of the Resolutions Committee, Doug Moore and Ron Lind.

CO-CHAIR MOORE: Good morning, brothers and sisters. ("Good morning.")

Resolution 20 "In Support of AFGE's Campaign To Organize TSA Employees" in the packet of Executive Council late and amended resolutions that was distributed on the tables this morning concludes with the following resolves:

(Read resolves.)

CO-CHAIR MOORE: The committee recommends adoption of this resolution, and I so move. ("Second.")

PRESIDENT LEYVA: We have a motion and a second. Delegate at Mike No. 1, please.

BROTHER HUDSON: Good morning, delegation. My name is Eugene Hudson, Jr. I'm a national vice president with AFGE. I speak on behalf of this resolution. We ask that you continue to support our efforts to represent the TSA workers.

I heard yesterday when Mr. Pulaski or one of the other speakers mentioned that Jerry Brown had implemented collective bargaining for many state workers back in the '70s. Well, we need the same thing in the 21st Century for TSA workers.

My colleague from the local will speak on the issues themselves, Mr. Chris Soulia.

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 2.

DELEGATE SOULIA: Good morning. My name is Chris Soulia. I'm a transportation security officer at San Diego International Airport. I'll be seeing some of you tomorrow as you leave. (Laughter) I am also president of AFGE, Local 1234. We represent over 1,000 officers throughout the state of California as well as an additional 700 in Nevada, Arizona and Hawaii, with a potential membership base of 4,000 here in the state of California.

We've been in an eight-year fight. I'm one of two of the original executive board members still employed by the agency. Everybody else has been either terminated or resigned. It's been a long fight. It's almost over.

We have a new administrator. We have a petition before the FLRA which they should rule on on August 4th, so our fight is getting to a critical stage.

On your chair are packets. You have bag tags, basically cards showing your support. If you'd like to take these, please hang these on your bags when you're going to the airport. The cards, I have organizers out in the lobby. We also have a whole bunch of stickers. We'd love everybody to tag your bags, your wife's, your kids', anybody when going to the airport. (Laughter) We need to let the officers know that they are supported. I guarantee you, you walk through the airport (Laughter) and they will talk to you. I'll be looking for you. (Laughter)

EXECUTIVE SECRETARY-TREASURER PULASKI: They said that before. (Laughter)

DELEGATE SOULIA: Yes, we have your name on a list. (Laughter)

Brothers and sisters, we've been asking for your help for a very long time and you've answered the call. We've had rallies in San Diego, L.A., Oakland, Hawaii, Nevada, Arizona, across the country. We've asked a lot and we'll make you this promise. You help us get bargaining rights, you help AFGE become the union of choice, I guarantee when you travel, us as transportation security officers, will make you that much safer if we're given that voice in the workplace.

(Applause)

PRESIDENT LEYVA: Thank you, delegate. Delegates, you have a motion and a second before you. All

those in favor signify by saying aye. ("Aye.")? Opposed no. Thank you. Motion carries.

CO-CHAIR LIND: Good morning. Resolution 21, "Saving Six Day Delivery and the Postal Service," in the packet of Executive Council late and amended resolutions that was distributed on the tables this morning concludes with the following resolves:

(Read resolves.)

The committee recommends adoption of this resolution, and I so move. ("Second.")

PRESIDENT LEYVA: We have a motion and a second on the floor. Delegate at Mike No. 1.

DELEGATE BAILEY: Isabelle Bailey, American Postal Workers Union of California. I rise to ask for a friendly amendment that to add, after "California State Association of Letter Carriers," you add "American Postal Workers Union of California, Mail Handlers and Postal Rural Carriers."

PRESIDENT LEYVA: Delegate, can you bring that up to the chair, please?

DELEGATE BAILEY: Can I speak on it?

PRESIDENT LEYVA: Do we have a second for the amendment? ("Second.") Thank you.

DELEGATE BAILEY: Okay. I just think that we should be added because we're all affected. This is all four unions for the postal workers, that we're all involved. And we believe our efforts would be better served if we were all doing it as one.

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 1.

DELEGATE WELCH: Dave Welsh, Letter Carriers Union, Local 214, San Francisco. I consider this a friendly amendment, and I think Sister Isabelle's amendment makes it a much stronger and better resolution. Thank you.

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 1.

DELEGATE BEAUMONT: John Beaumont, State Council, Letter Carriers. We have no problem with the friendly amendment going forwards. I just want to make sure that the intent of this is that we all work together to have all councils and the labor council to start working on this, because they're trying to push this five-day delivery down our throats.

PRESIDENT LEYVA: Thank you delegate. Okay, delegates, we will now vote on the amendment. The amendment would be to add after "California State Association of Letter Carriers," "American Postal Workers Union of California, Mail Handlers Union and Postal Rural Carriers."

We have a motion and a second. All those in favor of the amendment signify by saying aye. ("Aye."). Those opposed? Motion carries. Thank you.

Now we will vote on the resolution as amended. We have a motion and a second on the floor as amended. All those in favor signify by saying aye. ("Aye.") Opposed no. The motion carries. Thank you.

(Applause)

BROTHER MOORE: Resolution No. 22. ". . . Put America Back To Work!" in the packet of Executive Council late and amended resolutions that was distributed this morning concludes with the following resolve.

(Read resolve.)

BROTHER MOORE: The committee recommends adoption of this resolution, and I so move. ("Second.")

PRESIDENT LEYVA: The motion and a second before you. Delegate at Mike No. 1.

DELEGATE WELSH: David Welsh, Letter Carriers Union. I strongly urge that we support this resolution. We need to get more muscle behind this. It's like jobs should be on the front burner, but actually it's been on the back burner. Jobs and every other issue that we're fighting for are really closely entwined.

Housing, if you don't have a job you may lose your house, you may lose your health care, you may lose your children's education. So I do think that we should put the fight for jobs right up there with all these other things that we're fighting for.

And as far as the second point on the last resolve, for "a massive labor-community Solidarity Day III march on Washington," there is a March happening on October the 2nd in Washington, D.C. called the One Nation March.

And I understand that the AFL-CIO has gotten behind it. It was initiated by Local 1199, the SEIU health-care workers in New York City, and the NAACP, the national NAACP. A lot of people are coming on board, and it looks like it's going to be a very big march. And I urge us to support that particular march on October 2nd and really turn people out for it.

Thank you.

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 2.

DELEGATE WOHLFORTH: Dave, don't leave the mike. My question is, are you substituting the October 2nd for the Solidarity III? Because I totally agree that we've gotten behind the October 2nd march, and I think that takes care of what you were trying to address in your motion.

PRESIDENT LEYVA: Delegate at Mike No. 1.

DELEGATE WELSH: Sister Wohlforth, I think that's a good suggestion. If I could make an amendment to the floor to make that change? "Organize a massive labor-community march on Washington on October 2nd, 2010" --

PRESIDENT LEYVA: Delegate, you've already spoke on the resolution and on the motion, so you can't now amend the motion. I'm sorry.

Delegate at Mike No. 2.

DELEGATE WOHLFORTH: Can I amend it?

PRESIDENT LEYVA: You haven't spoke on it, yes.

DELEGATE WOHLFORTH: I'd like to amend it to say that we would get behind the October 2nd march on Washington sponsored by the union movement, by community allies, spearheaded by the NAACP and other community civil rights groups. And I would urge that all unions get behind that march.

PRESIDENT LEYVA: Can you write it down for me, delegate? (Laughter)

DELEGATE WOHLFORTH: I can't write. I'll try.

PRESIDENT LEYVA: Do we have a second on the amendment? ("Second.") Thank you very much.

So Delegate, Nancy, can come up here and we can quickly figure it out together?

Delegates, your patience for a moment, please.

PRESIDENT LEYVA: Okay delegates. Our friendly amendment will read as such:

"Get behind and urge that we support the October 2nd march called by the NAACP, Local 1100, other civil rights groups and support by the AFL-CIO for jobs, jobs, jobs."

We have a motion and a second on the amendment. All those in favor -- I'm sorry, we have a delegate at Mike No. 3.

BROTHER SLAUSON: Good morning delegates, chair. My name is Richard Slauson. I'm executive secretary of the LA and Orange County Building and Construction Trades Council, and I rise to support the motion as amended.

Never in a time in America since the Great Depression has the Building Trades experienced unemployment levels as we experience today. In LA and Orange County we presently have 50,000 craft workers sitting on out-of-work lists waiting for the next job. That's 40 percent unemployment. I'm sure across the country we are experiencing similar numbers for building trades people who would work on projects such as projects that the WPA brought to America.

This is a timely motion, a timely resolution, and it's time to let our elected officials in Washington, D.C. know that the present program is not working to get jobs to American workers on the ground.

We have shovel ready projects. We know of at least \$6 billion of projects that are ready to go, shovel ready, in Los Angeles and Orange County. The same is experienced across the country.

In California, the stimulus monies were supposed to bring \$17.2 billion in infrastructure projects to Californians. As of two months ago only \$350 million had actually been spent on construction projects throughout California.

This is a disgrace. The people of the nation need to know this, and this is the only way that they will know it. I know this because we've met with our Congressional delegation, and they are stumped on how to move this money to Californians, to the nation, to put people back to work.

This is a good start. We need to get behind it, and we all need to go to Washington, D.C. to let them know that we need jobs today. Thank you.

(Applause)

PRESIDENT LEYVA: Delegate at Mike No. 2.

DELEGATE CAMP: Madam President, with great trepidation I rise to speak on this issue.

PRESIDENT LEYVA: Name and organization?

DELEGATE CAMP: Bill Camp, Sacramento Central Labor Council, OPEIU, Local 29.

The problem is, October 2nd is the day that everybody ought be getting votes out. (Applause) And if we're going to have everybody going to Washington, D.C. we're going to lose our ass. So I would like for those who want to get everybody to go to Washington, D.C. to go out and make sure that you do worksite education and they get all their members to vote absentee before they leave the state of California.

We're constantly having this problem of people setting up these meetings and mobilizing when we ought to be out getting out the vote. (Applause)

We've got a crisis. We elected the Republican candidate for governor. It don't make a damn how many people go to Washington, D.C. and how much hell we raise in Washington, D.C., we're going to get screwed.

(Applause)

So I'm not saying -- I don't want to stand opposed to the tidal wave, but the problem is, people have to have some discipline. And if we don't have any discipline, we're no good. And the discipline we need is the month of October starts the get-out-the vote drive.

Every single absentee voter that didn't vote in June ought to be hounded to death from the 2nd of October to the 2nd of November. And you can't do that in Washington, D.C. (Applause) So I just at least want all the people that was on the ground, people around the state of California that go to Washington, to get their job done before they leave. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate Mike No. 2.

DELEGATE WOHLFORTH: My brother Bill Camp and I are friends, and I understand what he's talking about.

However, Bill, and delegates, if you think about what's happened over the summer and over the winter, we in the Labor Movement conceded the streets to the tea baggers, and that has been a tremendous problem. Our members do not see the Labor Movement and us trying to fight back against what's been happening.

And I don't think -- maybe in California, Bill, there won't be that many people that come. But I don't think taking one day out to show that there are hundreds and hundreds and hundreds of thousands of people who do not agree with the tea baggers, who want to fight back against the job cuts, against the other attacks that are coming down against working families, I don't think that one day is going to kill us.

And I think being that it was called by 1199, which has a couple hundred thousand members in the Northeast, I think that will be the bulk of the people that show up in Washington anyway.

But I do think it's time for us to seize the streets. Remember this. Obama said, as Franklin D. Roosevelt said in the past, "You might elect me, but I can't do this alone. You have to make me do this."

And this is a start to say look Barack, we are behind you, but -- he has to know that the troops are there behind him; that it's not just the tea baggers behind those nut cases, but it's good, solid working people like us in this room who are behind Barack Obama, and we will stand behind him as he moves forward to creates WPA-like programs. Thank you. (Applause)

PRESIDENT LEYVA: Thank you delegates. Okay delegates. We are first going to vote on the amendment. I have read it to you. Everyone remember or do I need to read it again? Very good.

You have a motion and a second before you. All those in favor of the amendment signify by saying aye. ("Aye.") Opposed no. ("No.")

PRESIDENT LEYVA: Motion carries. Thank you.

Resolution 22, we will now vote that as amended. All those in favor signify by saying aye. ("Aye.") Opposed no. ("No.") Motion carries. Thank you.

CO-CHAIR LIND: Resolution 24 "Regarding the Support of Iraqi Labor Rights" was distributed this morning on tables and concludes with the following resolves:

(Resolves read.)

The committee recommends adoption of this resolution, and I so move. ("Second.")

PRESIDENT LEYVA: You have a motion and a second before you. Delegate at Mike No. 2.

DELEGATE WOHLFORTH: You know, I hate to be a hog here, but it just seems to me that these are something that came up under our group. And I never did introduce myself, and I apologize. Nancy Wohlforth, Office and Professional Employees, Local 3, and I'm on the Executive Council of the AFL-CIO and co-convenor of U.S.

Labor Against the War.

And what I would like to say, the reason this is a late resolution on Iraqi labor rights is it just happened. And what exactly happened is we toured -- in conjunction with the AFL-CIO, we toured Iraqi trade unionists around the United States to explain the horrendous conditions that were happening in Iraq and how trade unionists had no right to organize. We kept one law from Saddam Hussein, and that is the law against trade unions having the right to organize.

So we had these people come, and many of you might have met them. And right now it's the oil workers who are under attack, and they were people who were here. They're under attack for subverting the Iraqi economy because they don't want to let the BPs of the world take over their oil. They want their oil to benefit the people of Iraq. It was nationalized before, and they're fighting for that.

So they've been criminally charged, they face three years in jail, and on top of that they've been moved to the most dangerous parts of Iraq to do their jobs. They've been moved away from work their workplaces where they had bases.

They're not in jail yet, but they have bail money that we're trying to raise. They're facing criminal charges. And therefore, while many people don't think these things actually help, believe me they do help. We get the Congress behind this, and we've had very great success in other ways. So we urge you guys to vote yes on this and to write to your Congresspeople to get behind this. Thank you.

PRESIDENT LEYVA: Thank you delegate. You have a motion and a second before you. All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries. Thank you.

CO-CHAIR MOORE: Resolution No. 19. "Resolution Regarding Gaza Aid Flotilla Incident and Calling for a Just Solution To the Middle East Conflict" in the packet of Executive Council late and amended resolutions that was distributed on the table this morning concludes with the following resolves: I'll give people time to turn to it.

(Resolves read.)

The committee recommends that the resolution be amended as follows. Strike from the second resolve, the second to last line, "and support the right of Israel and Egypt to guarantee that such shipments do not contain weapons or military goods."

And the committee further recommends that, as thus amended, the resolution be adopted, and I so move. ("Second.")

PRESIDENT LEYVA: You have a motion and a second on the floor. Delegate at Mike No. 1.

SISTER KATHY FINN: Hi. Good morning. I'm Kathy Finn from UFCW, Local 770, and I rise in opposition to this resolution. I just don't think that this Labor Federation should be addressing issues that are divisive such as this one that don't really have anything to do with our members and their, you know, issues that they have on the job.

I don't think it's a labor issue. I think it's an international issue. And we may all have very well-reasoned opinions on the matter, and I think a lot of us probably have different opinions on it.

And so I just think it's divisive, and it doesn't have anything to do with our members' lives at work. And so I just don't think we should be considering kinds of issues, and I urge that everybody vote no. Thanks. (Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 2.

DELEGATE WOHLFORTH: I don't know if we mentioned that this was --

PRESIDENT LEYVA: Name and organization.

DELEGATE WOHLFORTH: Oh, God, again? Nancy Wohlforth, blah, blah, blah (Laughter).

PRESIDENT LEYVA: Nancy, no "blah, blah, blah."

DELEGATE WOHLFORTH: No blah, blah, blahs. Office and Professional Employees, Local 3.

This was a resolution that was adopted by the Executive Council minus the amendment. And it was adopted based on trying to come up with a compromise resolution from different labor councils that had submitted resolutions.

We realize, and I realize, that people feel very, very emotional on this issue. But to raise a question about lives being lost, people being killed on ships and so on is -- and to criticize Israel for doing it is not to say we're not a friend of Israel. We can criticize groups without being against what groups stand for. I mean, that's the democratic process.

As far as it not being in the purview of the Labor Movement, it's our members who often unload ships, it's our members who often fight in wars. I mean, it would be sort of like saying the Labor Movement shouldn't take a position against the Vietnam War or take a position against certain other wars that occur. The Vietnam War, it was critical when the California Labor Federation led the Labor Movement to fight that war.

So I think that while this is a very evenhanded resolution, it talks about the fact that medical supplies and food need to get into Gaza where one half of the population are under the age of 18. I mean, it's very bad when you cannot take care of children who are under the age of 18 to get care and needed medical supplies that they need.

MULTIPLE VOICES FROM THE FLOOR: ("Time.")

PRESIDENT LEYVA: She's fine.

SISTER WOHLFORTH: So if Israel were to lift the blockade and let the free flow of goods and services happen, then I think that would take care of the problem and would be a step on the road towards peace. Thank you. (Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 3.

DELEGATE BUCKHORN: Yes, Jack Buckhorn with the IBEW, Local 551. I was the maker of the amendment to the resolution. I appreciate this is a balanced resolution that was a compromise between two that were submitted.

I think it's important that we recognize that labor has a responsibility to be on the bargaining table. When I was reading the memorial of Jack Henning where I think it was very obvious that he appreciated and worked diligently for workers every day, but he also realized there was a bigger mission if we're going to be successful. And this is a humanitarian issue. It truly is.

Now, the reason that the amendment was offered was because the reasoning for this incident was to try and inspect the cargo that was being taken, trying to break this embargo, this blockade in international waters. And I think that's the key, that this took place in international waters.

I don't believe anybody would say that a nation doesn't have a right to protect themselves. We're certainly not trying to say that with this amendment. We believe Israel and Egypt and any other country has a right to protect themselves from attack.

We just don't believe that in international waters that an incident like this should be allowed, and we would like to see a full investigation. And the ultimate aim of this resolution is to bring settlement to this conflict that has gone on for most of our lifetime, in fact all of our lifetimes. And we would like to see an end to this conflict in the Middle East, and we hope that this resolution will move us in that direction.

So I appreciate the compromise and balanced resolution. I hope that the delegates will support it.

(Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 1.

DELEGATE SILVER: My name is Neil Silver. I'm the president of Local 1277. I rise in opposition to this amendment. I want to propose an amendment to put the original language back in where it states, under the second "be it further resolved," last sentence, it says "and support the right of Israel and Egypt to guarantee that such shipments do not contain weapons of mass -- of military goods." ("Second.") That would be fair and balanced.

You know, in Israel (inaudible) and stop those ships, they truck that stuff in. They've been bringing it in. They have an embargo down there. I don't know what people don't understand about the word "embargo." When you talk about international waters, the United States had one in Cuba for quite a while. Go back to 1962. Most of these guys were too young to remember that.

(Inaudible) We did it. And I don't see -- I don't see where it's fair and balanced when you tie Israel's hands and then they bring these weapons in and blow the hell out of women and children in Israel. So I move that we put this amendment back in (inaudible).

PRESIDENT LEYVA: You already did, delegate, and it's been seconded. Thank you.

So you have a motion and a second before you. And if you look at page 14, what the delegate is asking is that what was taken out in the resolution be put back in, which is "and support the right of Israel and Egypt to guarantee that such shipments do not contain weapons or military goods." So debate is now in order on that amendment. Delegate at Mike No. 2.

DELEGATE STEIN: Well, I'm actually not speaking about this specific amendment. My name is Bill Stein

with Orange County Employees Association. And I have to tell you, I'm a Jew first and a labor leader second. And quite honestly I was appalled at this amendment or at this resolution as a whole.

(Applause)

This is not simply about a ship in international waters. This is about a conflict that has gone on for time immemorial, for lack of a better way to put it.

If you want to talk about the kids that are under the age of 18? Well, most of those kids are throwing rocks or whatever else they can at Israeli soldiers. These kids under the age of 18 are helping their parents get these weapons into Gaza. This is not simply about a flotilla attempting to break an embargo. This is about a sovereign country being able to protect its borders, and it has no business in this room. Thank you. (Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 3.

DELEGATE KHALILI: Hello. My name is Shahin Khalili and I'm a delegate with United Domestic Workers. And I'm not speaking on behalf of United Domestic Workers, but I just wanted to speak on behalf of myself.

I grew up in the Middle East. My first memories were of war, so if anyone here can relate to that, I would be happy to speak with you afterward.

But I just wanted to voice that. To me human rights are a huge issue, and every single life, whether it be Jewish or Palestinian, or whether that be black or white or whatever it is that you're born, is valuable. And that's all I want to say. (Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 1.

BROTHER WELSH: David Welsh, Letters Carriers Union Local 214. I'd like to speak in favor of -- in opposition to the amendment, in favor of the original resolution as amended.

The problem with this -- taking this out is that behind it is the idea that there's an equivalency between the armed struggle -- the armed activity of Israel and Palestine.

In the Gaza invasion that happened a few years ago, and bombing, there were 1400 Palestinians killed. And I think the number of Israelis killed I think you could count on one or two hands.

There's no equivalency between people throwing rocks or these little dinky rockets and the kind of massive armament that Israel has furnished, by the way, by the United States taxpayers for the most part.

And I think that the point of this resolution is to attack this completely unjustified attack on the flotilla in international waters, an act of piracy, and to say that the borders to Gaza should be open. People shouldn't be starved. That shouldn't be going on in the world today.

We're the Labor Movement. We want free flow of goods and services so that people can have jobs in trade, so people can have jobs in manufacturing. We don't want to encourage this blockade which is causing all this suffering to the people of Gaza.

I would like to speak strongly in favor of retaining the resolution as it came out in committee and saying no to the amendment. Thank you. (Applause)

PRESIDENT LEYVA: Thank you delegate. Do I have a delegate at Mike No. 3? Delegate at Mike No. 3, please.

BROTHER MEHLMAN: Steve } Mehlman, UFCW. I'd like to call the question, please. (Applause.)

PRESIDENT LEYVA: Do we have a second? ("Second.") All those in favor of calling the question signify by saying aye. ("Aye.") Opposed no. ("No.") Motion carries.

We are going to vote backwards. So the first thing that we're voting on, delegates, is the amendment. The amendment would be to put the language back in. All those in favor of the amendment signify by saying aye. ("Aye.") Opposed no. ("No.") Motion carries.

Now we're going to be voting on the resolution.

FROM THE FLOOR: Division of the house.

PRESIDENT LEYVA: Okay. A division of the house has been called for. So sergeants please make sure everyone has been seated in their seats. Delegates, do not move. We will let you know when you are to rise or sit down. Sergeants, I'll give you a couple of minutes, and we'll get started.

All right delegates, the sergeants have informed me that we're ready to go.

What we are voting on is the amendment, and that would restore the language to Resolution 19, which was

originally put in by -- or voted on by the Executive Council. So all those in favor of the amendment please rise and stay standing until you've been counted.

The motion is to vote the amendment, which puts the language back in and supports the right of Israel and Egypt to guarantee that such shipments do not contain weapons or military goods. That is what you're voting for. You're voting for the amendment-- which will put that language back into the resolution. So please stand -- which is the original language that was recommended by the Executive Council. So if you, in your voice vote, voted in favor, please stand. Stay standing so the sergeants can count, please.

(Counting takes place.)

Stay standing delegates or this is going to take all day. Stay standing until I ask you to be seated. Just because you've been counted by your sergeant at arms, you should not sit down. Stay standing until I ask you to sit down.

Sergeants, once you've counted your areas, please bring your numbers --

Stay standing.

Stay standing.

Delegates, please take your seats. Thank you very much.

All of those opposed to the amendment which would put the language back in, please rise and stay standing until I ask you to be seated. Please stay standing delegates.

Stay standing delegates. Thank you.

Delegates, please be seated and we will tally the votes. Thank you.

(Votes tallied.)

PRESIDENT LEYVA: Okay delegates. The motion to amend failed 158 yes votes to 162 no votes. So that's about as close as it gets. So the amendment failed.

Now we are back to the main motion, and we have a delegate at Mike No. 1.

DELEGATE MARLEY: Peter Marley, IATSE, Local No. 33. I move to table the main motion.

("Second.")

(Applause)

PRESIDENT LEYVA: We have a motion to table and a second. This is not debatable. All those in favor of tabling signify by saying aye. ("Aye.") Opposed no. ("No.") Motion carries. Thank you delegate. (Applause)

All right delegates. Moving forward.

CO-CHAIR LIND: All right. You thought this was done and we're through resolving the Middle East conflict. We're not quite. We have a little bit more business here.

The committee recommends that Resolution 5 "Regarding the Attack On the Gaza Aid Flotilla, Calling for an Independent International Investigation, and Opening of the Gaza Border" on pages 81 and 82 in the printed booklet and within Book 3, the green-topped book in the delegate packet be tabled. I so move. ("Second.")

PRESIDENT LEYVA: Thank you. You have a motion and a second to table. All those in favor signify by saying aye. ("Aye.") Opposed no. ("No.") The motion carries. Thank you.

CO-CHAIR LIND: The committee recommends that Resolution 16 "Calling for a Just Solution To the Middle East Conflict" on page 99 of the printed booklet included in Book 3, green top in the delegate packet be tabled. I so move. ("Second.")

PRESIDENT LEYVA: We have a motion and a second to table. All those in favor signify by saying aye. ("Aye.") Opposed no. ("No.") The motion carries. Thank you very much. It wasn't even close, delegates. (Laughter) Wasn't even close. You have a different perspective when you're up here. But I appreciate your comments.

I'd like to thank the Resolutions Committee for their partial report, and I'd like to call on the Legislative Committee chair and co-chair Barbara Blake and Mickey Kasparian.

CO-CHAIR KASPARIAN: Good morning sisters and brothers. Good morning. Resolution 13 is located on pages 94 and 95 of the booklet; and Resolution 23, which is in your packet of the Executive Council late and amended resolutions, both deal with Arizona law SB 1070. The committee recommends combining resolution 23 into Resolution 13. The combined resolution concludes with the following resolve.

(Resolves on page 94 of green-topped book read in total.)

The committee recommends that the combined resolutions be amended striking all of the final resolve and change the word "further" in the third resolve to "finally." A final version of the combined, amended resolution can be found on pages 15 and 16 in today's packet of the Executive Council late and amended resolutions.

The committee recommends adoption of this combined resolution as amended, and I so move. ("Second.")

PRESIDENT LEYVA: We have a motion and a second on the floor. Delegate at Mike No. 1.

VICE PRESIDENT DURAZO: Maria Elena Durazo, L.A. Federation of Labor.

On July 29th, which is the date that this law is expected to be implemented unless it is stopped in the courts, on July 29th, almost 600 union leaders, activists from Los Angeles will be traveling to Arizona in solidarity with the people of Arizona that say no to this law. I am very proud of that. That group will be representing between 30 and 40 different unions who say enough is enough with this kind of racial profiling.

I want to also say that I stand in support of this resolution, primarily -- the second reason is because for several years now, many years, now we have reached a conclusion in which the AFL-CIO nationally and the Change To Win nationally have agreed on principles for fair immigration reform. So that's the real solution, not AB 1070 from Arizona.

Thank you very much. (Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 2.

DELEGATE KELLY: Yea, Patrick Kelly, Teamsters, Local 952. It's my understanding -- this is sort of a point of information -- that those five pieces that were in the original Resolution 13 have been struck? That's correct? The ones having to do with --

PRESIDENT LEYVA: That is correct.

DELEGATE KELLY: Okay. I want to rise in support of this modification of this. I think it's exactly appropriate. I think we've got situations that are going on -- we have it in our local union -- where people are losing their jobs behind verification processes.

We saw what happened in the Seattle area or in Washington where hundreds of people were terminated and left in their communities. And then we had employers using indentured servitude, bringing in hundreds of workers from Mexico and Jamaica to replace the people up there.

I think this phony visa pieces that they're using is completely inappropriate. They're bringing welders, they're bringing truck drivers, they're bringing laborers in from all over the world to displace people that are here. Whether they're documented or not documented, it's not favorable.

They're also going to try and open the border to Mexican truck driving. And I could go on and on. But we need to be strong here and support a fair, reasonable immigration reform.

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 3.

DELEGATE CAMACHO: Good morning delegates. My name is Josie Camacho from the Alameda Labor Council. And I stand in strong support of this resolution in opposition to SB 1070 and in support of comprehensive immigration reform.

SB 1070 is legislation that would violate the rights of workers and their families. It will be a way to codify the ability of law enforcement, if they want to or not, to violate the rights of these workers. Let's not go on record supporting a right-to-work-for-less state, Arizona. When you take on one of us, you take on all of us. (Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 1.

DELEGATE WELSH: David Welsh of the Letter Carriers Union.

The California Labor Federation position that it adopted in 1994 called for repeal of employer sanctions. And I think that's why it's really good that these five points have been eliminated from the resolution.

Because this was the first state federation in the country, if I'm not mistaken, that took the stand. And it led towards a sea change in the attitude of Organized Labor towards immigration as reflected in the 1999 AFL-CIO national convention in Los Angeles.

And one of the features of that position was repeal of employer sanctions, legalization of undocumented workers, and no to guest-worker programs.

And I think it would be very good if Organized Labor not take a backward step but hold on to those very important core principles of fairness and equality in treatment of the immigration issue. And I strongly support this

resolution.

PRESIDENT LEYVA: Thank you delegate.

Delegates, you have a motion and second before you. All those in favor signify by saying aye. ("Aye.")

Opposed no. Motion carries. Thank you.

DELEGATE BLAKE: Madam Chair, I'd like to take this opportunity to thank my co-chair, Mickey Kasparian, and the following members of the committee: Jovan Agee from AFSCME UDW 3930; Tony Alexander, UFCW 5; Jane Bausa, CSEA; John Beaumont, NALC 214; Bonnie Castillo, CNA; Antonio Christian, CBTU; Lorena Gonzalez, San Diego/Imperial Labor Council; Cathy Hackett, SEIU 1000; Barbara Liddy, IBT 396; Matt Kriz, PAT District Council 36; Adam Loveall, San Joaquin and Calaveras CLC; Peter Marley, IATSE 33; Pat McOsker, IAFF 112; Judy Perez, CWA 9400; Mark Ramos, UFCW 1428; Neil Silver, ATU 1277; Buffy Snyder, IATSE 705; Tony Tiscareno, USW 1440; and Loretta Ramirez, OPEIU 3.

With that, Madam Chair, I move the Legislation Committee be dismissed.

PRESIDENT LEYVA: Do we have a second? ("Second.") You have a motion and second to dismiss the committee. All those in favor signify by saying aye. ("Aye.") Those opposed. Motion carries. Thank you. Thank you very much to both the chairs and the members. (Applause)

The chair recognizes Art Pulaski.

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair, thank you for the recognition.

PRESIDENT LEYVA: Not a problem.

EXECUTIVE SECRETARY-TREASURER PULASKI: It's the time in the convention when we have a recommendation from the Executive Council on the next convention city. I move that -- as you know, we alternate north and south, north and south -- the next biennial convention be in the fine city of San Francisco, based on the issues of assuring that there is availability of comfortable quarters for the delegates and affordability for the delegates as well. If not, we sort of radiate out from there. But the motion is the next convention city, the city of San Francisco. ("Second.")

PRESIDENT LEYVA: We have a motion and a second. All those in favor signify by saying aye. ("Aye.")

Opposed no. Motion carries. Thank you.

And delegates, that ends the business of the Biennial Convention, and I would like to call to order the COPE Convention. Yea! Good job everybody. Give yourselves a hand.

COPE CONVENTION

(Applause)

And really give yourselves a hand, because look it, this is Day No. 2, and everybody's still here, so great job. With that, Secretary-Treasurer Art Pulaski.

EXECUTIVE SECRETARY-TREASURER PULASKI: Thank you Chairwoman, delegates. We want to issue some special thanks for the work of the convention past and the convention now we're commencing. And we particularly thank the color guards from the Fire Fighters, IAFF 3730; Jane Bausa from California School Employees Association 759 who led the Pledge of Allegiance; UNITE HERE, Local 30, the good workers at this hotel who have served us well. (Applause)

Convention videographer Michelle Crenshaw of IATSE, Local 600. (Applause) AV and stage technicians from IATSE, Local 122 and Local 623. (Applause) The reception band, the mariachi band, members of Musicians, Local 345. The photographer, Slobodan Dimitrov, who works for LA/OC Building Trades News.

The signage by Sign Display, Local 510 of the Painters and Allied Trades. (Applause) Convention materials by the Allied Printing Trades 850 and 146. The hard working Federation staff, the best staff in America. (Applause) CWA 39521 and OPEIU 3.

I also wanted to give special thanks to Charlie Scully. We don't thank him enough for doing a great job as our legal counsel and as our parliamentarian. (Applause)

Those are the thanks. Did I miss anybody on the thanks? Thanks to the sergeant at arms -- we'll thank them again at the end -- especially led by Chief Sergeant Lemmon, wherever you are. Thanks for their good work.

We have a little video for you to open up the COPE Convention. This is sort of a new special treat, I hope that you consider it. We're about to witness the world premiere of our cutting edge new viral video called "Wall Street Whitman." (Laughter)

We had a lot of fun putting it together. We hope you'll enjoy it. It's a little silly, a little smart, and very serious at the same time, just like Whitman herself.

But here's the deal. This is not just a video that you're going to see today. This is a video game. And it is a viral video game. So you can actually go up on wallstreetwhitman.com which, by the way, is the most comprehensive information about Wall Street Whitman that you can find anywhere on the web, and it's ours. We did a lot of research to get all the data about Ms. Whitman.

We just e-mailed -- and this is why we asked you for your e-mail earlier yesterday. We just e-mailed to you this moment -- and you can check your PDAs if you want -- this video link, because this is the viral piece.

We're going to ask you to e-mail this to at least five friends. And if you have a bunch of people on your thing, send it to all of them and ask them to send it to five more friends.

And if we do that, by the end of the week we'll have reached hundreds of thousands of people. Think about it. So you can make it happen. It's just a couple of minutes to take it and forward it on to all of those folks. And you can forward it from your Blackberry, your iPhone, your PDA, whatever you have, if you've given us your e-mail address.

We're using all sorts of online tools this year; not just e-mail, but also blogs, Facebook, Twitter. This will soon be on our Twitter account, so if you're not a follower of the Federation on Twitter, make sure you do, because you'll see it there as well, to spread this video around.

You can also use this video game to get your members informed, use it at delegate meetings, e-mail alerts, GOTV events, et cetera, et cetera. Again, be forewarned, it's a little silly. But you know what? These days people like to see -- how many folks have ever checked YouTube? Check it out. This could go on the YouTube. Let's roll.

(Video presented.) (Applause)

EXECUTIVE SECRETARY-TREASURER PULASKI: So that's what YouTube is all about. So I want to thank Steve and our staff and everybody that helped put that together. (Applause)

So please help make this viral. If you gave us your e-mail address, it's sitting waiting for you to spread it out to everybody. And the more you play the game, the more people you fire, then I guess the higher you get -- I haven't played the game yet -- the higher you get in terms of whatever you get. I don't know what you get, but a lot of money I guess. (Laughter)

PRESIDENT LEYVA: Delegate at Mike No. 1.

DELEGATE MORGAN: Ron Morgan, AFTRA, American Federation of Radio and Television Artists, vice president of Los Angeles County Federation of Labor.

I really appreciate the commercial. I appreciate that we are finally going this direction. But I also want us to be aware that this work, the performers in this work is union-covered work. That all of the unions out here, when you do a commercial, when you do a radio ad, when you do a documentary, when you use a song that you put on a video, all of that work is covered, protected work.

And our responsibilities is to make sure that we, as unionists, laborists, go and make sure that that work is covered, that this work is done by the IATSE members, that this work is either done by the Screen Actors Guild if it's on film, or AFTRA or the Screen Actors Guild if it's done visually.

I know that it's important that you all want us to support you making sure that we do -- and union trades, that we use printers, that we use plumbers, that we use construction. This is our work. This is how we make our living.

(Applause)

When you hire someone to do your media for you, make sure that they are making sure that this work is being covered by union performers. It's so important, because if you want our support, we want your support. And it's so easy for us to think it's cheaper to do it non-union, it's cheaper to let someone else do it.

In Los Angeles we have got a Union Label Committee, and we are working on this. Again, we have lost sight in many of our industries about how important it is to use the union label.

This is a chance where we can do it. This is a chance where we as the performing unions ask you to make sure that if you do a radio commercial, if you do something for a documentary, if you do something with music, that it's covered work, and that you talk to the appropriate union and make sure that it is a performer getting paid a reasonable rate for it. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate at No. 3 please.

DELEGATE SANTORA: T Santora, CWA 9000. And I echo what the brother said. For those of you who are looking at your PDAs now, your phones, and you want to forward that, if it's not an AT&T system, it's an anti-union system. (Applause)

(Inaudible due to applause) other carrier, we could fix that up. Change it now. AT&T is the only union cell phone service in this country so far.

(Applause)

EXECUTIVE SECRETARY-TREASURER PULASKI: The advice from both brothers at the mike is well taken.

Couple of announcements. First I want to say that this is a historic convention for us. And that's because we have two very significant new affiliates of the California Labor Federation since the last convention, in fact in the last year.

And the first is the first affiliate of the California Labor Federation from the NEA. (Applause) Camille Zambro from the San Diego Education Association is leading the way to create more and more solidarity with the entire Trade Union Movement in California. She's a leader of the CTA and the NEA and showing the way for us to have a truly unified, completely unified Labor Movement in California. Welcome. It's great to see you. Thanks for coming. (Applause)

And also joining us for the first time is the Orange County Employee Association, the OCEA, who's right there. Welcome. (Applause) (Inaudible due to applause) There's great solidarity from that county. Thanks to Tefere Gebre for all the work to make that happen. Thank you Tefere Gebre, who's modestly standing in the corner over there. Welcome.

So great. We look forward to working with you and winning these tough battles ahead.

We have an announcement on the campaign school. If you signed up for the campaign schools yesterday, the good staff of the hotel who were cleaning at the end of the day threw away your sign-up sheet. So we'd ask you to please -- we have sign up-sheets I think ready to go around. Susan? Here they come. They're coming down to the side of the tables. If you would sign up again for the campaign school.

SISTER SUSAN SACHEN: Even if they didn't sign up yesterday this is your opportunity.

EXECUTIVE SECRETARY-TREASURER PULASKI: We also have another union affiliated with us, and that is the California Union of Home Care Workers, a joint AFSCME and SEIU affiliate. (Applause) (Inaudible due to applause)

So again, the sheet is coming down. If you get the sheet please, be sure to pass it down. Don't let it stop at you. Keep passing the sheet. A lot of times they get lost.

If you signed up yesterday -- but if you didn't sign up and you still want to, yourself or bring somebody to the campaign school, it's a very, highly valuable asset. Please make the most of it and participate in the campaign school. We have three of them, north, south and central coming up very soon.

We have an announcement also on the campaign materials that we're going to make available to you on the website. They are password protected. Particularly this year where we have a billionaire who has, in fact, a team, an attack team that will find anything they can on the web and steal it away from us, please make sure, when we give you your password to access our private "For Unions Only" site that you use that and make sure nobody else gets access to it.

The password has been e-mailed to all chief officers of your union. If you need another officer, let us know if they need to get that password as well. If you didn't receive it, please mail us at info@calaborfed.org and we'll re-send it to you.

To log on go just go to the californialabor.org and click "For Union Eyes Only" in the red Action Center box. Please do not share the password with anyone. It's easy for it to get abused. Never use a password on a shared computer or a public computer, because that's a potentially bad thing too.

Also seated for the first time -- you're with me on that. Okay.

Seated for the first time also is the newly created North Valley Labor Federation (Applause) (inaudible due to applause) We're so excited by the North Valley Labor Federation, the newest labor council in America, and doing great work in terms of the most important work this year, the politics we have.

So one final comment by me before we roll on to the next agenda item, and that is the blueprint. For those who were with us at the pre-primary convention in April, we shared with you on the screens the blueprint, because -- we put this together this year, and you can see it now.

Because we are engaged in such a detailed campaign effort this year, the most comprehensive political action program that we have ever done in the California Labor Movement, and I think probably any federation has done in any Labor Movement in the USA.

There are four major components to this. The first component is the Member Communications. The first line all the way across on the time line. This is the most important piece to us, because our members are the most important. We need to be sure that our members get the information and are activated. And this is a time line all the way across the top line, of the Member Communication Program that we all are doing to reach out to our members.

The second line is the brand new Million More Voters Program. More about that in a short time. But that's the most exciting thing that's happening in politics today, and we'll give you more details about that in a few minutes.

The next piece is the Independent Expenditure Operations. The Million More Voters Program in short creates the targeting technology to find the right voters, the most important voters for us to reach. It is so good that what I call the Big IE, which is the Independent Expenditure Operation called Working Families for Jerry Brown -- which ultimately we hope will spend 25 or \$30 million to counteract Meg Whitman -- is using the technology of the Labor Movement that we have put together -- that you approved, by the way, at the convention that we had as a body two years ago -- to begin this Million More Voters Program.

That technology is now being used by the Working Families for Jerry Brown because it's so effective a technology. That's the third piece.

The fourth piece is the Earned Media Program, what we otherwise call informally the Dog Whitman Campaign. That is the mobilization of our members, just like the nurses have been doing so effectively, to follow her everywhere, to smoke her out, to tell the truth to the public about who Meg Whitman really is, what she stands for, and what her history is.

These are four components to the comprehensive political action program that we have put together for this year, far more comprehensive than we have ever done before. And this is the year we need to do it in this way in

order to beat back the serious opposition that we have.

So we're going to give you now a few more details piece by piece. And I bring your attention to this book in your packet. And for the next few minutes we'll be focusing on that. And that is called -- it's the larger book. It's called the Blueprint for Victory. This is our strategy book. It has the buttons for Brown and Boxer on it.

If you open it up, it will almost automatically go to the center page fold, which is called the Local Union Blueprint Checklist okay? It's the book that's the Blueprint for Victory book. You open it up, and it's the local union version of this blueprint that we have on the screen.

And we're going to ask you to be sure to follow this -- this is meant to pull out -- we can give you more copies -- and put on your walls to follow this. If every union -- if 2000 unions in California with 2,000 members follow this checklist together, there's nothing that can beat us anywhere, because we can be so effective in terms of turning out our members to vote.

And it is, in short, four major components. The Worksite Program where we have to get to our members. We ask every local union to assign a worksite coordinator. That's there on the checklist.

The second piece is Letters To Members. Every union needs to send at least three little letters to members in order for them to hear the message from the most important source that influences them, and that's the leader of your local union.

The third piece is the Volunteers. We've come together in an agreement that says let's all agree to recruit 1 percent of our members as volunteers for the phone banks, the precinct walks, et cetera, et cetera.

And finally, the Rapid Response Team at the bottom, which is the Dog Whitman Campaign, respond to her, work with your labor councils to know when we need to get out to respond.

So these are the four components of the checklist. And we're going to begin through the chair -- or should we just introduce -- okay, Lou Paulson, Vice President, Co-Chair of the Strategic Planning Committee that put this all together is going to talk to us about the worksite program. (Applause)

CO-CHAIR PAULSON: First of all, I'd like to say as vice or co-chair of California Working Families for Jerry Brown, the Independent Expenditure Committee that Art mentioned, along with Bob Balgenorth and Bill Lloyd from SEIU, I want to thank the Federation for the investment in a Million Member Voter Program.

Because Art is correct. The investment that we've all made in that program is helping us target the message to beat Meg Whitman. And if it wasn't for the Federation's lead on this, it would be difficult for us to do the research that we need to do to target the message that we need to target on the media. But that's only one part of the campaign.

I don't need to tell you how important this race is. We've heard it. If somebody's confused about how important it is, please step outside in the hallway. There's a sergeant at arms with a 2 X 4 and he'll hit you over if head a few times. (Laughter)

But we need to talk about going to our members. And what we do know is that traditional way of talking to our members, phone banks, the mail, that reaches only about 25 percent of our members, and we need to reach all of our members, at least 75 percent of our members that are not getting the message.

And you know and I know the best place to see the members is in the worksite. I know from the Fire Service that we do solve the world's problems at the firehouse kitchen table. We sit there every day and we debate every single issue and every single side of every single issue.

And that is the place our message needs to be, needs to be in the middle of the worksite. Because that's where our members need to see us, where they need to have faith in their union, that's where we need to bring home the qualities and the importance of this race and what it means to working families.

We need to personalize the message. I was in Chula Vista yesterday morning talking to our members. And I will tell you that Barbara Boxer is not a friend to the average fire fighter. They do not like her. I can't tell you why, but she's not a popular person. We endorsed her very early.

And I sat down and talked to those folks about why it's important to support Barbara Boxer and talked to them about why it's important to support Jerry Brown and what's at stake for them this November for their families, the quality of life for their community.

And they understood it at the end of about 20 minutes of discussion and give and take and questions and

answers about what's important. They get that.

They wouldn't get that from a piece of mail. They aren't going to get that from a robo call. They aren't going to get that necessarily from a phone bank. They will get it from you and I sitting down and talking to them.

So the Strategic Planning Committee has set a goal for all of us to reach 50 percent of our membership between now and the November election. Now, brothers and sisters, that's not five percent of the membership 10 times. (Laughter) That's 50 percent of the membership, okay? That means we've all got to go out and do that.

And the Federation's provided three flyers to help you do that. The first one is an August flyer that should be up on the screen, and that's available today. Operators are standing by. And that compares Jerry to Meg, one side on the other. I think you folks have got those in your packets. We've got those out in the hallway for people to pick up. Take as many as you like. We've got plenty of money, right Art? Take as many as you like.

And in September we've got another piece, which is a persuasion flyer. Also we've got pocket-sized cards by sector. And that's the September piece that's going to talk about the different labor unions, different sectors, and the importance of the race for each group.

And then in October we're going to have a flyer that's our comparison and commitment flyer to our brothers and sisters.

So we ask you to take these flyers and use them. I will tell you that we are, as fire fighters, going to take those flyers. We also have some information of our own. We've got our international president flying out for four days, and he will travel all over the state of California.

I do know for us when Prop. 75 was going on, we were in Alturas and in Eureka and in La Mesa and all over the place talking to fire fighters about the importance of this issue. We need you to you do the same. You know what the costs are, you know what the stakes are. Please support the worksite visit program. Get out and talk to 50 percent, at a minimum, of your membership.

As I tell you, at the Strategic Planning Committee we had a lot of discussion about setting the level. Some folks said 50 percent was too high, we're never going to get there. I think we can. The committee ultimately believes we can. Don't make us a bunch of liars. Prove it to us. Thank you very much.

(Applause)

EXECUTIVE SECRETARY-TREASURER PULASKI: The next portion of the strategic plan that's opened up in your book in the center piece is going to be presented by LaKesha Harrison from AFSCME 3299. LaKesha.

(Applause)

DELEGATE HARRISON: Good morning, brothers and sisters. ("Good morning.") Good morning, brothers and sisters. ("Good morning.") Okay, we've heard a lot the last couple of days. But one of the things that stands out in my mind is that yesterday we kept being reminded that we have to stand up and fight back, right? ("Yes!") We have to stand up and -- ("Fight back!") Stand up. ("Fight back!") Stand up. ("Fight back!")

Now, we have some tools to do that with. The local union plan -- either we're going to educate, get our members involved and get out the vote and win, or we're going to lose the video game, right? (Laughter)

So what are we going to do? We're going to fight, we're going to educate, and we're going to win. So we're going to stand up. ("Fight back!") Stand up. ("Fight back!") Stand up. ("Fight back!")

Okay. So you guys have already seen the Blueprint. The worksite plan, we have to get how many of our members? ("50 percent or more.") 50 percent or more. Lou said not 5 percent times 10. Not the same 5 percent, not the people we always go to, but we got to reach out, and we got to go deep, we got to go far, and we got to reach how many percent of our members? 100.

So the second thing we have to do is get letters from the leadership, from our chief officers: presidents, executive vice presidents, secretary-treasurers. How many of us in this room hold one of those positions, president, executive vice president, secretary-treasurer?

So now, Part 2 -- other than the worksite piece, Part 2 is that we have to take some leadership and put out the letters, and make sure that our members understand what's going on, right? They want at least three. One in the summer, which is coming out in a couple weeks, the second letter in early October, and the third letter is the GOTV letter reminding people they have to get out to vote for Jerry Brown, all right? Okay. Leaders? ("Right.") I can't hear

you. Leaders? ("Yes.") Okay.

The third thing is we need volunteers. We cannot win this campaign without 1 percent volunteer turnout. How much? ("1 percent.") So we're going to reach 50 percent of our worksites and how many volunteers? ("1 percent.") One percent don't seem like it's that hard. From my local, we have 20,000 members. That's like 200. So 3299, are you here? ("Yeah!") 32 -- ("99!") 32 -- ("99!") Can we get those 200 members out? ("Yes!") Okay.

So if we can do it, I know that you guys can do it, right?

EXECUTIVE SECRETARY-TREASURER PULASKI: Right on.

DELEGATE HARRISON: Right on. So those are the three things we have to do.

There's another piece that someone else is going to talk about, but this is very, very important. We had Meg Whitman here yesterday, and she was beautiful in her finery. And she was the queen of all things. But we have to let her know that labor rules, not her, right? ("Yes.") We're going to stand up -- ("Fight back!") Stand up. ("Fight back!")

If we don't do this we will lose. This woman is trying to buy California. And we have to let her know that California is not for sale right?

So every day, every morning, the first question we should ask ourselves is how many worksites have we been to today, how many volunteers have we recruited today, how many workers have we talked to today. That should be our job every single morning. When we wake up, that's the three things we need to do to make sure that we elect Jerry Brown, and to make sure that this clown doesn't get in, right? ("Right.")

And there's two things we have to be ready for. We have to be ready to work, and we have to be ready to win. Y'all say that with me. Ready to work? ("Ready to win.") Ready to work? ("Ready to win.") Ready to work? ("Ready to win.") Ready to work? ("Ready to win.")

Stand up. ("Fight back!") Stand up. ("Fight back!") Stand up. ("Fight back!")

Thank you. (Applause)

EXECUTIVE SECRETARY-TREASURER PULASKI: And I'm just going to ask you to make sure you have a team of people ready to go for when your Labor Council calls you to say, "Meg's coming to town and we've got to get out there and meet her and welcome her in our own kind of way." So please be prepared for that.

Now, Jerry Brown is going to be here in a few minutes. (Cheers) He will be here after we conclude the most important business of this Federation, which is the endorsements of all the candidates and ballot measures.

We have one final item to do before we engage in that, and that is a little bit more on the Million More Voter Program. As I said, last convention two years ago in your wisdom you approved a very new technology, a targeting technology, called Million More Voters where we decided we needed to be able to reach particularly those voters in what we call the ex-urban areas of the state, the non Los Angeles region, the non Bay Area region; those voters where we don't have enough union density, but where they're growing in massive amounts in the state in terms of population. And we need to reach those people.

This technology allows us, for the first time ever, to find the working-class people, the blue-collar workers, if you will, who are not union members but share our values. And by the way, as we develop this list of people and build a relationship with them, if you remember two years ago we realized that we also have -- these are the people most likely to join your union one day.

And as we build a relationship with these people, some day you're going to say let me share my excelsior list with this master list to find the most friendly union -- the most pro-union individual voters who may some day sign a card; say, "Yes, of course, I'll join this union."

And so we've already put aside now some money from our per capita in order to make this happen.

Another word about this. We have refined this list and then brought in the Obama campaign technology people who helped us further refine this list. And I got to tell you, we're a little bit excited about this. Because after we have refined this targeting list that builds models of how to find these voters, they have told us that labor in California now possess the most sophisticated voter-targeting technology in American politics today. (Applause)

EXECUTIVE SECRETARY-TREASURER PULASKI: So this is the wisdom of this body. We want to thank you for making it happen. We put some money aside to make it happen. We need a little bit more money to make it happen, and so we ask the chair to call on the Resolutions Committee for the final resolution, this one on Million More Voters.

PRESIDENT LEYVA: First, do we have a delegate at Mike No. 1? Delegate?

DELEGATE CRUZ: Good morning brothers and sisters. My name is Arturo Cruz, and I'm with AFSCME, Local 2700 out of Contra Costa County in the San Francisco Bay Area.

And if I could just take a quick couple minutes to acknowledge all those brothers and sisters that are in city and local offices or the school district.

I am the council member of the City of San Pablo. And I humbly ask you to please support us in any way possible; if it's endorsements, of course financially, but overall prayers.

It's a challenging job, but I accepted the responsibility to stand up for my brothers and sisters, not only in the city of San Pablo, but throughout the state of California and throughout the United States.

I plan to advance in my political career, first stepping into city office in the City of San Pablo. So if at this time we have any local officials, Madam Chair --

PRESIDENT LEYVA: Delegate, I'm not sure -- I think you're out of order, because I'm not sure how this is relevant to what we're doing right now.

DELEGATE CRUZ: I'm just trying to -- I was told to just let my brothers and sisters know that I'm Arturo Cruz, and I'm on San Pablo City Council, and to please support your local officials. That's all, Madam.

PRESIDENT LEYVA: Okay, thank you. You need to sit down.

DELEGATE CRUZ: Okay, thank you. Thank you very much. God bless you.

PRESIDENT LEYVA: Thank you.

DELEGATE CRUZ: This is what I'm --

PRESIDENT LEYVA: Delegate, please sit down. Thank you.

All right. The chair would like to call on the Resolutions Committee chair and co-chair Doug Moore and Ron Lind.

CO-CHAIR MOORE: Okay, last resolution. I don't know who picked the order of who does what resolution, but I think I drew the short straw. (Laughter) Resolution 18. "Million More Voters" resolution in the packet that was distributed on the tables this morning concludes with the following resolve:

(Resolve read.)

The committee recommends adoption of this resolution, and I so move. ("Second.")

PRESIDENT LEYVA: We have a motion and a second on the floor. Delegate at Mike No. 1, please.

DELEGATE HITTELMAN: Marty Hittelman, President, California Federation of Teachers. I rise in support of this resolution.

(Lights go off momentarily.)

PRESIDENT LEYVA: Okay, what's up with the lights? (Laughter)

FROM THE FLOOR: It's a spiritual thing.

PRESIDENT LEYVA: Go ahead, delegate.

DELEGATE HITTELMAN: Together united we can win. Part of being united is paying the tax necessary to win. This is a small tax on all of us in order to win. We can't afford not to win. For less than \$2.00 per member we have the chance to not have further furloughs, not have a continued attack on public services, not have a continued attack on labor unions.

It's worth the less than \$2.00 per member to make sure that we win this campaign in November. If we lose, it's going to cost us a lot more than \$2.00 per member. It's a good investment of our members' dues. I support the motion.

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 3.

DELEGATE SHUR: My name is Allen Shur from IBEW 569 in San Diego.

I too rise in favor of this resolution. You know, I know that we can all say that these are hard times, we can't do any more. But I'll tell you, if we don't do this, we may not have seen the worst of times. I'd like to encourage us all to support this resolution, and we need to win in November. Thank you.

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 2.

DELEGATE DAVIS: Thom Davis, IATSE Local No. 80.

I rise in support of the resolution. It's always difficult -- as everybody in this room knows, it's always difficult

to go to your members and ask for more. But we all know that there are those times when you have to do that, when the issue and the fight become so critical that you have to go to your members and secure the resources necessary to protect institutions and the members.

And that's what we're doing today. We're asking for the resources to protect our members. We always hear the line about this is the most important election since the last and before the next, right? Now I'm stealing a line from our president.

But I really believe that in this instance that is the case. We've had to deal with Arnold Schwarzenegger, and I'm not proud to say he's from the industry in which I represent. It's an embarrassment. And he was bad, and he's hurt a lot of people.

But as what was pointed out just yesterday, there's a difference between not liking somebody and hating somebody. And what we're faced with in this election is an opponent who is out to destroy not just the institutions, but to destroy the lifestyles that our members have become accustomed to because of the hard work of the people in this room.

And I believe it's absolutely critical that we get behind this resolution, that we get behind the program, and we go out and we do the work and we stand up. So put an end to it, I ask for everybody's to support this resolution. And thank you very much.

(Applause)

PRESIDENT LEYVA: Thank you delegate. You have a motion and a second before you. All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries. Thank you. (Applause)

CO-CHAIR LIND: Madam Chair, I'd like to thank Co-chair Doug Moore and the following members of the Resolutions Committee. Michael Bilbrey, CSEA; Tom Brandon, IAM; Dave Connolly, SUP; Robert Longer, CWA 9421; Bob Smith, IUPAT District Council 36; Tim Strack, CPF; Jack Buckhorn, IBEW 551; Thom Davis, IATSE 80; Tefere Gebre, Orange County CLC; Nancy Wohlforth, OPEIU; Kimberly Claytor, AFT 1794; David Sickler, Building Trades; Bob Blanchet, IBT 287, Dave Campbell, USW 675; Jennifer Badgley, IBEW 569.

With that, Madam Chair, I move, at long last, that the Resolutions Committee be dismissed. ("Second.")

(Applause)

PRESIDENT LEYVA: At long last. Thank you. All those in favor signify by saying eye. ("Aye.") Opposed no. Thank you very much to the Resolutions chair, co-chair and the committee. (Applause)

At this time I'd like to recognize the chair of the Credentials Committee Marsi Newman. (Applause)

DELEGATE NEWMAN: Since the last reporting of the Credentials Committee, the committee has continued to meet throughout the registration process, and the final report has been posted on the back wall by staff. Your Credentials Committee recommends adoption of this final report, and I so move. ("Second.")

PRESIDENT LEYVA: You have a motion and a second before you. Discussion? All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries. Thank you.

DELEGATE NEWMAN: Madam Chair, I would like to take this opportunity to thank the members of the Credentials Committee who are: Joe Coy, San Joaquin CLC; Lori Klingensmith, CSEA; Mary Moffitt-Lau, OPEIU 3; Elizabeth Pataki, CNA; Adrienne Rangel, AFT 1273; Eryn Yula, ATU 1555; Jeremy Wright, UDW; Laura Ryes, UDW; and Mickey Harrington, Butte Glenn CLC. Thank you for your service. (Applause)

Madam Chair, I move that your Committee on Credentials be discharged with thanks. ("Second.")

PRESIDENT LEYVA: We have a motion and a second to dismiss the Credentials Committee. Discussion? All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries.

Thank you very much to Marsi and her committee. (Applause)

The chair recognizes secretary-treasurer.

EXECUTIVE SECRETARY-TREASURER PULASKI: Chairwoman, delegates, I bring to your attention the book in front of you with the red top that says "Endorsements and Ballot Measures." It's Book No. 4.

While you're getting that out I want to bring also to your attention this little comic strip that we have by your place mats this morning. We decided that we're going to start fighting back with Meg Whitman because she's attacked our people. And so this is some of the ways we're going to engage in some parody and perhaps even in some ridicule.

I want to give a special shout-out thank you to UFCW 324 for making this happen. Where's Rick? They have a cartoon-artist member at Local 324. His name is Chris Aubin, and he is the artist that has done both of these comic strips. We want to thank him for his generous and helpful work. (Applause)

These will be available too through our website access to our various worksite flyers. You can use that as a worksite flyer if your members will like it.

Now, as I said, we will now go through the important business of this convention all contained within the Endorsements and Ballot Measures book. As background, let me say that the recommendations before you are made by the Executive Council which met on Monday to review all of these candidates for office: assembly, state senate, Congress, state constitutional offices, and U.S. Senate.

These recommendations are made after input from the labor councils in those races that are the assembly, state senate and Congress. We typically pass those recommendations on to you after the labor councils have done due diligence in terms of interviewing the candidates, having debate, having a vote themselves to recommend to us. So there is a local process going on here that gets the candidate recommendations to us.

There are, however, a couple of instances where a recommendation made by a local labor council to the Executive Council may have been changed. They have an asterisk next to them. And the reason for that is one of three possibilities.

That no recommendation was received for that particular office from the local central labor council that has jurisdiction in the district.

The second possibility is that no recommendation was received for that office from one or more labor councils that may share jurisdiction in that political district.

And finally it could have been a failure of the local labor councils that share jurisdiction to have agreed on the recommendation, in which case it automatically becomes the purview of the Executive Council.

On very rare occasion the Executive Council may recommend a candidate different from that recommended by the labor council. That you will find a double asterisk next to. And in that particular case it requires a two-thirds majority of our Executive Council to override the recommendation of the labor council and thus have the recommendation before you today.

So with that background information we will go through this. And reminder that it requires a two-thirds majority of this body to endorse any candidate for office, and that it goes without saying that there are no recommendations for any other candidates of any other party other than those mentioned and agreed to today.

As we go into this, we're going to go quicker and quicker and quicker. For those who have been around for a while, you'll be familiar with it.

Please note that you may get to the mike to speak against any motion except Patrick Kelly. (Laughter) We took a special motion by the Executive Council to prohibit Patrick Kelly. (Laughter)

So here's the deal. As we go through these we, ask you -- here's the process. We're going to go through these quickly. Be prepared to be at the mike for the president's attention to ask for that particular raise to be, quote, set aside. We will set it aside, we'll go through the rest, we'll endorse all the rest. We will then come back to that and have the debate that you may choose, if you really, really need to have a debate on a candidate after all that process we've been through. So get up to the mike, ask that it be set aside, and we'll come back to it later.

And if there are no questions on the process through the chair, we will begin with the assembly. I bring to your attention -- no. That's the senate. Okay. So we're going to go through these quicker and quicker and quicker. We will vote for them as a whole at the end other than those that may have been set aside.

So on page 1, COPE Endorsement Recommendations, the California State Assembly, District 1, candidate recommendation Wes Chesbro.

FROM THE FLOOR: Yea!

EXECUTIVE SECRETARY-TREASURER PULASKI: Hearing no one objecting at the mike, we're going to go on. Again, we'll vote these as a whole later.

Recommendation District No. 2, no endorsement.

District No. 3, Mickey Harrington, who's in the room. Stand up Mickey Harrington. (Applause) Where are

you? Brother Mickey Harrington, delegate, leader of the labor council.

Again if you have an objection, you must get up as we say the name and call for the attention of the president.

District 4, Dennis Campanale, Democrat.

District 5, Richard Pan, Democrat.

District 6, Jared Huffman, Democrat.

I'm seeing nobody get up, so I'm going to move through this quickly.

District 7, Michael Allen, Democrat.

District 8, Mariko Yamada, Democrat.

District 9, Roger Dickinson, Democrat.

District 10, Alyson Huber, Democrat.

District 11, Susan Bonilla, Democrat.

District 12, Fiona Ma, Democrat.

District 13, Tom Ammiano, Democrat.

District 14, Nancy Skinner, Democrat.

So you're with us on this, we're going to go even quicker now to get through this efficiently. That's not meant to interrupt you if you need to have a say at the microphone. Just interrupt us.

Okay. On page 2.

District 15, Buchanan, Democrat.

District 16, Swanson, Democrat.

District 17, Galgiani, Democrat.

DELEGATE CAMACHO: Step aside. Sorry.

PRESIDENT LEYVA: I think it's set aside.

DELEGATE CAMACHO: Set aside. (Laughter)

PRESIDENT LEYVA: Yes, delegate. Name and organization, please.

DELEGATE CAMACHO: Josie Camacho, Alameda Labor Council, request a step aside --

PRESIDENT LEYVA: Set aside.

DELEGATE CAMACHO: -- set aside, sorry, set aside for 18.

PRESIDENT LEYVA: Thank you very much. So noted, delegate.

Art, you may step back in. (Laughter)

EXECUTIVE SECRETARY-TREASURER PULASKI: Thank you. It was done perfectly.

19, Hill.

20, Wieckowski.

21, Gordon.

22, Fong.

23, Campos.

24, Beall.

25, 26, No Endorsement.

27, Monning.

28, Alejo.

29, Esswein.

30, Florez.

EXECUTIVE SECRETARY-TREASURER PULASKI: We're going to go quicker now.

PRESIDENT LEYVA: Sorry, delegate, I was waiting for the flag. Delegate at Mike No. 1, please.

UNIDENTIFIED BROTHER: (Inaudible) I'd like to make a motion we endorse all candidates and if anyone has to stop that we have to set aside, let them call out their numbers.

PRESIDENT LEYVA: What number are you calling out, delegate?

UNIDENTIFIED BROTHER: All the assembly. And if somebody wants to set something aside, let them come to the mike and say what number, and we'll do it.

PRESIDENT LEYVA: You know what, delegate? Actually, the way we're going is going to be a little bit easier, and we'll get through it very quickly. You'll be impressed. Thank you for your suggestion.

EXECUTIVE SECRETARY-TREASURER PULASKI: Okay. That means we'll go faster. Okay. We're at 30. We're going to do the next 10.

30, Florez; Perea, No Endorsement, Zacarias, Castro, Williams, Jones.

Masry and Gorell, Democrat and Republican.

Shaw, Fuentes.

We're down to 40, Blumenfield.

Brownley, Feuer, Gatto, Portantino, Cedillo, Perez, Mitchell.

48, Davis.

Eng, Lara, Bradford, Hall, Butler.

Nobody's at the mikes.

Lowenthal, Furutani, Mendoza, Hernandez, Calderon, Woods.

60, Fritchle.

Torres, Carter, Wickman, Medina, Wood, Dye. Carl Wood, one of our own. Is he here today?

(Applause)

Freeman, Nguyen, Solorio, Fox, Kephart, Uballe, Jones, Crawford.

No Endorsement on 75.

Atkins, Hanson, Block, Hueso, and Manuel Perez, District 80.

Chair Woman, brothers and sisters, I move the endorsement of all candidates as listed other than 18 which has been stepped aside. (Laughter.) ("Second.")

EXECUTIVE SECRETARY-TREASURER PULASKI: With no other endorsement for any other candidates from any other parties. So moved. ("Second.")

PRESIDENT LEYVA: All right, delegates. You have a motion and a second in front of you. Seeing no discussion, all those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam chair, delegates, District 18, I move the endorsement of Mary Hayashi, Democrat. ("Second.")

PRESIDENT LEYVA: We have a motion and a second. Is there discussion?

DELEGATE CAMACHO: Josie Camacho, Alameda Labor Council. Support the endorsement on behalf of our labor council for Mary Hayashi for District 18.

PRESIDENT LEYVA: Thank you delegate. You have a motion and a second before you. Seeing no further discussion, all those in favor signify by saying aye. ("Aye.") Those opposed. Motion carries. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Okay. We are now moving to the State Senate. Sergeant at arms, keep an eye on Patrick Kelly.

We want you to see, please note, please note, that there's a typo omission in State Senate. It is the one on page 3 where it goes 14, 16, 18, 20, 26. I'm not a good mathematician. It should say 22, 24, 26. Omitted from 22 to 24 I would ask you to please write in, before we start this process, No. 22 is Kevin DeLeon, Democrat should be 22. Kevin DeLeon, Democrat.

And 24 should be, please, Ed Hernandez, Democrat. Ed Hernandez, Democrat.

Any questions about that before we begin the process? They were simply omitted in the printing, so treat them as everyone else.

So we'll begin. On the bottom of page 2 we'll now go through the list of recommended candidates. There are only the even-numbered years this cycle.

Candidate District 2, State Senate, Noreen Evans.

Candidate 4, No Endorsement.

6, Steinberg.

8, Yee.

10, Corbett.

12, Caballero.

PRESIDENT LEYVA: Delegate at Mike No. 1 please.

DELEGATE RHODES: Hello, brothers and sisters. I'm Ruth Rhodes from the Five Counties Central Labor Council and also a representative of APU, Local 960, and it's our first year attending the convention. It's a pleasure to be with all of you.

I would like to have set aside for No. 2.

PRESIDENT LEYVA: No. 2 set aside. Thank you delegate.

Yes delegate.

DELEGATE RHODES: My apologies. I said the wrong number because it's second on the list. It's actually District No. 4.

PRESIDENT LEYVA: Got you. So noted. Thank you. All right. Moving right along.

EXECUTIVE SECRETARY-TREASURER PULASKI: What number are we at? 14?

14, Johnson.

16, Rubio.

18, Pope.

20, Padilla.

22, DeLeon.

24, Hernandez.

26, Price.

28, Oropeza.

30, No Recommendation.

Negrete McLeod, Correa, Clay.

38, No Endorsement.

And 40, because in this case there is no final candidate for office on the Democratic side, the recommendation here, or the motion -- part of the motion is that this race be referred back to the Executive Council with authority to act once we know who the candidates are.

So with the exception of District 4 that's been set aside --

PRESIDENT LEYVA: Yes, delegate at Mike No. 3.

DELEGATE BADGLEY: Jennifer Badgely, IBEW 569. I'd like to set aside 40.

PRESIDENT LEYVA: Thank you delegate.

EXECUTIVE SECRETARY-TREASURER PULASKI: With the exception of Districts 4 and 40 which have been set aside, I move the endorsement of all candidates as listed and added, no endorsement of any other candidate. ("Second.")

PRESIDENT LEYVA: You have a motion and a second before you. Seeing no delegates at the mikes, all those in favor signify by saying aye. ("Aye.")? Opposed no. Motion carries. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: District 4. On behalf of the Executive Council I move no endorsement for any candidate in District 4. ("Second.")

PRESIDENT LEYVA: You have a motion and second before you. Delegate at Mike No. 1.

DELEGATE RHODES: Yes. The council interviewed Lathe Gill, a union member who's running for that office, and we did endorse her.

PRESIDENT LEYVA: Thank you delegate.

Delegates, you have a motion and a second before you. All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries. ("No.")

Let's do that one more time. What you're voting on is the recommendation of the Executive Council which is a No Endorsement for District No. 4. The delegate just -- I believe, if I'm stating it correctly, delegate, you want to let us know that the labor council did endorse someone, correct? Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Can I speak on it?

PRESIDENT LEYVA: You certainly may.

EXECUTIVE SECRETARY-TREASURER PULASKI: Brothers and sisters, in an attempt to clarify the question at hand, in District 4 there are actually one, two, three, four, five labor councils that share jurisdiction in

this particular matter. Five Counties is one of them. Butte Glenn is the county that represents the most number of members in this district; Humboldt, Del Norte, Marysville and Sacramento labor councils. We didn't get a recommendation from Five Counties at the time.

And so because there were so many labor councils involved in this, the recommendation was -- and we didn't get any recommendations from most -- that that's when the Executive Council took action to simply say no endorsement for any candidate. This is a safe Republican district anyway. I recommend we hold with our recommendation.

PRESIDENT LEYVA: Thank you. Delegate at Mike No. 3 please.

DELEGATE CAMP: Madam Chair, Bill Camp, Executive Secretary of the Sacramento Labor Council and a member of OPEIU, Local 29.

We support our sister local in Five Counties. In the tradition of the Labor Movement it's not always easy, if you're up in Redding, to get it all in on time with the State Fed's schedule. It's just honest. They've done a good job, they're rebuilding their council up there. They're getting engaged.

I think it's a statement of support for the Labor Movement to support the work that's being done by the Five Counties Labor Council, and I would ask the delegates to vote no on the Executive Council recommendation and then to make a recommendation to endorse the candidate recommended by the Five Counties Labor Council, just as a statement of solidarity with our sisters and brothers. Thank you. (Applause)

PRESIDENT LEYVA: Thank you delegate.

The maker of the motion would like to speak one last time.

EXECUTIVE SECRETARY-TREASURER PULASKI: The wisdom of the body is well taken. After a brief consultation with only a small portion of the Executive Council (Laughter) and not having had a chance to talk to Patrick Kelly yet, (Laughter) I'm going to go out there, and I'm going to say okay. So here's the deal. Lathe Gill, who has been a union organizer at some point in the past I think perhaps.

FROM THE FLOOR: Is currently.

EXECUTIVE SECRETARY-TREASURER PULASKI: Yeah. So that I think I'm going to recommend that we vote down our earlier recommendation and honor the request of these labor councils. And then we'll make another recommendation, if we vote this down, to endorse this person. And from consultation we think that will be okay. (Applause)

So I recommend that we vote down my motion. Vote no. (Laughter) ("Second.")

PRESIDENT LEYVA: All right delegates. You have a motion and a second before you. All those in favor of the motion signify by saying aye. ("Aye.") Opposed no. ("No.") Motion fails.

EXECUTIVE SECRETARY-TREASURER PULASKI: On the advice of our good labor councils, brothers and sisters, I move the endorsement of Lathe Gill, Democratic, no endorsement of any other candidate, for District 4. (Applause)

PRESIDENT LEYVA: Can we get a second on that? ("Second.") Thank you. You have a motion and second before you. Seeing no delegates at the mikes, all those in favor signify by saying aye. ("Aye.") Opposed no. ("No.") The motion carries. Thank you.

Secretary-Treasurer.

EXECUTIVE SECRETARY-TREASURER PULASKI: We ask the labor councils, however, to please be sure they get their recommendations to us on time in the future. (Laughter)

District 40. I move, because we don't yet know who the candidates are going to be, that we refer, with authority, to the Executive Council for action once we know the candidates. ("Second.")

PRESIDENT LEYVA: We have a motion and a second. Delegate at Mike No. 3, please.

DELEGATE BADGELY: Jennifer Badgely, IBEW 569. I speak in favor of the motion. I just want to -- I just want us to not -- when we find out who the winner is, I want to make sure that when it comes back to the executive board that we don't automatically endorse someone just because they have a "D" behind their name.

Anyone whose workers have been injured on the job since Juan Vargas' workers compensation bill passed knows the implications of what the insurance and the influence that insurance industry has on him. That is a horrible bill. Of the premiums collected since that bill, less than 50 percent go to injured workers.

He told us that he would not go to work for insurance companies, and then as soon as he didn't get elected to Congress, he went to work for insurance companies.

In the primary election those same insurance companies did a dirty and deceitful independent expenditure campaign, a lot of it in the Imperial Valley that has the highest rate of unemployment and the highest rate of uninsured people anywhere in the country.

So I think if he were a Republican we wouldn't endorse him real quickly. So I want to make sure that if he ends up winning this election, that when he comes -- that he come before the executive board, and be held accountable to the executive board for his relationship with the insurance industry.

Because we're going to have to implement health-care reform -- aspects of the health-care bill in this state, and if it's him, we need him to be responsive to workers and not the insurance companies that he's proven loyal to despite our recommendation in the past. (Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 3.

DELEGATE AGEE: Good morning, body. Jovan Agee representing United Domestic Workers, AFSCME. We represent 70,000 home-care workers in the state of California. These are the individuals who go into the homes and take care of the elderly (inaudible) at a much less cost than that of institutionalized care.

I support the recommendation that's been made by the Executive Council here today. I understand that labor is split with both candidates. One, Vargas is someone who has truly been a champion for home-care providers. With that said, I do not feel there's any need to demean Mary Salas. We supported our candidate, we know labor's split, but at this time I ask that the body support the recommendation that has occurred, and whatever transpires from the recount, we ask that that is respected. Thank you.

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 3.

DELEGATE McLAUGHLIN: Evan McLaughlin, San Diego/Imperial Labor Council. Thank you for the time.

There is a recount that is underway in the counties of Riverside and San Diego. We are supportive of the motion, and we ask to call the question. Thank you.

PRESIDENT LEYVA: Thank you delegate. Okay. Delegates, what you are voting on, District 40, no final candidate has come forward. Once there is a final count and we have a candidate, it will be referred back to the Executive Council for action.

Seeing no debate, all those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair, delegates, our special guest is in the building, so I'm going to be quick about this. Please let me know if I'm going too quickly for you. We do now the U.S. House of Representatives beginning with District 1.

Thomson, No Endorsement, Bera, Curtis, Matsui, Woolsey, Miller, Pelosi, Lee, Garamendi, McNerney, Speier, Stark, Eshoo, Honda, Lofgren, Farr, Cardoza, No Endorsement, Costa; No Endorsement 21, 22; Capps, Allison, Conaway, Warner and Sherman.

28, Berman. Schiff, Waxman, Becerra, Chu, Bass, Roybal-Allard, Waters, Harman, Richardson, Napolitano, Sanchez, Avalos, Meagher, No Endorsement 42.

Baca, Hedrick, Pougnet, Arnold, Sanchez, Krom, No Endorsement, Busby, Filner, No Endorsement and 53, Susan Davis.

Hearing none, I move the endorsement of all candidates as listed.

PRESIDENT LEYVA: You have a motion and a second before you. Seeing no delegates at the mikes, all those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair, we move to page 4 in the cherished practice of endorsements in the matter of ballot measures. For your information --

FROM THE FLOOR: Boxer!

EXECUTIVE SECRETARY-TREASURER PULASKI: Oh, I beg your pardon. How could I forget. Forgive me. In the matter of U.S. Senate I move the endorsement of labor's friend Barbara Boxer.

(Applause and cheers)

PRESIDENT LEYVA: All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Go Barbara. Now the matter of ballot measures. For your information there originally was a Prop 18 which will be taken off the ballot, the water bond, so we will not take that up today, and it's expected to go on the ballot in 2012 instead.

Beginning then with Proposition 19, as before with the candidates, the Executive Council deliberated over these and debated over these, and after some deliberation, and in some cases very much debate, they have come to the recommendations as follow:

Proposition 19, Legalize Marijuana. The recommendation is neutral, and I so move. ("Second.")

PRESIDENT LEYVA: You have a motion and a second on the floor. Seeing no delegates, all those in favor signify by saying aye. ("Aye.") Opposed no. ("No.") Motion carries. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Proposition 20, Redistricting of Congressional Districts. By the way, of course, there's very detailed information in the following pages in your book on this. The recommendation of the Executive Council is a vote no, opposed. And on behalf of the Executive Council I so move. Vote no on 20. So moved.

("Second.")

PRESIDENT LEYVA: You have a motion and a second before you. Discussion? All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: Proposition 21, Vehicle License Fee Surcharge for State Parks. The Executive Council recommendation is a vote yes, support, and I so move. ("Second.")

PRESIDENT LEYVA: You have a motion and a second before you. Discussion? All those in favor signify by saying aye. ("Aye.") Opposed no. ("No.") Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: Proposition 22, "Prohibit the State From Taking Local Funds." The recommendation after much debate of the Executive Council is a neutral position, and I so move. ("Second.")

PRESIDENT LEYVA: You have a motion and a second before you. Delegate at Mike No. 1.

DELEGATE SILVER: My name is Neil Silver. I'm chairman of the California Conference Board; also president of Local 1277 Los Angeles. We represent the mechanics and drivers for the transit workers.

And what this is, is the raid that the government has done on the state sales tax on gasoline. And right now we shifted stuff to diesel fuel, and there's no protection on that. They can take the money that's supposed to go to the MTA and all the other MGOs down there, the banks that distribute the money, and use it for the state's general fund.

Now, in plain English what this is, is that's our wages. That's how we get paid. The state funds, SBA fund, come in for wages.

Now, ATU is a small outfit out here next to the large unions. We've always supported you. We supported the teachers here, you know, so they would have seniority and wouldn't get screwed over (inaudible).

This money also goes to building our roads and stuff, which the Building Trades need. The projects that we use, help give the Building Trades jobs. And the movie industry, whenever they need a bus to smash up when they make a movie, ones that we didn't smash up first, we give them a new bus, and they can smash it up and make millions of dollars on it.

All that stuff comes out of SBA funds. And it's only fair to ask you to support SBA funds for us and not let the governor raid it. We haven't had a raise out here in two years right now for our members. And I know we're lucky we all have jobs, but we don't have to crawl and get blessed.

Now, all we're trying to do is protect the funds that give us wages. And, you know, it's one for all and all for one here, and this is a small thing to ask to support this so we will get paid. There's been a hell of a lot of layoffs in the transit industry because of the raid on these funds. And our members and people are out of jobs. And it's getting worse every day.

And we're just asking not to take anyone's money. This money is supposed to be dedicated to us. We just want to make sure the governor can't steal that money. I ask you please -- I know we're a small outfit, but we help a lot of other industries -- help support us. We need the protection. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate Mike No. 3.

VICE PRESIDENT PAULSON: Lou Paulson, Vice President. I would like to stand in support of the Executive Council's recommendation. Brother Pulaski was correct, we had much debate about this. And I could spend a lot of time talking about why this initiative does not help fire protection, education and public health, nor the state of California.

We're not here to attack the brothers in transit. We understand they have a lot of problems, and we support their problems, but this is not the right solution.

The Executive Council debated this long and hard. And I will tell you the right answer is the recommendation before you. Our focus today is not on Proposition 22 where we fight amongst ourselves. Our focus is on the governor's race. (Applause) I ask you to support the Executive Council's recommendation and stay neutral on this proposition. Thank you.

PRESIDENT LEYVA: Thank you delegate. Delegate Mike No. 2.

DELEGATE KELLY: Patrick Kelly, Teamsters. We stand with ATU against these raids. (Applause) We have over 2000 people in our local that are involved in transit, and we have a couple hundred laid off, and there's going to be a lot more.

And the Teamsters Union I believe is doing the right thing by moving against these raids. The Teamsters, we support everybody everywhere we can. When you put your picket lines up, we're there. And we're asking for your support on this issue that Brother Silver raised. And even though you may not support us, we will support you. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate Mike No. 1.

DELEGATE DeMORO: I call the question.

PRESIDENT LEYVA: The question has been called. Is there a second? ("Second.") All those in favor of calling the question signify by saying aye. ("Aye.") Opposed no. ("No.") Motion carries.

Would the maker of the motion like to have a final word?

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair, delegates, thank you to Lou Paulson for the comments that he just made. The Council had much debate about this and came to the conclusion in short this matter. And that is there are funds that are so short in the State of California right now because of a problem not caused by our members; because of a lack of leadership to be sure we get the revenues we need to lead the State of California.

We find ourselves on occasion fighting between ourselves for limited funds. This proposition continues that fight of fighting among ourselves for limited funds. We should not engage in that fight. We should stay together. We should say, "No, what we need is adequate funds to run the State of California for everybody."

And that's the spirit with which the Executive Council came to the conclusion that we should oppose this ballot measure, Prop. 22 -- I'm sorry, that we should stay neutral (Laughter) -- no Freudian slip intended -- that we should stay neutral on this, and we urge you to vote yes on the recommendation, neutral on this proposition.

DELEGATE SILVER: Mr. Chairman, point of order.

PRESIDENT LEYVA: Delegate Mike No. 1.

DELEGATE SILVER: Thank you. Point of order on what you said. That money is dedicated funds to transit, not for building firehouses or anything else.

PRESIDENT LEYVA: Delegate, delegate, that's actually not a point of order, okay? Thank you delegate.

Okay. Seeing no further delegates, you have a motion before you of a neutral position on Proposition 22. All those in favor signify by saying eye. ("Aye.") Opposed no. ("No.") Motion fails.

(Applause)

PRESIDENT LEYVA: Delegates, the Executive Board is asking for a division of the house.

FROM THE FLOOR: No!

PRESIDENT LEYVA: Hey, listen delegates, you cannot be happy about that all you want, but any delegate present here has a right to call for a division of the house, okay?

So sergeant at arms, I would ask you to make sure everyone is seated. Bring everybody in from outside.

Delegate at Mike No. 1, do you have something to say?

DELEGATE COOK: Yes, I do.

PRESIDENT LEYVA: Go ahead.

DELEGATE COOK: Chuck Cook, Delegate from Local 1575, ATU, and also International Vice President from ATU. I encourage everybody to vote no.

PRESIDENT LEYVA: Delegate, you are out of order. Sit down. Sit down. All right. Delegate, please take your seats so that we can --

UNIDENTIFIED BROTHER: Point of order.

PRESIDENT LEYVA: Delegate at Mike No. 1.

UNIDENTIFIED BROTHER: Are members of the Executive Board delegates?

PRESIDENT LEYVA: Absolutely they're delegates. Thank you delegate. Please sit down so we can get started.

Okay. Sergeants, do we have everyone seated? I still see people standing. Are we ready to go? One moment. All right, delegates. Is everybody listening?

UNIDENTIFIED BROTHER: Point of information.

PRESIDENT LEYVA: Delegate at Mike No. 1.

UNIDENTIFIED BROTHER: You said that every single person on the Executive Council was a delegate to this convention.

PRESIDENT LEYVA: Yes.

UNIDENTIFIED BROTHER: I challenge that. I know for sure that there are two people that aren't delegates to this convention. But rather than naming names, I would hope the Executive Council would take that position, that not everybody is a delegate.

PRESIDENT LEYVA: Let me say this to you, delegate. That may or may not be true, but the Executive Board member who asked for a division of the house is a delegate, and you can see his credentials later.

UNIDENTIFIED BROTHER: I have no problem with that except that he should come down here to the mike like the rest of us and make a motion from the mike.

PRESIDENT LEYVA: Point of order from the chair. Anyone can call from a division of the house anywhere they're seated. They do not have to go to the microphone, okay? (Applause)

All right. Moving right along delegates, so what I'm going to ask you to do is you will stand if you're voting in favor of the recommendation by the Executive Board, which is a neutral position on Proposition 22. So if you are voting in favor of a neutral position, 22, please stand and stay standing. Please stay standing until you've been counted. Do not sit down.

Stay standing delegates. Thank you delegates.

Continue to stand. Stay standing delegates.

Delegates you may please sit down. Thank you very much. Okay. Let's get everybody seated first.

Okay. All those delegates who are against a neutral position on Proposition 22 please stand and remain standing. There's no need to fight back with anyone in the room, okay? Stay standing delegates.

PRESIDENT LEYVA: Thank you delegates. You may be seated. We're going to continue counting the votes, and we'll let you know the results.

(Votes counted.)

Okay delegates. Be reminded that we need a two thirds vote on anything. We have 162 yes votes, 181 no votes so the motion fails. So we needed two thirds of a vote to recommend a neutral position -- two thirds for a yes or a no. We did not get that with a yes, we did not get that with a no, so that's why the motion fails. So we are back to no position. Secretary-treasurer?

DELEGATE COOK: Point of order.

EXECUTIVE SECRETARY-TREASURER PULASKI: Thank you, Madam Chair.

DELEGATE COOK: Point of order.

PRESIDENT LEYVA: Yes, sir.

DELEGATE COOK: I thought the motion that was on the floor was to take a neutral position.

PRESIDENT LEYVA: Correct.

DELEGATE COOK: And that failed.

PRESIDENT LEYVA: Correct. There's no position right now.

DELEGATE COOK: Chuck Cook, ATU, Local 1575, International Vice President. I put a motion forward that we support a yes vote for support of Proposition 22. ("Second.")

PRESIDENT LEYVA: Thank you delegate. So we have a motion on the floor for a yes vote for Proposition 22. Do we have a second?

DELEGATE KELLY: Second, Patrick Kelly, Teamsters. Remember, we support you even if you don't support us. Thank you. (Applause)

PRESIDENT LEYVA: All right, delegates. So you have a motion before you on Proposition 22. A yes vote. You have a motion and a second before you. Delegate?

UNIDENTIFIED BROTHER: On the motion I'd like to speak.

PRESIDENT LEYVA: You may.

UNIDENTIFIED BROTHER: I'd like to remind the delegates in this room that all the funds that are spoken about in Proposition 22 were funds that were dedicated by a majority vote of the voters of the state of California. (Applause) Once the voters of the state of California have dedicated funds, those funds should go where they were dedicated to, not something else. I would encourage a yes vote on this motion.

(Applause and Cheers)

PRESIDENT LEYVA: Thanks delegate. Delegate at Mike No. 2.

DELEGATE HITTELMAN: Marty Hittelman, California Federation of Teachers.

The reason that many of the education unions are opposing this is because, for example, if this were to pass, about \$2 billion or more would be cut out of the education budget. I think it's important that we have flexibility in the budget to make adjustments when we need to make them.

On the other hand I also agree with the statement that was -- for support for this motion. And that's why we're in favor for a neutral position, because we think both sides are right.

But if this initiative is approved, it will be -- after \$17 billion in cuts in education over the last two years, and a proposed \$2.5 billion cut this year, we could expect another 2 billion because some of the holes being filled by this money, another \$2 billion in public-education funding, and I just don't think we can afford that.

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 3.

DELEGATE BALGENORTH: The fight that we're in --

PRESIDENT LEYVA: Name and organization.

DELEGATE BALGENORTH: Bob Balgenorth, State Building Trades.

The fight that we're in comes about because we haven't been able to get a tax increase, and we're continuing to fight with each other. The money that -- if you're a transportation union or you're a Building Trades union, then you're going to want to support this thing.

But for Organized Labor, this is not a good position for us to take. Because we have to come together at our phone banks. If we have a position that is so divisive on our COPE endorsement, who's going to come to the phone banks?

Are you going to have teachers releasing their membership to the COPE calling if the position is contrary to them? Are Building Trades people going to come if the position goes the way we want it to go? It's not going to happen. We're not going to get Jerry Brown elected.

We need to put this fight aside from this body, and each of the organizations go out and make their own argument for it. Because we're going to destroy ourselves if we do this. (Applause)

So I urge you to go back to where we were on the original motion, which is neutral, that each organization run their fight. And let us stay together on the big thing, which is getting Jerry Brown elected.

(Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate Mike No. 1.

DELEGATE DAVIS: Thom Davis, IATSE, Local No. 80.

I couldn't agree with the previous speaker more. This is one of those instances where we have different

entities within our organization who have conflicting interests. And by going neutral what it says is that we have agreed to disagree. And that we have agreed that even though we have disagreements, we'll still march forward in unity and we'll still work for the betterment of each of our members.

I strongly urge that the delegation assembled today vote no on to endorse this proposition and to go back to the original motion to go neutral, so that those unions who have the stakes in this matter can do what they need to do for their members and allow the rest of us to walk hand in hand, protect our members, and move forward with the true agenda, which is to have a labor friendly, a member-friendly governor in the state of California. Thank you. (Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 2.

DELEGATE JONES: J.P. Jones with the United Transportation Union. We represent transit workers across the state.

We do recommend that the proposal be adopted and that there is a positive position taken by this body on this particular proposition.

Let's remember, as has been stated before, this is dedicated money. This was passed by the legislature and enacted by the people specifically for transportation. And it's just not for drivers, it's just not for mechanics in transit, it's to build things.

A majority of the STA money in recent years has gone into construction, construction, not the actual transportation. So that's the key element here. And there's been a raid year after year. This has got to stop. It's dedicated money.

It's just like Prop. 98 for education. It's a raid, bottom line, a raid. So we strongly urge that you adopt a positive position on Proposition 22 because it's what's necessary, needed and what's fair.

(Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 3.

BROTHER SLAUSON: Richard Slauson with the L.A. and Orange County Building and Construction Trades Council.

Neil Silver is a good friend of mine. We work together on many issues on transportation in Los Angeles. And naturally the Building Trades will be supporting Prop. 22. It means jobs.

As I spoke earlier this morning, we have thousands -- tens of thousands of craft workers unemployed throughout California, many because this governor has raided funds all over the state of California and has done so for years. It should come to a halt.

However, because this is such a divisive issue between other labor folks throughout California, other labor organizations that have legitimate concerns -- and as we all do, we are supporting our own membership in this issue -- I rise to support the neutral position as well.

That is why the Executive Board came together to support a neutral issue. We can't let the governor of the state of California that has created these divisions win with us being split up in the coming election. We don't need Meg Whitman to do more of this, we need Jerry Brown to solve our problem.

(Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate Mike No. 1.

DELEGATE BRANDON: Tom Brandon with California Conference of Machinists. And I call for the question.

(Applause)

PRESIDENT LEYVA: Do we have a second? ("Second.") All those in favor of calling the question signify by saying aye. ("Aye.") Opposed no. ("No.") Motion carries.

Okay, delegates, on the question, what you are voting on to be precise, Proposition 22 in a positive position, which would be a yes vote. This has to pass by two thirds or the motion fails, okay? Everybody got that? All right.

You have a motion and a second before you. All those in favor of the motion signify by saying aye. ("Aye.") Opposed no. ("No.") Motion fails. It was not a two-thirds vote. So we are back where we started, delegates. I recognize the Secretary-Treasurer Art Pulaski.

EXECUTIVE SECRETARY-TREASURER PULASKI: Chairwoman, brothers and sisters, I move a neutral position. ("Second.")

PRESIDENT LEYVA: We have a motion and a second before you on a neutral position for Proposition 22. Delegate at Mike No. 3.

BROTHER PAULSON: Lou Paulson, California Professional Fire Fighters. We could talk a lot about this, and let me just say from the fire-fighter perspective -- and this was talked about at the Executive Council.

This is not against transit workers. We understand what you guys are going through.

But there is a part of this initiative that deals with redevelopment. This is about public safety and transportation. And the redevelopment portion of this initiative that they've thrown together to try to put us at odds will destroy fire protection in the state of California.

The redevelopment agency in the city of San Diego -- city of San Diego where we are right now -- is short 21 fire stations according to national standards. 21 fire stations. And the redevelopment agency in the city of San Diego, which is the city council of San Diego, owes the city \$300 million, and they won't build a fire station or staff it in San Diego.

If this proposition passes, it's going to be worse for us. So we're fighting amongst ourselves. And that's wrong. I said it before. Jerry Brown's here. We need to get behind him and get him elected. Please support Art Pulaski's recommendation.

(Applause)

PRESIDENT LEYVA: Thank you delegate. Delegate at Mike No. 2.

DELEGATE KELLY: Patrick Kelly, Teamsters.

We appreciate everybody's support, but it's time for us to pull together, and we're going to support the motion of the chair. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you delegate.

(Applause)

Delegate at Mike No. 1.

DELEGATE ALARI: Steven Alari, SEIU Local 1000. I call the question.

PRESIDENT LEYVA: Question's been called for. Is there a second? ("Second.") All those in favor of calling the question signify by saying aye. ("Aye.") Opposed no. ("No.") Motion carries. Thank you.

Thank you for that lone "no" there. All right. On the question, delegates, Proposition 22, the motion before you, the motion before you is a neutral position. All those in favor signify by saying aye. ("Aye.") Opposed no. ("No.") Motion carries.

(Applause)

FROM THE FLOOR: Boo!

PRESIDENT LEYVA: No boos.

EXECUTIVE SECRETARY-TREASURER PULASKI: Thank you delegates. Proposition 23, Suspend Air Pollution Control Laws. That is a reversal of AB 32. The recommendation of the Executive Council is a no vote, oppose, and I so move. ("Second.")

PRESIDENT LEYVA: Delegates, you have a motion and a second before you on Proposition 23. Seeing someone at Mike 3, delegate.

DELEGATE SHUR: Allen Shur, IBEW, Local 569.

I rise in favor of the Executive Council's recommendation and vigorously oppose the Proposition 23. At almost every convention I've been to I usually wind up having to rise for or against an initiative that, in my mind, is a symbol of the cancer in our democratic process. 23 is just that.

We work long and hard -- many of us work long and hard, including in the labor community, to develop and make AB 32 the best that we could make it. And now we have outside of state oil interests pouring millions of dollars of out-of-state money to make sure that our environmental protections don't work.

I say we vote against this -- or we vote in favor of the recommendation, and we all vote in opposition to 23. (Applause)

PRESIDENT LEYVA: Thank you delegate. Seeing no other delegates, you have a motion before you for a no vote on Proposition 23. All those in favor of the recommendation signify by saying aye. ("Aye.") Opposed no.

Motion carries. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Chair and delegates, Proposition 24, Repeal Corporate Tax Loopholes. The Executive Council recommends a yes vote, and I so move. ("Second.")

PRESIDENT LEYVA: You have a motion and a second before you. Discussion? Seeing none, All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: Proposition 25, Majority Vote Budget. The recommendation of the Executive Council is a vote yes, support. I so move. ("Second.")

PRESIDENT LEYVA: You have a motion and second before you. All those in favor signify by saying aye. ("Aye."). Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: Proposition 26, the reverse of that, recommendation -- on the matter of a Two-Thirds Vote Requirement for Fees as sponsored by the Chamber of Commerce and Jarvis, recommendation of the Executive Council is a vote no, and I so move. ("Second.")

PRESIDENT LEYVA: You have a motion and second before you. All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: Finally, Proposition 27, Eliminate the Commission On Redistricting, the recommendation of the Executive Council is a vote yes, support, and I so move. ("Second.")

PRESIDENT LEYVA: You have a motion and second before you. All those in favor signify by saying aye. ("Aye.") Opposed no. ("No.") Motion carries. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Chairwoman and delegates, we now move to State Constitutional Offices. The Board of Equalization, District 1, move endorsement Betty Yee, Democrat. ("Second.")

PRESIDENT LEYVA: A motion and a second for Betty Yee. All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: B of E, District 2, Chris Parker, so moved. ("Second.")

PRESIDENT LEYVA: A motion and a second. All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: B of E, District 3, No Endorsement. So moved. ("Second.")

PRESIDENT LEYVA: A motion and a second. All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: B of E, District 4, Jerome Horton, so moved. ("Second.")

PRESIDENT LEYVA: Motion and a second. All those in favor signify by saying aye. ("Aye.") Opposed no. ("No.") Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: State Insurance Commissioner, Dave Jones. So moved. ("Second.")

PRESIDENT LEYVA: All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: Superintendent of Public Instruction, I move endorsement Tom Torlakson. ("Second.")

PRESIDENT LEYVA: A motion and a second is before you. All those in favor aye. ("Aye.") Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: State Controller, I move the endorsement of the great man John Chiang. ("Second.")

PRESIDENT LEYVA: All those in favor yes. ("Aye.") Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: State Treasurer. I move the endorsement of the equally great man, Bill Lockyer. ("Second.")

PRESIDENT LEYVA: All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: For the record, delegates, they're all great. (Laughter) Secretary of state, I move the endorsement of Debra Bowen. ("Second.")

PRESIDENT LEYVA: All those in favor aye. ("Aye.") Opposed no. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Attorney General endorsement Kamala Harris, so moved. ("Second.")

PRESIDENT LEYVA: All those in favor signify by saying aye. ("Aye.") Opposed no. ("No.") Motion carries. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Lieutenant Governor. I move the endorsement of our friend from the party last night Gavin Newsom. ("Second.")

PRESIDENT LEYVA: All those in favor signify by saying aye. ("Aye.") Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: And finally, brothers and sisters, I move the endorsement for governor of the state of California, the next governor of California, Jerry Brown. ("Second.")

PRESIDENT LEYVA: Let's make Jerry can hear how you voted. All those in favor signify by saying aye. ("Aye.") Those opposed. Motion carries. Thank you delegates. (Applause)

Good work here today delegates. That's democracy in action. Thank you very much.

EXECUTIVE SECRETARY-TREASURER PULASKI: So we're going to give you a little PowerPoint right now. If you noticed those big placards -- if you haven't noticed them, on your way out please notice. The history of some of the great things that Jerry Brown has done is on those placards. We can get you those placards for a meeting if you need. We can get that stuff to you on web if you need it. We're going to show it to you now. These are some of the placards that we have outside that show the history of Jerry Brown.

(PowerPoint presentation.)

EXECUTIVE SECRETARY-TREASURER PULASKI: We now have a little video about Jerry Brown. Please bring your attention to the screens at the front.

(Video presented.) (Applause)

EXECUTIVE SECRETARY-TREASURER PULASKI: Brothers and sisters, Jerry Brown was there for women when he supported pay equity, with it for construction workers when he supported prevailing wage. Governor Brown created 1.9 million jobs -- they were good jobs -- for Californians.

Governor Brown -- remember this. Remember this. Governor Brown, for the first time, signed into law the right of state and local employees to collectively bargain for a decent wage for their lives for the first time in the history of California.

(Ongoing Applause)

He supported the right of teachers to collectively bargain for the first time in the history of California. He supported the right of school employees to bargain for wages for the first time in the history of California. He supported the right of farmworkers to collectively bargain for the first time in the history of America.

Please welcome Governor Jerry Brown, our future governor of the state of California, a man who's going to make California magnificent once again, the next governor of the state of California. (Inaudible due to applause and cheers. Jerry Brown.

(Standing ovation and cheers and music.)

CANDIDATE JERRY BROWN: Thank you, thank you very much. With those films, I mean, they're so much better than the real thing. (Laughter) I don't know who that guy was, but he sure was handsome. (Laughter) He kind of looks like Gavin Newsom or something.

(Laughter)

But anyway, it will happen to all of you. (Laughter) Just relax. It's part of the deal, okay? You start pretty, and you end ugly. (Laughter) We're not quite there yet. We're kind of in midstream.

So I got the smarts, got the experience, got the scar tissue, and that's what it going to take to get this state back on the track and (inaudible due to applause).

You know, I'm in a fight, but so are you. You're in a fight for your life. Because what we're looking at is a juggernaut aimed directly at Organized Labor, and aimed at me too, and aimed at the people who have the least power in this state.

We've never had the challenge of a billionaire who, at the snap of her fingers, can dominate the television for a week or a month or even a year. This is a radical turn in our democratic process. This country was built on debate,

on exchange, not hostile takeover of all the channels of communication.

But we have the strength of millions of people, their families, their votes, and yes, their dollars. So we've got our challenge and you have your challenge, but together we're going to make a difference.

Now, right here in San Diego, you saw the paper yesterday, pink slips given out. Hundreds of really good-paying jobs. And all across this country for the last 15, 20 years, manufacturing jobs have been going out to other countries.

By the way Ms. Whitman, when she was there, she was a pretty good outsourcer. I'd say she's one of the best outsourcers around. And that's a big problem for the people who lose their jobs. She's doing well for India and the other foreign countries, but we have to take care of people right here in California. Because we're Californians first, and we've got to take care of our own. (Applause and Cheers)

By the way, these jobs didn't start going yesterday or last year. When NAFTA was being debated we said that you put this North American Free Trade Agreement, we're going to lose millions of jobs. And we did. And we did with GATT.

Now, yes, we're going to have free trade and world trade and globalized flow of money and all the rest of it. But we need to have job protection, we need to have environmental protection, we need people protection. (Applause) And only you can get that through to these politicians who often don't listen.

You know, we had this great bank bailout. They called it TARP. We spent all this money. We had to bail out the banks. If we didn't bail out the banks, everything would collapse. Well, probably so.

But what about the people? What about bailing out the teachers and the nurses and the in-home health supportive workers and fire fighters and policemen? Aren't they worthy like a bank? (Applause) What are banks? Banks are just there with people's money.

So yeah, you've got to take care of everything. It's not just one piece. And that's really what's at stake here. What is our future going down the road? And California's got some big problems. America's got some big problems.

Actually, if you look at it, the whole Western Society, we're under challenge. Because of you've got this globalization, you've got cheap labor, and God bless them, they're coming up, but they shouldn't come up at our expense. We don't want to go down to meet them. We want to bring all the boats up. A rising tide raises all boats. And that's not the policy today. And that's going to be the policy if I'm the next governor, at least as far as California.

(Applause and Cheers)

And what do you do about the budget? Well, I tell you what I'm not going to do is to abolish the capital gains tax which will drive a \$5 billion hole and make the deficit all that much more worse. And adding insult to injury, the capital gains elimination will put money in Whitman's pocket and those of all her very wealthy friends, because 80 percent of the benefits go to the very wealthiest Californians. So that's the exact opposite direction.

So we've got two problems. First we've got to stop the wrong direction, and then we've got to get together and move California in the right direction. And there we've got a big choice. You've got a big choice. (Applause)

She came out the other day, she doesn't like high-speed rail. Well France has high-speed rail, Germany has high-speed rail, Japan has high-speed rail, China has high-speed rail. Can't California do that? I think we can. We can invest in the future and technology. (Applause)

Shortly after I was governor we adopted renewable energy policies, and people thought this is Don Quixote, wind machines, wind mills, wood chips and that kind of stuff. Now they call it biomass. Has kind of a better ring to it. (Laughter)

But in the early '80s California had over 90 percent of the world's wind energy, wind-generated electricity, and we were real pioneers. Now who's the leader? China. Who's the leader manufacturing solar? China. Actually, they have more wind-generated electricity in Texas and in Iowa than they do in California. So we really slipped back.

But it isn't just solar and wind. We could electrify the entire car industry and bring it back to California and the United States. (Applause) And it won't get done overnight, but we've got to make the decisions. And we make the right decisions, we're going to build for the future and not steal from it.

And that's what they've been doing. Those mortgage bankers, those leverage artists, those hedge-fund operators, they sure figure out a way to make bonuses. And when the whole thing collapsed, they get bailed out and you pay. That's not right. And we're going to have to reverse that.

And California is a key battleground, maybe the most important battleground. It's not only just about the next governor. It's about the direction of our state, it's about the direction of our country. Next year there will be reapportionment, who controls the House of Representatives. That's also at stake. So this is really high stakes.

I understand collective bargaining. From the time I grew up with my father telling me never cross a picket line, I learned at a very early age what you're up against. (Applause) I'm proud to say it. From what I understand, collective bargaining is bargaining collectively, and it's really the working people in partnership with those who manage our future. And that's exactly what the other side doesn't understand.

You see some of those phony ads. One of them is hey, Brown raised taxes in Oakland. No, I didn't raise taxes in Oakland. The people did, by 70 percent. They wanted more cops, more teachers and more libraries. (Applause)

I guess the other side doesn't think the people have a right to vote. It's all by CEO edict. Well, it doesn't work that way in Sacramento. You got to work with the legislature. Some are Republicans, some are Democrats, some like you, some don't. And you work with a workforce that you don't outsource to India or something. You work with everybody. It's a totally different ball game.

In fact, I'd say the worst preparation is being a CEO. Probably the best preparation is having done it already. And I've been there, and I know what it's like. (Applause)

And by the way, when I said electrifying the car industry, I think that can be done. We have enough energy, sun, wind, geothermal, efficiency, high tech. It can happen. We need the vision.

Now, when I was governor, I said, "Hey, California's got to have a satellite."

They said, "Satellite? What are you, Governor Moonbeam or something?"

Well, that satellite, which we could have had for 5 million, is now probably 350 million and would have been a great opportunity for emergency communication, all sorts of good things. It's an idea. We've got to break ground.

And even though they're going to try to say, "Isn't he part of the old status quo," there's never been a guy more outside the status quo than me. I love challenges. (Applause)

I remember something when I was in the Jesuit seminary, we were told that we were to be in the world but not of it. So I like to say I'm in politics but I'm not of it. (Applause) Now, if you believe that, I've got a bridge to sell you. But in some sense that's very true. I do have an outsider's mind, and I have ideas.

When I became mayor of Oakland no one ever thought downtown Oakland was a great neighborhood, a great place to live. But I saw it, close to San Francisco, right next to BART, what a great transit village. And I said, "Let's get 10,000 people to downtown Oakland." And they came. And we built thousands of condos and apartments and thousands of jobs. But it was an idea.

And by the way, that idea wasn't just based on what I wanted. My father started the whole BART project way back in the '60s. And he lowered the bond rate from 66-2/3 to 60. And then when he went to pass the bond issue to get BART built, it passed by 61 percent. So that was vision.

And then 45 years later I'm the mayor and they've got BART stops right downtown, and that becomes the hub around which you build housing. Density; I call it elegant density. Some people didn't quite say living in downtown Oakland is elegant density, but actually it is, because you're so close to everything. So that's really the wave of the future.

And I even wanted to push this; I sued the City of Pleasanton because they had a housing cap. They want to say no, they're not going to build too many houses but we're going to build some commercial real estate.

I said, "Oh, no. If you're getting jobs, you need people next to the jobs." So we sued them, and now the judge agreed, and Pleasanton is going to start building thousands of additional housing to go with the jobs. (Applause)

By the way, when you watch those ads, you really need to kind of have a detector here. During the primary Whitman was saying don't give any benefits to illegals, no state benefits to illegals. By the way, that was Proposition 187. No benefits. No health benefits, no school benefits to illegals.

What do we find now? Go to East L.A. and you see in Spanish Whitman is for benefits for illegals. She's against 187. But she thinks the people in English don't know about the Spanish ads, okay? (Laughter) I hope you get the word out. You can't talk out of both sides of your mouth. This is serious business. And what is it? Mean what you say and say what you mean. That's the ad, but it's not the reality.

And we're going to prove to the people of California they have a real choice, a choice for the future, a choice of someone who really understands what the state is all about. I mean, I've been here.

By the way, when you say, "I was against 187," she was 3,000 miles away. She hadn't voted for years. What does that mean, I was -- hell, I was for the Revolutionary War too. (Laughter and Applause)

But we got a lot of stuff to do, a lot of stuff. We got the delta levies that if we had a big earthquake they'd break. There's tens of thousands of jobs there. The roads are falling apart. In the city of Oakland we've got pot holes this big.

If we just had the vision and we could mobilize the people of this state to invest in just what's needed we could put our people back to work.

And if I'm the next governor, as I think I will be, we're going to make the right actions, we're going to get the people behind us, and we're going to knock on the door of Washington and say, "It's time not for austerity, it's time for jobs. It's time for rebuilding America. It's time for building together."

(Applause and Cheers)

By the way, in terms of jobs, just in renewable energy I say we could build 20,000 megawatts by 2020. And that's probably 30 or \$40 billion worth of investment. And that can be made by the utilities. You see, one way we spend it on bills, or we spend it in investment. And we can do that with renewable energy. And that's all American jobs. That's California jobs. And that's the difference.

Because what's going on now, people buy stuff, but it's made in China or India or somewhere else. We need those goods that we produce to the maximum degree, because then people not only make them, they earn the money, and with the money they spend it and we create more jobs. That's the way America's worked in the past, that's the way it's got to work again.

And I'll tell you, to make that happen, we've got to win November, we've got to win the legislature, we've got to win in Congress, keep Barbara Boxer there, and that's going to take some solidarity. I can't do it alone. I'm going to need your help. (Applause and Cheers continuously)

This is a big, big challenge. With your help, your hands, your heart, your funds, we'll take California back. We've got one Schwarzenegger and we don't need a second. Together we're going to get California moving again. Thank you very much.

(Standing ovation and Cheers and music)

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair, we want to thank the sergeants in arms for their great work for this convention. (Applause) I move that this convention be adjourned.

PRESIDENT LEYVA: You have a motion and a second. All those in favor signify by saying aye. ("Aye.") Very good. Thank you delegates. Let's go out and do the hard work.

(Proceedings adjourned at 12:26 p.m.)