

Proceedings

Fourteenth Convention

Anaheim

July 19-21, 1982

CALIFORNIA LABOR FEDERATION, AFL-CIO

John F. Henning, Executive Secretary-Treasurer

995 MARKET STREET, SAN FRANCISCO

151 



EXECUTIVE COUNCIL
CALIFORNIA LABOR FEDERATION, AFL-CIO

PRESIDENT
ALBIN J. GRUHN

SECRETARY-TREASURER
JOHN F. HENNING

GEOGRAPHICAL VICE PRESIDENTS

RICHARD ROBBINS
M. R. CALLAHAN
RAY S. MENDOZA
WILLIAM R. ROBERTSON
KENDALL ORSATTI
JERRY P. CREMINS
ALFRED K. WHITEHEAD
CORNELIUS WALL
RAY M. WILSON
PAUL MILLER
EDWARD FLORES
GREGORY DON HUNSUCKER
C. A. GREEN

GEORGE SOARES
VAL CONNOLLY
PAUL DEMPSTER
CHARLES LAMB
FRANK SOUZA
WILLIAM G. DOWD
RICHARD K. GROULX
WILLIAM WARD
JACK McNALLY
LORETTA MAHONEY
THOMAS P. KENNY
RAYMOND K. NELSON
JAMES EVANS

AT LARGE VICE PRESIDENTS

AVELINO MONTES
ANTHONY RAMOS
WILLIAM WAGGONER
JUSTIN OSTRO
JOHN F. CROWLEY

STEVE EDNEY
TIMOTHY TWOMEY
CASS ALVIN
RAOUL TEILHET

The Executive Council of the California Labor Federation, AFL-CIO,
is composed of the President, the Vice Presidents, and the Secretary-Treasurer

ISSN 0575-5875

Proceedings

Fourteenth Convention

Anaheim
July 19-21, 1982

CALIFORNIA LABOR FEDERATION, AFL-CIO

John F. Henning, Executive Secretary-Treasurer
995 MARKET STREET, SAN FRANCISCO

151  200



TABLE OF CONTENTS

Proceedings of the Convention, 1982	5-51
First Day	5-17
Second Day	18-28
Third Day	29-36
Third Day Evening Session—COPE PRE-GENERAL	37-51
Report and Recommendations of the Executive Council	38-50
Ballot Propositions	45-50
Statements of Policy	52-87
Digests	52-56
Full Statements	57-87
Resolutions	88-112
Reports of Officers	113-177
Report of Executive Council	113-133
Report of Secretary-Treasurer	134-152
Federation Membership Statistics	153-174
Auditors' Report	175-177
Roll of Delegates to the Convention	178-184
Index	185-199

IN MEMORIAM

*Harry Hollins
Kern, Inyo and Mono Counties
Union Labor Journal
Bakersfield*

*Emmet Andrews
Postal Workers
San Francisco*

*Robert L. Renner
San Joaquin and Calaveras
Counties Central Labor Council
Stockton*

*Clinton M. Fair
California Labor Federation,
AFL-CIO
San Francisco*

*William Sibert
Air Transport Employees
No. 1781
Burlingame*

*Jerry G. Posner
Marine Cooks and Stewards
San Francisco*

*Allan H. Davis
AFTRA
Los Angeles*

*Harry Finks
California Labor Federation,
AFL-CIO*

*Daniel Del Carlo
Building and Construction
Trades Council
San Francisco*

PROCEEDINGS
of the Fourteenth Convention
FIRST DAY
Monday, July 19, 1982
MORNING SESSION

**CALL TO ORDER AND
OPENING CEREMONIES**

While awaiting the Call to Order, the delegates were entertained with a music program by Don West, Member Musicians Local 7, Pianist and Group Singing Director.

The Convention was called to order at 10:25 a.m., by Mary L. Yunt, Secretary-Treasurer, Orange County Central Labor Council, AFL-CIO, who served as Temporary Chairwoman of the Convention.

After welcoming the delegates and calling the Convention to order, Temporary Chairwoman Yunt called on Don West to lead in the singing of the National Anthem.

The Flag of the United States was presented by Marine Wing Support Group 37.

Next, Margeta Jorgenson, Dayle McIntosh Center, led the delegates in the Pledge of Allegiance to the Flag.

Temporary Chairwoman Yunt then called on Reverend Monsignor John Sammon, Vicar for Pastoral and Community Affairs, Roman Catholic Diocese of Orange County, who gave the Invocation.

**OFFICIAL WELCOME AND
INTRODUCTION OF HONORED GUESTS**

Temporary Chairwoman Yunt then introduced the Honorable Bruce Nestande, Chairman of Orange County Board of Supervisors, who welcomed the delegates to Orange County.

Next, the Honorable Don Roth, Mayor of Anaheim, was introduced by Temporary Chairwoman Yunt. Mayor Roth welcomed the delegates to the City of Anaheim on behalf of the Anaheim City Council and the city's 225,000 inhabitants.

Following Mayor Roth, Temporary Chairwoman Yunt introduced Lt. Larry Kuhn, representing Orange County Sheriff Brad Gates and the Dept. of Industrial Relations. Lt. Kuhn also welcomed the

delegates from organized labor to Orange County.

Temporary Chairwoman Yunt then introduced U.S. Congressman Jerry Patterson for his remarks to the Convention. Congressman Patterson reviewed the effects of President Reagan's policies on the elderly, students, the unemployed, and consumers. He decried the Administration's spending shift from social programs to defense. Congressman Patterson then described his housing bill which passed both the House and the Senate, but was vetoed by President Reagan. He described this year's tax cut as a sham which, instead of helping people who earned less than \$50,000 a year, it resulted in aiding those earning over \$200,000. Congressman Patterson also emphasized how President Reagan has aided large corporations and attacked OSHA. Labor must be on guard against this right wing assault, he said, to protect what we have and improve the standard of living for American workers.

Chairwoman Yunt then introduced Jimmie Kennedy, Acting Police Chief of Anaheim to the Convention.

Following that, she handed the gavel to President Albin Gruhn, who proceeded to open the Convention.

**FORMAL OPENING
OF THE CONVENTION**

ALBIN J. GRUHN

**President of the California
Labor Federation, AFL-CIO**

"Delegates, I do declare this 14th Convention of the California Labor Federation AFL-CIO in order, to transact such business as may legally come before it.

"On behalf of this Federation, I wish to thank the officers and staff of the Orange County Central Labor Council, the officers and staff of this Federation, who assisted in carrying out the numerous details in preparing for this 14th Convention. I also wish to express our thanks to Don West from Musicians Local No. 7, especially

for leading us in the group singing of the national anthem.

"Our thanks also go to the U.S. Marine Wing Support Group No. 37 for the presentation of the Flag and to Margeta Jorgenson of Dale McIntosh Center for leading us in the Pledge of Allegiance to the Flag.

"The Reverend Monsignor John Sammon, Vicar for Pastoral & Community Affairs, Roman Catholic Diocese of Orange County, we thank for the splendid invocation.

"Our thanks also go to Don Roth, Mayor of Anaheim, Bruce Nestande, chairman of the Orange County Board of Supervisors, Lieutenant Larry Kuhn, Jimmie Kennedy, acting police chief, and Congressman Jerry Patterson for taking time from their very busy schedules to be with us for the opening of this Convention.

"I wish to make special note and commendation to the temporary chairperson of this Convention, a woman trade union leader, yes, a woman trade union leader among the increasing number of women who are assuming leadership in our trade union movement. Their dedication and contribution are deeply appreciated.

"As we open this 14th Convention of the California Labor Federation, AFL-CIO, let us pause for a moment to think about who we are as delegates from our respective organizations. What brought us together here? What is our purpose? Our objectives? Our responsibilities to the membership we represent, to our communities, to our state, to our nation, and to our world?

"We represent unions and councils from every trade, craft and profession from both the private and public sectors of our state, workers all, but better yet organized workers in free trade unions. Organized to bring unity and solidarity among the workers in the struggle for economic, social, and political justice. Organized to bring about democracy in the work place, through the means of collective bargaining, organized to bring about the enactment of needed and just economic and social legislation for all, not just for union members; organized to bring about maximum worker strength in political action so that we can elect our friends and defeat our enemies in the legislative, executive, and other branches of government irrespective of party affiliation.

"As organized free trade-unionists, we

have been, we are, and we must continue to be the front-line fighters for freedom, human rights, and economic and social justice for all people irrespective of their race, ethnic background, creed, age, sex, or disability.

War on Reaganomics

"What responsibilities, what a challenge for all of us. If we are to be successful in this fight, we must first turn this country around by declaring all-out war on Reaganomics.

"Reaganomics is a heartless, cancerous growth of disasterous proportions that is eating away at the fragile fabric of this country's social and economic institutions.

"Reaganomics has no compassion for the millions of unemployed workers and their families who are suffering untold hardships. Reaganomics has no compassion for the elderly, the sick, or the poor. Reaganomics has no compassion for the young or the disabled. Reaganomics has no compassion for the small businessman or small farmer who's going into bankruptcy in record numbers.

"Reaganomics only has compassion for the rich and powerful.

"The war against Reaganomics must be won at the polls on election day. November 2nd by electing COPE's endorsed candidates.

"This will require a total grass-roots efforts by our local unions and councils with the coordination and support of this Federation. Every eligible member and his or her family members must be prevailed upon to register and to vote, to vote against those candidates who give aid and sustenance to Reagan and his right-wing supporters and union-busters.

Bolster Labor Forces

"In carrying out our attack, we must and we shall strengthen our free trade-union movement. This will require maximum affiliation and participation by our local AFL-CIO unions, in the local central labor bodies, and this Federation. This will require coalition with other community groups and organizations who support the AFL-CIO alternative program to turn this nation around from the disaster of Reaganomics. We must organize the unorganized workers of this country, and we must sharpen one of organized labor's most effective economic tools, the purchase of union-label, union-made products and the patronage of union services.

In this way we help one another and the employers whose labor relations policies are fair to organized labor.

"This is a most effective way to fight back against union-busters, the exploiters, and the sweat shoppers wherever they may be. Yes, our free trade-union movement will continue to be the bulwark in defense of human rights, freedom, and human dignity; defense against the totalitarian left and the totalitarian right, oppressors of freedom and human rights and the free trade-union movement.

"Delegates, let us join hands, let us all join hands, in an expression of our solidarity. Solidarity for today, for tomorrow, for next week, for next month and the months ahead, and particularly on election day on November 2nd and in solidarity forever, for the union makes us strong.

"Let us never forget that united we stand, divided we fall. In unity there is strength, and an injury to one is an injury to all. It is the union — yes, the union — that brought us together here, and it's the union that makes us strong. We can, we must, we will turn this nation around, turn this world around, in the cause of freedom, human rights and justice for all.

"Before concluding my opening remarks, I wish to once again express my deep appreciation to my colleague and friend, our Executive Secretary-Treasurer Jack Henning, for the untiring and great work he is doing in Sacramento in behalf of this Federation's legislative program and that of our affiliated organizations. Thanks, Jack, for a job well done.

"In reporting to you on the administration of my office, I once again refer you to the report you received in the packets as you registered as a delegate to this Convention. They cover many of my activities in behalf of this Federation since the last 1980 Convention. During the past two years I have also continued to serve as a labor representative on many advisory councils, boards, and attended conferences and meetings in behalf of the Federation in the interests of workers of this state.

"Thank you very much."

Chairman Gruhn, now presiding over the proceedings, introduced Jim Kennedy, executive assistant to AFL-CIO Secretary-Treasurer Tom Donohue, as the next speaker. Secretary Donohue, who was scheduled to speak to the Convention, was unable to attend.

Address

JIM KENNEDY

Executive Assistant to Tom Donohue
Secretary-Treasurer of the AFL-CIO

Assistant Kennedy commended the California labor movement, noting that the mainstream of the American labor movement flows through the California AFL-CIO and the working people it represents as strongly as anywhere in the United States. He thanked Secretary-Treasurer Henning for his work for the labor movement as a whole and pledged the full support of the national AFL-CIO to the Convention in all its undertakings.

He warned of the corporate community's increasing activity on the political scene, always striving against the interests of working people. He cited the Wall Street Journal's claim that 1980's total of 1,750 business association PAC's will grow to 1,935 by Nov. 2, 1982.

Assistant Kennedy praised the California Labor Federation's recent innovative educational conference on the use of pension funds. The rest of our country's labor movement is carefully watching our pending laws on plant closure and they are typical, he said, of this state's progressive response to circumstances and trends which are damaging to workers.

High interests rates were criticized by Assistant Kennedy, as the chief cause of stifling our economy. We need to concentrate on political action if we want to see less unemployment.

As this year's Solidarity Day comes along again, this time on election day, organized labor will be joined by all those who have suffered as the result of President Reagan's policies. The goal, he said, will be to change the Congress. If we do our job correctly, he noted, we will put this country back on the road to equal rights and equal justice.

Chairman Gruhn next called on Loretta Mahoney, chairwoman of the Credentials Committee for a report.

PARTIAL REPORT OF COMMITTEE ON CREDENTIALS

Loretta Mahoney, Chairwoman

Chairwoman Mahoney reported additions to and deletions from the Preliminary Roll of Delegates. (See completed Roll of Delegates.)

Report Adopted

Chairwoman Mahoney's motion to adopt the committee's report was seconded and carried.

Announcements

The Chair called on Richard Groulx, chairman of the Committee on Legislation to announce that the committee would meet briefly at the recess.

Secretary-Treasurer Henning then announced that Morris Weisburger, a former Vice President of the Federation and executive officer of the Seafarers Union for the last 20 years, was critically ill in Kaiser Hospital in San Francisco and asked for hopes for recovery and notes of sympathy from the delegates.

Chairman Gruhn then called on Secretary-Treasurer Henning to announce the appointments to the Convention Committees.

APPOINTMENT OF CONVENTION COMMITTEES

Secretary-Treasurer Henning read the Committees memberships as appointed by the President.

Committee on Credentials

Loretta Mahoney, Chairwoman, Hotel, Motel & Restaurant Employees & Bartenders No. 18, Santa Rosa.

Jesse Cooksey, Laundry, Dry Cleaning, Government and Industrial Workers No. 3, Oakland.

Preston T. Epperson, United Food and Commercial Workers Meatcutters No. 532, Vallejo.

Edward Flores, Hodcarriers and Common Laborers, No. 585, Ventura.

Ray Friend, IBEW No. 1245, Walnut Creek.

Joe Garcia, Hotel and Restaurant Employees and Bartenders No. 2, San Francisco.

Alfred Gray, Orange County Building Trades Council, Santa Ana.

Richard Holober, San Mateo Central Labor Council, San Mateo.

Wanda Logan, Glass Bottle Blowers No. 81, Santa Ana.

Ophelia McFadden, SEIU No. 434, Los Angeles.

Robert Medina, Construction and General Laborers No. 270, San Jose.

Frank Monti, Ladies Garment Workers No. 293, Los Angeles.

John Moylan, Plasters No. 66, San Francisco.

Russ Pool, Bay District Council of Carpenters, San Francisco.

Mitzi Rodriguez, Office Employees No. 30, Los Angeles.

Bernie Tolentino, East Bay Automotive Machinists No. 1546, Oakland.

Committee on Constitution

William G. Dowd, Chairman, State Conference of Operating Engineers, San Mateo.

Cass Alvin, United Steel Workers No. 1304, West Covina.

William F. Braughton, Oil Chemical and Atomic Workers No. 128, Long Beach.

Wesley H. Bromberg, Glass Bottle Blowers No. 192, Riverside.

M. R. Callahan, Hotel and Restaurant Employees and Bartenders No. 681, Long Beach.

William C. Demers, Communications Workers of America District No. 11, Los Angeles.

Bill Dougherty, California State Council of Service Employees, San Francisco.

E. Earl Higgins, Electrical Workers No. 11, Los Angeles.

Gregory Don Hunsucker, UFCW Retail Clerks No. 1288, Fresno.

Mattie Jackson, ILGWU, Pacific Northwest District Council, San Francisco.

Thomas P. Kenny, Sacramento Central Labor Council, Sacramento.

Kathleen Kinnick, Office and Professional Employees No. 3, San Francisco.

Ray Mendoza, Laborers No. 652, Orange.

Ray Nelson, Plywood and Veneer Workers No. 2931, Eureka.

George Soares, UFCW Retail Store Employees No. 423, San Jose.

Frank Souza, Machinists Automotive Trades, District Lodge 190, Oakland.

Michael Straeter, United Food and Commercial Workers, Retail Clerks No. 1442, Santa Monica.

Ed Turner, Seafarers, Atlantic & Gulf, San Francisco.

William Ward, Alameda Building & Construction Trades Council, Oakland.

Committee on Legislation

Richard Groulx, Chairman, Alameda County Central Labor Council, Oakland.

Mary Bergan, Pittsburg Federation of Teachers No. 2001, Pittsburg.

Mary Curtin, San Bernardino-Riverside County Central Labor Council, Riverside.

Paul Dempster, Sailors Union of the Pacific, San Francisco.

James L. Evans, United Transportation Union, Sacramento.

Frank Kuberski, Southwestern State Council of Retail Clerks, Sacramento.

James Lee, State Building & Construction Trades Council, Sacramento.

Dale Marr, Operating Engineers No. 3, San Francisco.

Gwen Newton, Office Employees No. 30, Los Angeles.

A. Kendall Orsatti, Screen Actors Guild, Hollywood.

Loretta Procter, Hotel & Restaurant Employees and Bartenders No. 30, San Diego.

Jim Quillin, California State Council of Machinists, Oakland.

Anthony Ramos, California State Council of Carpenters, San Francisco.

William Robertson, Los Angeles County Federation of Labor, Los Angeles.

Timothy J. Twomey, Hospital Workers No. 250, San Francisco.

James Van Houten, Communications Workers District No. 9 Burlingame.

Al Whitehead, Los Angeles County Fire Fighters No. 1014, South Gate.

Ray Wilson, Southern California District Council of Laborers, Los Angeles.

Committee on Resolutions

John Crowley, Chairman, San Francisco Labor Council, San Francisco.

Andrew Allan, Hotel & Restaurant Employees & Bartenders No. 11, Los Angeles.

Austin C. Allen, UFCW Butchers No. 127, Stockton.

Val Connolly, Bartenders & Culinary Workers No. 340, San Mateo.

J. T. Cox, Painters No. 686, Santa Ana.

Jerry Cremins, State Building & Construction Trades Council, Sacramento.

C. Al Green, Plasterers & Cement Masons No. 429, Stockton.

Jack McNally, Electrical Workers No. 1245, Walnut Creek.

Paul Miller, Los Angeles County District Council of Carpenters, Los Angeles.

A. B. Montes, Communications Workers District Council No. 9, Burlingame.

Justin Ostro, Machinists & Aerospace Workers No. 727A, Burbank.

Edward C. Powell, Theatrical Stage Employees No. 16, San Francisco.

Mike Quevedo, Laborers No. 300, Los Angeles.

Raoul Teilhet, California Federation of Teachers, Burbank.

William Waggoner, Operating Engineers No. 12, Los Angeles.

Cornelius Wall, Ladies Garment Workers No. 96, Los Angeles.

Mary Yunt, Orange County Central Labor Council, Orange.

Committee on Rules and Order of Business

Steve Edney, Chairman, United Industrial Workers, Service, Transportation, Professional & Government Employees of America, Wilmington.

Donald Abrams, Bay Area Typographical No. 21, San Francisco.

Tony Cannata, Contra Costa County Central Labor Council, Martinez.

William J. Catalano, Sr., Musicians No. 6, San Francisco.

Steve Cooney, Service Employees No. 660, Los Angeles.

Lloyd Davis, Culinary Workers & Bartenders No. 814, Santa Monica.

Ray De Namur, District Council of Painters No. 36, Los Angeles.

Thomas Egan, California Pipe Trades Council, Los Angeles.

Joe Francis, San Diego and Imperial Counties Central Labor Council, San Diego.

J. P. Jones, United Transportation Union No. 1336, Sacramento.

Chester Mucker, Hod Carriers & General Laborers No. 294, Fresno.

Richard Robbins, IBEW No. 465, San Diego.

J. J. Rodriguez, Los Angeles County Federation of Labor, Los Angeles.

David L. Schultz, Hotel & Restaurant Employees & Bartenders No. 681, Long Beach.

Tomas Sweeney, Electrical Workers No. 595, Oakland.

Jackie Walsh, Hotel & Restaurant Employees and Bartenders No. 2, San Francisco.

Committees Approved

Secretary-Treasurer Henning's motion to approve the Convention's Committees as

appointed by the President was seconded and carried.

Chairman Gruhn: "The Chair now calls upon the Chairman of the Committee on Rules and Order of Business, Chairman Steve Edney, for a report."

REPORT OF COMMITTEE ON RULES AND ORDER OF BUSINESS

Steve Edney, Chairman

1. Roberts Rules of Order. The Convention shall be governed by Roberts Rules of Order on all matters not provided by 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 to standing rules. No standing rule of the convention shall be amended except by affirmative vote of the majority of the duly qualified delegates to the Convention present and voting. No such amendment shall be considered until it shall have been referred to and reported by the Committee on Rules.

4. Convening the Convention. The Convention shall convene at 9:30 a.m. each day after the opening session which shall convene at 10:00 a.m. It shall recess from 12:00 to 2:00 p.m., each day and shall recess at 5:00 p.m. each afternoon unless the delegates agree to extend the sessions or to call a special night session by a two-thirds vote of those present and voting.

At 7:30 p.m. Wednesday evening 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 2b of the Federation's Constitution. This particular business of the Convention shall proceed until completed without regard to hours of recess otherwise stipulated under these rules.

5. Resolutions defined. Whenever the word "resolution" is used in these rules it shall include constitutional amendments.

6. Committee reports. All committees shall report on all resolutions submitted to them. Whenever there is a majority and

minority division on any committee, both the majority and minority shall be entitled to report to the Convention. The discussion and vote of concurrence or nonconcurrence shall be first on the minority report.

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

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

9. Roll call vote. At the request of 150 delegates present and voting, any motion shall be voted on by roll call per capita vote of the delegates. When a roll call is ordered, no adjournment shall take place until the result has been announced.

10. Precedence of motions during debate. When a question is under debate or before the Convention, no motions shall be received but the following, which shall take precedence in the order named: First, to adjourn; second, to recess to a time certain; third, for the previous question; fourth, to set as a special order of business; fifth, to postpone to a stated time; sixth, to postpone indefinitely; seventh, to refer to or, rerefer to a committee; eighth, to divide or amend; ninth, to lay on the table.

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

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

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

14. Motion to table. Motion to lay on the table shall be put without debate.

15. Recognition and decorum of delegates.

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

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

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

D. Any delegate may appeal from a decision of the Chair without waiting for the 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.

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

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

"Mr. Chairman, there are the proposed Rules of Order of Business for this Convention. I move adoption." The motion was seconded.

For the purpose of clarification, Delegate J. B. Martin (Automotive Machinists No. 1305, San Francisco) asked the Chair to explain the procedure for a roll call vote.

Chairman Gruhn said if 150 delegates stand to ask for a roll call vote, then there would be a roll call vote.

The motion to adopt the proposed Rules and Order of Business for the Convention was carried.

Announcements

Secretary-Treasurer Henning relayed an announcement from Justin Ostro, Vice President of the California Labor Federation, that there would be a caucus of Machinists Union delegates immediately following the picture-taking and at the site of the picture-taking session.

Also, Secretary-Treasurer Henning noted, the I.L.G.W.U. planned to hold a press conference concerning the court decision on the harassment of allegedly illegal immigrants on the job site.

RECESS

Secretary-Treasurer Henning then moved the Convention recess until 2 p.m. His motion was seconded and carried.

AFTERNOON SESSION

Chairman Gruhn called the Convention to order at 2:20 p.m.

Secretary-Treasurer Henning introduced the next speaker, Willie L. Brown, Jr., Speaker of the Assembly.

Address

HONORABLE WILLIE L. BROWN, JR.

Speaker, California State Assembly

The election of Jerry Brown to the U.S. Senate and Tom Bradley as Governor of California are dependent, to a great extent, on organized labor making them a cause, much as we did in 1958 in meeting the conservative challenge in defeating the

'Right-to-Work' initiative. That was the year, he said, when the Democrats won all but one statewide office. We must be as successful again, he said, if we are ever again going to be able to afford to buy houses or reduce the unemployment rate.

Speaker Brown told the delegates that there are going to be 26 new members in the Assembly. They, he said, must be friends of labor.

To be successful, he emphasized that the rank and file of labor must be willing again to walk precincts and work telephone banks. We have to be ready to help the new friendly candidates coming up, he

noted. It is essential to utilize every technique we know to register voters and get-out-the-vote, hand out literature, slate cards, use television and billboards in order to be successful on Nov. 2, election day.

Late Resolutions

Chairman Gruhn next called on Secretary-Treasurer Henning to report late resolutions to the Convention.

Secretary-Treasurer Henning said:

"Mr. Chairman, I have late resolutions to submit. One, subject matter **Support Ed Asner**, submitted by Santa Clara Central Labor Council; two, **Image of Women in Media**, submitted by Musicians' Local 47; three, **Oppose Unloading Foreign Fish**, United Industrial Workers, Cannery Division; four, **Caribbean Basic Recovery Act, HR 5900**, submitted by United Industrial Workers; five, **Procedure for COPE Recommendations**, submitted by Carquinez Lodge 1492, I.A.M.

"Mr. Chairman, I move they be accepted."

The motion was seconded and carried.

Chairman Gruhn next called on John Crowley, chairman of the Committee on Resolutions for a report. Chairman Crowley first announced that a meeting of the Committee would be held at 4 p.m. that afternoon.

PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS

John Crowley, Chairmaan

STATEMENT OF POLICY I

The Economy

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 20

Unemployment

The committee's report:

"Your committee recommends that this resolution be amended as follows:

"In the first Whereas the words 'are 9' shall be stricken and the following inserted: 'there are current statistics which indicate there are well in excess of 9.'

"In the third Resolved the language is stricken and the following is inserted: 'Resolved, That the special job training and job creating programs be established

for unskilled, untrained, and unemployed workers; and be it finally.'

"As so amended, your committee recommends concurrence. I so move."

The motion was seconded and carried.

Resolution No. 31

Jobs, Economy and the Environment

The committee's report:

"Your committee recommends as follows: In the 4th Whereas, in line 3, after the word 'our,' insert 'present Federal.'

"Strike the second Resolved and insert 'Resolved, That the delegates to this Convention reject the notion that our intelligent answers to the environmental problems are limited to anti-labor and anti-consumer legislation requiring curtailment of our freedom; and be finally.'

"As so amended, your committee recommends concurrence.

"I move adoption of the committee's report, Mr. Chairman."

The motion was seconded and carried.

Resolution No. 35

Full Employment

The committee's report:

"Your committee recommends that the 4th Whereas be stricken and the following inserted:

"Whereas, the earnings of the average worker have been eroded by partial employment and inflation to the point where the median family income and net spendable earnings have both fallen.'

"In the 5th Whereas, line 3, strike the words 'as regards' and insert the word 'regarding.'

"As so amended, I move adoption of the committee's report, Mr Chairman."

The motion was seconded and carried.

POLICY STATEMENT II

Taxation

The committee recommended concurrence.

The committee's recommendation was adopted.

POLICY STATEMENT III

Foreign Policy

The committee's report:

"Your committee directs the attention of the delegates to the Policy Statement No. III, Foreign Policy Digest, Page 3,

and the committee suggests the following amendments to the digest:

"In Line 5, after the last word 'movement' insert 'SOLIDARNOSC,' S-O-L-I-D-A-R-N-O-S-C.

"In Line 6 after the word 'freedom' insert the words 'and a free trade union.'

"In the second paragraph, Line 3, after the word 'program' strike the word 'or' and insert 'guarantee human rights, free elections and.'

"In Line 4 of the second paragraph, strike the word 'sensible' and insert the word 'equitable.'

"As so amended, your committee recommends concurrence in the digest.

"I so move."

The motion was seconded and carried.

Chairman Crowley then reported on the full text of Policy Statement III:

"Furthermore, with respect to Policy Statement No. III, Foreign Policy, commencing on page 12, your committee recommends that immediately following the first full paragraph in the right-hand column beginning 'The California Labor Federation—' the following be inserted as a new paragraph:

"The Federation therefore asks the National AFL-CIO to review and reconsider its policy on the nuclear weapons freeze question in view of the concerns here stated.'

"As so amended, your committee recommends concurrence in the Statement of Policy, Foreign Policy.

"Mr. Chairman, I move the adoption of the committee's report."

The motion was seconded.

Secretary-Treasurer Henning then spoke in support of the Committee's recommendation.

The motion was then carried.

Resolution No. 34

Imports

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY IV

Workers Compensation

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY V

Unemployment Insurance

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 3

Uniform Unemployment Insurance

The committee's report:

"Your committee recommends that this resolution be amended as follows by adding prior to the period the following:

" ; provided, however, that the standards are equal to at least the best standards prevailing in any of the states."

"As so amended, your committee recommends concurrence."

The motion to adopt the committee's report seconded and carried.

STATEMENT OF POLICY VI

Unemployment Compensation Disability Insurance

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY VII

Women's Rights

The committee's report:

"Your committee is directing the attention of the delegates to page 4 of the Statement of Policy VII. 'Women's Rights digest,' line 5, and recommends that in such line the words 'reintroduce the' be deleted and the words 'enact the reintroduced' be inserted.

"Further, in line 7, strike the words 'and other issues.'

"As so amended your committee recommends concurrence in the digest and the Policy Statement itself."

The committee's recommendation was adopted.

Resolution No. 8

Image of Women in the Media

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 14**Participation of Women in Unions**

The committee's report:

"Your committee recommends that in line 5 of the Resolved that the word 'if' be stricken and the word 'of' be inserted.

"As so amended, your committee recommends concurrence.

"I move adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 15**Comparable Worth Pay Equity**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 16**Acute Impact of Cuts in Social Support Programs on Women Workers**

The committee's report:

"Your committee recommends that in the last Resolved the word 'undertake' be stricken and the following inserted: 'encourage its affiliates to initiate.'

"As so amended, your committee recommends concurrence.

"I move adoption of the report."

The motion was seconded and carried.

Resolution No. 42**Coalition of Labor Union Women**

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Gruhn next called on Secretary-Treasurer Henning for his report:

**REPORT TO THE CONVENTION
JOHN F. HENNING****Executive Secretary-Treasurer****California Labor Federation, AFL-CIO**

"Mr. Chairman and delegates. It is the requirement by tradition that the executive officer of the Federation submit a report of his activities between Conventions. That is in a printed document; and while it touches on the essentials, there are many aspects that are not included.

"The legislative aspect is covered in a separate document that's issued to you following the close of each session, the

'Force for Progress.' So rather than go into the details of administrative responsibility, although I'm pleased to report that we are fiscally solvent, and I'm also pleased to report that since the last Convention we initiated free speech conferences, which allow the rank and file a voice and a place that is really not possible within the structured nature of a formal Convention, I will speak to where we are in 1982.

"On the question of what is before us, there is only one commanding issue that anyone in a position of responsibility in the Labor Movement of California can truly think of at this time, and that is the issue touched so well upon by Willie Brown: It is the duty of all here to drive from political office the Reaganites in Washington and their allies here in the State of California. That is our first duty.

"We must embrace that task on the basis, first, of fiscal obligation and, secondly, on the basis of social morality. We know we're in an economic crisis. The evidence and the statistics are everywhere about us. We have the same unemployment rate as prevails in the nation, 9.5 percent; 1,100,000 jobless in California.

"But let's get it down to what it means. We have 300,000 building trades workers in the State of California, AFL-CIO members. In many ways, historically, that vast number has been the backbone of the trade union movement of this state. But in area after area in this state 20, 30 or 40 percent of the construction workers are unemployed. We know what that means to them and we know what it means to their families. The industrial workers are suffering from a similar fate. The industrial workers face a new phenomenon, the plant closure. It isn't the temporary shutdown any longer, it isn't the layoff; it's the closure of the plant that has been visited upon the industrial workers. That means those jobs are gone forever, gone forever unless we change the course of the economic history of this state and this nation.

Bankruptcies

"Now, the agitation over the present economic crisis isn't simply the rhetoric of the Left or isn't simply the charge of Liberalism, this is the reality as cited by the great sources of economic analysis that have come from conservative America. Dun and Bradstreet, the primary house of economic analysis and measurement in this country, announced a month ago that in the first quarter of this year

there were 36 bankruptcies for every hour of the working day. That is, for every one of the eight hours of the workday across this nation there were 36 companies going bankrupt.

"Just last week Dun and Bradstreet came forth with a new interpretation of Reaganomics, and it was this: That in the month of June, there were 542 business failures a week. Nothing like that has been known, said Dun and Bradstreet, since the year 1932 in the depths of the Great Depression.

"Now, the tragedy that we face is the inevitable result, the inevitable product of Reaganomics. And the whole theory of Reagan in fiscal matters is this: If you give billions to the corporate structure and the wealthy of America, it follows that the benefits of that largesse, that subsidy of the affluent, will come down to the working people and develop a prosperous economy.

"Brothers and sisters, never in this country, never in any country in the history of the world have the wealthy surrendered their bounty and their riches to the poor or the workers unless compelled by law or compelled by an aroused people through trade unions. That's the only way you're ever going to get it.

"There is something more about the evil purposes of this Administration. They are waging a war, and that war is essential to sustain their economic philosophy, which has meant a deficit of \$100 billion in this fiscal year and a cumulative deficit of one trillion dollars.

"So, to meet in part the impossible fiscal obligation that the Reaganites have created through giving to the rich that which should never be their possession, they have waged war on the elderly; they have waged war on the handicapped; they have waged war on the rights of women; they have waged war on the youth of America who are the promise of America, the youth of America who require opportunity in education; and they have waged war on the blacks and the browns, whether they be Haitians or Mexicans or blacks in the ghettos of the great cities.

"Indeed, brothers and sisters, from the day that the Reaganites came to power in Washington with the multimillionaire cabinet members, they have waged war on all who are not of their kind and their class. That is their commitment to America: a disgraceful, corrupt commitment.

"Brothers and sisters, if there somewhere be a political hell, I could only trust that the Reaganites will burn forever in that preserve that was created for those who would spit upon the helpless of humanity; contempt of the helpless is an essential doctrine of the Reaganites beginning with their President and his millionaire subordinates in the cabinet of the government of the United States.

Special Interest Government

"It's quite a cabinet. In one sense it's almost a war cabinet. Two members from the Bechtel Group Incorporated holding positions, respectively, of Secretary of State and Secretary of Defense. Aside from anything else, can you imagine the Democratic Party, which is supposed to be the party of workers, appointing an AFL-CIO man Secretary of Defense and an AFL-CIO man Secretary of State. You would hear the outraged cries about special interest government. Yet, these people make no pretense about special interests. Their government is the creature of corporate America.

"Let's consider Mr. Donovan, and we don't judge whatever relations he may or may not have with those who are in conspiracy against law. He shouldn't be Secretary of Labor because he is a corporate executive. He has no commitment to the welfare of workers. His commitment by his institutional life was to corporate profit. He ought to get out of Washington with Reagan and all the rest of them. He doesn't belong there.

"As to the Secretary of State Shultz, he was until recently the President of the Bechtel Group, Incorporated, with vast possessions and vast holdings in the Middle East. We're supposed to believe that he has no interest in his corporate holdings that are put in trust. That's nonsense. Secretary of Defense Caspar Weinberger was General Counsel and Vice President of Bechtel. Such representation from one corporation in the control of the departments of State and Defense is unprecedented in our history.

"But the question is: What is the response? What is the reply? There has been no aggressive, coherent response by the Democratic Party nationally. It is coming at last from its slumber, but it has within it, as we know, the cancer of the Democratic South, the old racist, plantation part of the Democratic Party. It's aligned with Reagan.

"In 1981, at mid-year, Reagan said in answer to the challenges of Lane Kirkland and the National AFL-CIO that the leadership of the AFL-CIO is not speaking for the membership. They were speaking for themselves alone. Well, Kirkland called what proved to be the greatest mass demonstration ever held in the National Capital. More than 400,000 Americans massed in protest against the immoral policies of the Reagan Administration. But it's going to take more than one demonstration, because I ask you this, Brothers and Sisters: Has the policy of the Reagan Administration changed one bit since the Solidarity demonstration of September last year? Not at all. The only language they understand is the language of the ballot box. The only language they can ever appreciate is this: They'll be told they are no longer wanted by the American people. That's the language we have to write and that's the language we have to speak.

"It can be said by some who are given to dreams that we should appeal to the conscience of the Reagan administration, for, after all, the President is kind of a jolly good fellow. He's a horseback rider. We have a brother here from the Screen Actors' Guild who's going to speak to you, and he'll tell you all about the real Ronald Reagan. We'll hear from Ed Asner later today.

III-Gotten Wealth

"Let's get down to the institutional group that now governs this nation. Appealing to their conscience would be like appealing to the racist barons of the 19th Century who built the great plantations of the South and those great manors you saw in 'Gone With the Wind.' Their wealth was founded on the backs of the black slaves. At the same time the robber barons of the industrial North forged their great family fortunes on the backs of the white working slaves of the industrial sections of the nation in a way that they can never escape the judgment of history. They built those fortunes by the labor and blood of child labor in the mines and mills of the industrial North.

"If any of you ever want to see a picture that would touch your heart, go into the headquarters of the Mine Workers Union in Washington, D.C. and see the photos of the breaker boys of Pennsylvania, 10 and 11 and 12 years with the faces of old men. They made Carnegie a multimillionaire. That's what made all of his kind: the blood and the sweat of men,

women and children. That's the kind of a conscience that rules the government today, in a different form, in a different fashion, but with all of the same animal instincts.

"Appeal to the conscience? Let's consider appealing in a comparable way to those in the 20th Century whom Theodore Roosevelt called the 'malefactors of great wealth,' and Franklin Roosevelt, who was born to riches but renounced his heritage and his class, called the 'economic royalists.' In their day, the White House was to them nothing but an outhouse for those who ran the government from Wall Street, an outhouse for their refuse. The country was their property. They raped it economically. They ravaged it socially. And they came to the great climax in Hooverism when on the outskirts of every urban center of this nation, San Francisco, Oakland, Los Angeles, New York, Chicago, Philadelphia, you had millions living in shacks and shanties, the debris of civilization in the minds of those who ran the government.

"What do we do? We should answer those enemies who have chosen to wage class war. They preserve, protect, and advance their class and their kind. It is our duty to protect and advance and defend everywhere our class and our kind. That is the obligation of the trade union movement of the nation.

"We don't do it by physical force. We don't do it by the retreat to the sword. We do it by our labor conscience, by our common knowledge and experience and social intelligence, and above all, we do it through our dedication to political action because the economic course of this country cannot be changed by rhetoric, or appeals to idealism. It can only be changed by political movement. The political course must change the economic course. We have the masses, we have those values that are beyond purchase or price.

"Brothers and Sisters, between now and November the 2nd, employ all that is idealistic within us, all that is within us that honors the traditions of a Franklin Roosevelt, all that is within us that honors the basic purpose of creating a civilized society. That is our duty, that is our command. We can neither ignore nor betray it. Thank you."

Escort Committee for Rose Bird

Chairman Gruhn announced the Committee as follows: Anthony Ramos, Paul

Dempster, Kendall Orsatti, and Jack McNally, all vice presidents of the California Labor Federation.

The Committee escorted the Chief Justice of the California Supreme Court to the podium.

Secretary-Treasurer Henning then introduced Chief Justice Bird to the Convention.

Address

HONORABLE ROSE ELIZABETH BIRD

**Chief Justice
California State Supreme Court**

Chief Justice Bird spoke of a commonality between free trade unions and the courts. Both, she said, are essential to democracy. A perfect example, she noted, is the struggle in Poland today.

Whenever a totalitarian government wishes to spiritually imprison the people, they are denied a voice in the decisions that define the quality of their lives, she said.

In a totalitarian government, it is the judges who are the first to be silenced. That is why, she said, working people have a stake in both a strong trade union movement and an impartial judiciary.

The courts, Chief Justice Bird stressed, are the one branch of government which protects the rights of all in a diverse society.

We must be ever watchful, she warned, of the radical right attack on the judiciary as a whole. There is no place in our judiciary for ideologues. We must, she emphasized, ensure a judiciary governed not by the daily polls, but by the rule of law, serving the best interests of all.

Secretary-Treasurer Henning next introduced to the Convention, Ed Asner, President of the Screen Actors' Guild and delegate to the Convention.

Address

ED ASNER

President, Screen Actors' Guild

President Asner told the delegates that in these troubled times we need each other badly. We certainly can't turn to an administration which uses rising unemployment as a cure for inflation, or to U.S. Steel, a firm only too happy to run away to the Sun Belt in order to fatten their profits, nor to multinational corporations which would prefer to invest in Japan than in Detroit.

When we talk about a free trade union movement, he said, it means workers freely choosing to be represented by the union of their choice. He asked the question: If workers are sold out, can their country be truly free, whether in the United States, Chile, El Salvador or Nicaragua?

The need to pull together, President Asner said, has never been stronger. If we don't do that, we shall surely be defeated.

RECESS

Secretary-Treasurer Henning then moved to suspend the rules so that the Convention could recess until 9:30 a.m. Tuesday.

His motion was seconded and carried.

(Whereupon at 4:15 p.m., the Convention was recessed until 9:30 a.m. Tuesday, July 20, 1982.)

PROCEEDINGS

of the Fourteenth Convention

SECOND DAY

Tuesday, July 20, 1982

MORNING SESSION**CALL TO ORDER**

The Convention was called to order at 9:50 a.m. by Chairman Gruhn. He then called on Rabbi Robert Jeremiah Bergeman, Temple Isaiah, Newport Beach — Irvine, for the Invocation.

Chairman Gruhn thanked Rabbi Bergeman for his Invocation and proceeded to call upon John Crowley, chairman of the Resolutions Committee for a report.

PARTIAL REPORT OF COMMITTEE ON RESOLUTIONSJohn F. Crowley, **Chairman****STATEMENT OF POLICY VIII****Social Security**

The Chairman moved concurrence and his motion was seconded.

Secretary-Treasurer Henning then criticized San Diego Mayor Pete Wilson's proposal to make Social Security voluntary for all those under the age of forty-five.

The committee's recommendation was then adopted.

Resolution No. 4**Opposing Social Security Cuts**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 24**Restoring Financial Solvency to the Social Security Fund**

The committee's report:

"Your committee recommends that the first Whereas be stricken and that the following be inserted: 'Whereas, There may be a short-term shortage in the Social Security Fund; and'

"As so amended, your committee recommends concurrence."

The Chairman moved adoption of the committee's recommendation.

His motion was seconded.

Delegate Robert E. Summers (CWA No. 11588, Colton) asked if the resolution means the sponsoring or supporting of another tax.

Chairman Crowley replied: "No. I believe that what the resolution says is that we're talking about imports to assist in the availability of the maintenance of the Social Security System. And as we all well know, we have been hurt by the importation and the lack of exportation from the United States, and it affects every worker in this society."

The motion to adopt the committee's recommendation was carried.

Resolution No. 41**Social Security**

The committee's report:

"Your committee recommends correction of the spelling of 'diminution,' and as so amended, we recommend concurrence."

The Chairman's motion, for concurrence in the committee's report, was seconded and carried.

STATEMENT OF POLICY IX**Health Care**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 36**Health Care**

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY X**Welfare**

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY XI

Consumer Protection

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY XII

Labor Legislation

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 1

Repeal of Taft-Hartley Act (14-B)

The committee's report:

"Your committee recommends that in the first Resolved, Line 4, the word 'defeat' be stricken and the word 'repeal' be inserted.

"With respect to the 2nd Resolved, we suggest it be stricken and that the following be inserted: 'Resolved, That we place our support for candidates who actively support the repeal of Taft-Hartley Section 14B and who oppose all "right-to-work" laws.'

"As so recommended, your committee recommends concurrence.

"I move adoption of the committee's recommendation."

Delegate Carmen Piantedosi (Printing Specialties & Paper Products No. 388, Norwalk) objected to the removal of the words "right-to-work" from the Resolved.

Chairman Crowley replied:

"Brother Chairman, sisters and brothers, if you read what we said in the resolution and our recommendation, it's as follows:

"With respect to the 2nd Resolved, we suggest it be stricken and that the following be inserted:

" 'Resolved, That we place our support for candidates who actively support the repeal of Taft-Hartley Section 14B and who oppose (that is the candidates now we're referring to) all "right-to-work" laws.'

"I think we have broadened the resolution to encompass just exactly the objections the brother spoke to."

The Chairman's motion was then carried.

The partial report of the Resolutions Committee completed, Chairman Gruhn

then introduced John Mara of the Union Label & Service Trades Dept., AFL-CIO, for an address.

Address

JOHN MARA

**Secretary-Treasurer
Union Label and Service Trades
Department, AFL-CIO**

Secretary Mara spoke about the problems we are faced with in the area of foreign trade. The United States market, he said, is considered fair trade by the rest of the world, but foreign markets are not available to us. This imbalance, he stressed, has had a devastating effect on our shoe industry, automobile industry, steel industry and the computer chip market. The next jobs lost may be our own.

There is a need, greater than ever, to not only buy American-made goods but to promote and demand the union label and union-made products. Buying union guarantees buying American, Secretary Mara said.

Raffle Announced

Secretary-Treasurer Henning announced, at the request of the International Ladies Garment Workers Union, the raffling of two women's camel hair coats at the end of today's session. The tickets are free, he said and are available at the Union Label Exhibit Center.

Secretary-Treasurer Henning then introduced the next speaker to the Convention, Barrie Unsworth, executive officer of the Labor Council of New South Wales, Australia.

Address

BARRIE UNSWORTH

**Secretary, Labor Council of
New South Wales, Australia**

Secretary Unsworth brought the fraternal greetings of the Labor Council of New South Wales and the Australian Council of Trade Unions to the Convention delegates. The establishment of a fraternal relationship between California and the Labor Council of New South Wales, he said, provides both organizations with an opportunity to share ideas and act jointly in support of projects designed to assist the development of unionism in the emerging nations of the Pacific basin.

There are great similarities in the problems faced by the labor movements in California and New South Wales. We face.

in this state, economic policies adopted by the Reagan administration which have added to unemployment, increased inflation and interest rate levels, while in Australia economic policies at the national level has brought an almost identical result, a disaster for working people.

Secretary Unsworth said he looked forward to strengthening our fraternal association based on future exchanges such as this particular labor convention.

Chairman Gruhn next called on Chairman Wm. G. Dowd of the Constitution Committee for a report.

**REPORT OF COMMITTEE ON
CONSTITUTION**

William G. Dowd, Chairman

Resolution No. 7

**Procedure for COPE Recommendations
and**

Resolution No. 22

**Support Resolution No. 7—Procedure for
COPE Recommendations**

and

Resolution 50

Joint Political Recommendations

and

Resolution No. 57

Procedure for COPE Recommendations

The committee's report:

"Now, this is the committee's report and recommendation: The subject matter of these resolutions is similar; namely, the procedures to be followed in the meetings of and recommendations from the local Central Labor Bodies to the Executive Council of the California Labor Federation, AFL-CIO.

"Your committee believes that the provisions of Resolution No. 50 are preferable in the handling of the situation and, accordingly, recommends concurrence in Resolution No. 50 and that Resolution No. 7, 22, and 57 be filed.

"I so move, Mr. President."

The Chairman's motion, duly seconded, was adopted.

Resolution No. 48

Geographical Vice Presidents

Chairman Dowd explained the effect of the resolution:

"Although the language of this resolu-

tion is somewhat detailed, the effect of the resolution is rather simple. It combines Districts 14 and 15 into one district, District 15, and splits District 8 into two districts, District 8 and 9. There is no change in the number of geographical vice-presidents, which will remain the same."

The committee recommended concurrence.

The committee's recommendation was adopted.

Escort Committee for Governor Brown

Chairman Gruhn announced:

"Delegates, The Chair has appointed Cornelius Wall, Paul Miller, William Ward, Al Green, Richard Robbins, Timothy Twomey and Thomas Kenny, vice presidents of our Federation, to act as the Escort Committee for Governor Edmund G. Brown, Jr.

"Would you please escort the Governor into the Convention hall."

Introduction of

GOVERNOR EDMUND G. BROWN, JR.

by JOHN F. HENNING

Executive Secretary-Treasurer

California Labor Federation, AFL-CIO

Secretary-Treasurer Henning introduced Governor Brown in these words:

"Mr. Chairman and delegates: It's an honor to introduce Governor Brown, the man we trust will lead the liberal assault in the United States Senate on President Reagan and of all the reactionary proposals for which he stands. We need him in California, but we need him more in Washington at this time.

"Yesterday, his opponent, the anti-labor Mayor of the City of San Diego, Pete Wilson, in an announcement reviewed in the Los Angeles Times, as I indicated earlier, came forth with the idea that contributions to the Social Security fund would be voluntary for those below 45 years of age.

"Mr. Chairman, if I may, I will for this time only go beyond the juridical procedures of handling resolutions and proposals to be adopted by the Convention.

**MOTION TO CONDEMN MAYOR
WILSON'S SOCIAL SECURITY STAND**

"Mr. Chairman and delegates, I move that this Convention condemn Mayor Wilson of San Diego for proposing the contribution to the Social Security fund be voluntary, a measure which would condemn

millions of Americans to terrifying poverty and condemn millions of our senior citizens to beggerhood on the streets of our nation."

The motion, duly seconded, was carried.

Address

HONORABLE EDMUND G. BROWN, JR.

Governor, State of California

"Thank you, Jack Henning.

"It's amazing that in 1982, on the same day we read in the newspaper that 2 million more Americans have been added to poverty, we actually have a candidate for the U.S. Senate who's trying to get to Washington on the backs of the elderly and the poor and the middle class by bankrupting the Social Security system. It's an outrage, and I join in your condemnation, and I'll tell you this: We're not going to let him get away with it. We're going to make this a major issue in the 1982 campaign.

"This guy, Wilson, says anything he wants. He thinks because he's been a mayor and cutting ribbons and avoiding tough issues, he can do the same thing between now and November. But, Mr. Wilson, if you're listening, I'm here to tell you in no uncertain terms you're not going to get away with it. We're going to expose you, we're going to unmask you, and send you back to San Diego for a little remedial instruction on what American justice is all about and what this political system requires, and that is a Social Security system.

"I know I'm up against a big battle, but I'm not up against just anybody, but a fella named Wilson who wanted to be a governor. In fact, he ran four years ago, and he came in fourth. He wanted to run again until he was bought out of the race by the Republican king-makers. They sit over there on Wilshire Boulevard, and they interview these Republican candidates who go hat in hand, and they sit there in front of Mr. Tuttle and Mr. Murdock and Mr. Dart, when he shows up, and they ask permission to run, and he got permission.

"In fact, they tried to get Deukmejian out of the race, and he said 'no.' They tried for Curb, and they go to Wilson, and Wilson is their errand boy, and he says 'sure.' And they put him in the Senate, and they say, 'We will elect you, but follow orders.' This man is an errand boy for special interests, for tax breaks for the wealthy and for the most retrogressive Labor Movement stand of anybody I've

seen to come out of that party in a long time. He is anti-trade union; he is anti-public employee. And I'll tell you, a vote for him is a vote to cut your throats. So let's make sure that we mobilize and we get out the vote in November of '82.

"Now, Reaganomics was the way Wilson got through the primary. He put on deceptive commercials that made it look like 'Reagan' was supporting him. Well, it turns out it was Neil Reagan. But that was the idea, to mislead people. In fact, Maureen Reagan, her husband, the campaign, put out a message that called that scurrilous tactics, and old McCloskey called and said, 'This is one of the great frauds of our time.' In fact, when he was in his more generous moments, he merely described Wilson as mush, as pablum.

"I'll tell you what his strategy is. His strategy is a pablum-mush strategy. What that means is, it's very hard to find anything to attack because you've got all this pablum and all this mush. Every time you take a punch, you get your hand all sticky, but you don't get anything.

"Well, Mr. Wilson has changed that because old Mr. Mush has come out with a most disasterous political proposal since Barry Goldwater proposed to make Social Security voluntary back in the early 60's, and the same thing that happened to him is going to happen to Wilson, and I think you're going to help me make that happen.

"It goes beyond that. What we're seeing today is the rising up of forces that are hard to believe. You have to actually read carefully. We're seeing an administration that is not only trying to turn the clock back beyond Kennedy, beyond Truman, they want to go back even beyond Hoover. Herbert Hoover, in one of his more enlightened moments, signed the Davis-Bacon Act, and he signed the Davis-Bacon Act in a period of disasterous economic times when there was uncertainty, cut-throat competition in the building trades movement, and there were out-of-state and out-of-town people coming in, cutting wage standards.

"So they adopted a prevailing rate measure to create some stability. Even Herbert Hoover knew that if working people don't have any money, you don't have an economy. And lo and behold, the Republicans in Washington now are aimed at gutting that Davis-Bacon Act and repealing over 50 years of wage standard protection, and they think that's going to lower inflation.

"Your know something? They're right. It's going to lower inflation, just like the depression did, but it's not going to make you feel good because the cure is going to be worse than the disease. It's going to be like the doctors: 200 years ago they used to put leeches on your body to suck the blood out. And you thought that it made you better, but it actually killed you. And that's actually what the anti-inflationary plan is doing. It's a form of strategic bombing of the American economy. And it's ending inflation all right, but it's ending the lives and happiness and security of millions and millions of people. And that's why the poverty rate went up. That's why 2 million people were added. Those are the human prices that are being paid for this false economic doctrine.

Protect Prevailing Rates

"When the Davis-Bacon Act was cut back—and it has been, administratively—watch this fall, in September and October, when the Federal Government tries to put pressure on us to start applying the same thing at the state level and start reducing the wage standards. We're not talking about something way off in the future, we're not talking about political rhetoric; we are talking about a proposal to lower the wages of carpenters, pipefitters, painters and everyone else who works on a building site.

"And lo and behold, who's part of that movement? Old Pete Wilson and the San Diego folks, because they're putting pressure on Don Vial, as we talk, to further erode the protection of the Davis-Bacon Act.

"So this is a cause that you are intimately involved in. We are in it together, and I don't care what the Reagan administration says, and I don't care what Pete Wilson says, in the State of California, as long as I am Governor, we are not cutting back on prevailing rates, no matter what they do. They can take us all the way to the Supreme Court, if they want.

"That's why we've got to have Tom Bradley in as Governor, because the next Governor better have a Director of Industrial Relations just as good as the one we have now so he can protect your interests.

Safeguard Cal/OSHA

"It's not only Davis-Bacon; they want to cut back on OSHA. California's got the finest state OSHA in the country, and we're

proud of it, and we have standards that are protecting workers in all fields, protecting against toxic substances. We exposed the dangers of DBCP back in 1977, when hundreds of workers were sterilized permanently. We exposed that, and we banned that chemical.

"And, lo and behold, the folks in Washington now under the deregulation, a Reaganomics proposal, want to preempt the power of the California Occupational Health and Safety Department to protect your health and the health of millions of men and women in the state. And I don't believe the people in California want that, I don't believe the voters want it, and I insert that into this campaign as a major issue. Let us protect human health, and let's not just create a few pennies of extra profit for the few at the sacrifice of the many.

"OSHA is real important, let's protect it.

"Finally, the next point, Labor Law Reform. In the last election, the last go-around in Congress a few years ago, Labor Law Reform came up, and it lost by one vote, and the one vote was the Republican junior senator from California. I don't think we ought to make that mistake again. I think we ought to give Alan Cranston someone who's going to vote with him and not cancel out his vote because Labor Law Reform and other issues hang in the balance.

"You've got a partnership. You've got Bradley, who's going in as Governor, you've got the U.S. Senate race. There are going to be issues that are going together because if you lose the governorship, you are going to see OSHA and prevailing rates eroded. That's the pressure. The 'right-to-work' gang, the group for a union-free environment, the people who are A. B. C., all those people that are coming in to fight against you.

New Federalism States' Loss

"Now, if you beat them back at the state level, you still have to worry at the federal level because if Reagan gets away with his program, then more and more of what is done at the state level will be preempted, and we're going to lose our power. That's the paradox. They talk about New Federalism. All New Federalism is, is that we have less power, and the states are actually being given the bill to pay for stuff, but we're not given the authority to carry out our mandated functions.

"Now, public employees: 2 million people work in public employment. What do we have out of Wilson? We have a demonstrated record of hostility to public employment, a demonstrated hostility for the legitimate aspirations of public employees. That's another issue that we're going to mount in this campaign because what we have now is an opportunity. We've given these people a chance. They've had over a year and a half.

"They told us that Reaganomics was going to solve the problem, that if we would just sacrifice, if we would just lower our wages and take a little less, that somehow things would get better through the trickle-down theory. The idea was, that if the very wealthy corporations were given tax breaks and if we cut the taxes in a way that the more you have, the more you got, that would then inspire the wealthiest people and the most powerful people to make investments in new equipment, new factories, new homes, new buildings, and that would all trickle down and we would all be better for it. That was the plan.

"Well, as a matter of fact, even the corporations are cutting back; and so instead of trying to get a few trickles, the flow hasn't even started yet. The tap wasn't turned on; it's been turned off. Where there are a few breaks, often what we're seeing is a run-away flight of capital. So the paradox is; we're cutting back on the schools, we're cutting back on unemployment benefits; the federal government is forcing back a whole series of painful austerity moves, and it is not making the economy move. At the same time, you have this tremendous influx of imports.

"If you get a tax break, you can invest that in Hong Kong or Taiwan, or Malasia or anywhere else, and then you can hire \$2-a-day labor, and you can send the product right back here and put Americans out of work. So what we find here is a combination: You're losing the benefits, you're financing the runaway shops, and then they're reaping the whirlwind.

"This November is a chance to say whether you like it or whether you don't like it. It's a chance to send a message. It's a chance to pull the chain of those Republican economic planners who are pushing this country deeper and deeper into a dark hole of unemployment.

"Ask the people in the building industry, ask the people who work in factories, ask the people in retail sales, ask the people

who have to borrow any money. Things are getting tougher, and they're not getting tougher to make things better, they're just getting tougher and making things worse. The only way we're going to change that is to wake up the folks in Washington and make him change.

"Yesterday in the paper they put the question to the President: 'What's your backup plan? Do you have a fallback position?' The only fallback position was just to push it a little harder. They're going to keep pushing it until they see the polls change, until they see a few more Democratic Senators, a few more Democratic Congressmen, a few more Democratic Governors. That's going to wake them up, and they're going to shift, and they're going to change because they're just like everyone else. They know that they've got to govern, and to govern you have to have a majority of the people.

Workers' Survival

"I think, for the first time since 1958, the labor movement in California is more galvanized, more mobilized and more motivated to lead the Democratic Party and progressives to victory. I know you don't associate with one party or the other, but you do associate with progressive causes. And the cause now is your own security, your own survival, your own livelihood, your own Social Security, your own pensions. They're there, and they're on the chopping block.

"You have the muscle, you've got the people, you've got the votes, and what we have to do now is to join in that wider coalition of retired people, of working people, of public employees, of people who are committed to a future, not a future of increasing nuclear escalation or a future of increasing privilege or increasing crime and reduced security and prosperity, but just the reverse.

"I believe that the trade union movement, with your history of demonstrated commitment to social causes, to a strong economy, can lead the way. You've been in the battles longer than any other group that has been a part of the progressive coalition, and I ask you to make California the battleground.

"The President has picked the Senate race as the number one target. His advisor has said he doesn't want me in the same town. I don't mind being in the same town with him. In fact, I'd rather like to be in the same town with him, at least for two

years. After that, I hope he will be retiring. "In any event, you can make the difference, and that is really what we're asking. Register to vote, mobilize your locals, and realize that your stake in this is just as great and just as deep as that of the candidates.

"So, let me thank you for the eight years that we've had together. We've had some battles. You've endorsed me. I think once you unendorsed me. But I came back; I won anyway. But I won with you. We have had a record of appointing more trade union members to important positions in the State of California than any time in the history of the state. We've had a history of one pro-labor bill after another: Anti-strikebreaker, stopping peaceful labor injunctions, requiring price marking for the retail clerks, the free choice of physicians under workers' compensation, the increase in unemployment insurance, the increase in workers' compensation, the farm labor bill. And what a model if we could just take back to Washington the make-whole remedy and the seven day mandatory election, what we could do in organization across this country.

"Those are the kind of things we fought for, we bled for and, hopefully, this November we're going to win for, and create a new coalition in this state and throughout the country.

"Thank you very much."

FINAL REPORT OF COMMITTEE ON CONSTITUTION

William G. Dowd, Chairman

Resolution No. 49

Technical Changes

The committee's report:

"The subject matter of this resolution is to delete obsolete provisions from the Constitution and to correct previous omissions.

"The first change dealing with the insertion of 480 cents is simply to correct an oversight in amending the formula at the time that the per capita tax was increased to 20 cents. There is no change in the per-capita tax by this mathematical correction.

"The second change dealing with the deletion of the language on page 39 and 40 is simply to eliminate the obsolete transitional language.

"The third amendment is to pick up an

oversight to subordinate bodies as identified under section (D) found on Page 8 of the Constitution and provide the same voting rights to them as to all other local central bodies, et cetera. This, however, has long been a practice, and there is no substantive change as far as the votes are concerned.

"The committee recommends concurrence, and I so move, Mr. Chairman."

The motion was seconded and carried.

Report Adopted

On Chairman Dowd's motion, the committee's report as a whole was adopted.

Committee Dismissed With Thanks

Chairman Dowd then moved that the Constitution Committee be dismissed with thanks.

His motion was seconded and carried.

Chairman Gruhn introduced the next speaker, William Pollard, director of the AFL-CIO Civil Rights Department.

Address

WILLIAM POLLARD

Director,

AFL-CIO Department of Civil Rights

Director Pollard called on organized labor to renew its commitment in the struggle for civil rights and against discrimination in any form.

He stressed the need to elect friendly candidates in the November elections in order to further the cause of erasing discrimination in this country on the basis of race, sex, religion, national origin, age, or handicap. The most pervasive discrimination, Director Pollard said, was on account of race and sex.

At times, he said, justice is difficult to come by. At one time the U.S. Supreme Court opened the door for blacks and other minorities so they could seek redress. Today that source of justice, he noted, is no longer sensitive to the problems of the poor and minorities.

We live in a time, he said, when the U.S. Attorney General opposes affirmative action programs and when the President of the United States make appointments to agencies not in the interest of the poor and minorities. Meanwhile, he noted, unemployment among those two groups soars.

Director Pollard declared that the women's movement and its allies will continue

its fight for equal opportunity and the Equal Rights Amendment.

In conclusion, Director Pollard said that labor, blacks, Hispanics and women must coalesce to make the guarantees of our Constitution come to reality and to obtain the goals of those groups.

Secretary-Treasurer Henning thanked

Director Pollard for his remarks and noted that the California Labor Federation actively supported the ERA to the Constitution.

RECESS

Secretary-Treasurer Henning moved that the Convention recess until 2 p.m.

His motion, duly seconded, was carried.

AFTERNOON SESSION

The Convention was called to order at 2:17 p.m. by Chairman Gruhn. He next called on James Lee, president of the State Building and Construction Trades Council for an address.

Address

JAMES LEE

President, California State Building and Construction Trades Council

President Lee's remarks focused on the very damaging economic policies of the Reagan administration and the need to elect those candidates to office who will be a help to working people.

The building trades, he said, are suffering a 40 percent unemployment rate, with some crafts witnessing a rate of 70 and 80 percent out of work and no relief in sight.

Some economists, he said, predict there will be no recovery in 1982.

George Deukmejian and Pete Wilson must be defeated in their bids for Governor and the U.S. Senate. They, he indicated, are close imitators of Ronald Reagan and are happy to carry out his policies.

The Reagan administration continues its assault on working people, he said, when it emasculates the protective provisions of the Davis-Bacon Act and Cal/OSHA.

It is important, he said, to elect Edmund G. Brown, Jr. to the U. S. Senate. As Governor he has signed more beneficial labor legislation than any governor in the history of the state, not to mention, appointing more labor people to the boards and commissions throughout the state, than any other governor.

President Lee told the delegates that Mayor Tom Bradley has always demonstrated his sensitivity to the needs of the poor, and working people. His election to the office of Governor is essential, he said.

If the labor movement can't match the political funds of the anti-worker forces, then, we must work hard to register our membership, he said, and send a message to President Reagan by electing Tom Bradley as Governor and Jerry Brown as U.S. Senator.

Chairman Gruhn next called on Richard Groulx, chairman of the Legislation Committee, for a report.

PARTIAL REPORT OF COMMITTEE ON LEGISLATION

Richard Groulx, Chairman

Resolution No. 25

Interest Rates

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 9

Raise Taxable Wage Structures

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 10

Amend Section 1253C - 1257B

of Unemployment Insurance Code

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 11

Variable Disqualifications

The committee's report:

"The subject matter of this resolution deals with the question of disqualification from the receipt of benefits during a trade dispute. Section V, Unemployment Insurance, Statements of Policy, Page 15, Item

7, on the left-hand column provides that benefits shall be 'available to strikers after seven days of strike.'

"Since, to some extent, that statement is more liberal than the resolution, your committee recommends that the resolution be filed. However, it is the view of your committee that the provisions of Resolution 11 would themselves be substantial improvements in the law; and, accordingly, if legislative action is unsuccessful in implementing the provisions of the Policy Statement, your committee suggests that the subject matter of Resolution 11 be used as backup reference in such event.

"I move the adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 12

Revise Partial System in California Administrative Code

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 17

Amend Sections 3503, 3504, 3552 and 3652 of the Unemployment Insurance Code, Relating to Unemployment Insurance

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 23

Handgun Registration

The Chairman moved for concurrence. The motion was seconded.

Speaking in opposition to the committee's recommendation were delegates Greg Anderson (CWA No. 9410, San Francisco), Steve Edney (United Industrial Workers, Cannery Division, Wilmington), Richard R. Conway (Electrical Workers No. 332, San Jose) and Ed Turner (Seafarers—Atlantic and Gulf Division, San Francisco).

Delegate Turner moved nonconcurrency in the resolution but Chairman Gruhn explained there was already a motion on the floor, so the delegate's motion was out of order.

Delegate James L. Imerzel (CWA No. 9410, San Francisco) spoke in opposition to the committee's recommendation.

Speaking in support of the committee's

recommendation were Delegates Timothy Twomey (Hospital & Institutional Workers No. 250, San Francisco), Raoul Teilhet (California Federation of Teachers, Burbank) and Ben Hudnall (Engineers and Scientists of California, San Francisco).

Delegate James Quillin (California Conference of Machinists, Oakland) moved the previous question. The motion was seconded and carried.

As maker of the motion for concurrence in the committee's report, Chairman Groulx closed debate by speaking in support of the committee's recommendation.

The motion to approve the committee's recommendation lost.

Resolution No. 19

Telephone Monitoring

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 30

Lien Laws

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 51

NLRB Jurisdictional Standards

The committee recommended concurrence.

The committee's recommendation was adopted.

Report Adopted

The Chairman moved adoption of the committee's report as a whole with the exception of Resolution No. 23. His motion was seconded and carried.

Committee Thanked

Chairman Groulx's motion to dismiss the Committee with thanks was seconded. He then read the members' names and the motion was carried.

Secretary-Treasurer Henning introduced the next speaker, Gene Upshaw, president of the National Football League Players Assn.

Address

GENE UPSHAW

President, National Football League Players Association

President Upshaw told the delegates that

the National Football League Players' fight is really a fight about dignity, one in which they, the players, believe a worker has value and their labor is the economy.

The players, he said, want a percentage of the gross and should have a say in the wages, hours and working conditions in which they labor. They are the game. The owners take few risks; they sign contracts with TV networks, receive gate receipts and other income to total 20 to 25 million dollars. The players' payroll is less than \$5 million. They take most of the risk, he stressed.

The sport of football is built on unification, he said, and through the unity of the labor movement the athletes will realize their strength.

PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS

John Crowley, Chairman

Resolution No. 5 Support of PATCO

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 37 Labor Law Reform

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY XIII Agricultural Labor

The committee recommended concurrence.

The committee's recommendation was adopted.

Escort Committee for Wilson Riles

Chairman Gruhn announced:

"I just want to announce, before the committee proceeds, that I have appointed the following vice-presidents to escort Wilson Riles to the rostrum when he does arrive: Steve Edney, Bill Robertson, Charles Lamb, Ray Nelson, and Gerry Dowd."

Chairman Crowley continued his report:

STATEMENT OF POLICY XIV Public Employees

The committee recommended concurrence.

The committee's recommendation was adopted.

Secretary-Treasurer Henning introduced the next speaker, Wilson Riles, Superintendent of Public Instruction.

Address

WILSON RILES

**Superintendent of Public Instruction,
State of California**

Superintendent Riles told the delegates there seems to be a tendency to blame the public education system, teachers and schools, for many of society's ills today. In a time of high unemployment and stagnating economy, pointing the finger at public education may seem a convenient and simple way to some of explaining our woes. We should be wary, he said, of those politicians and pundits who tell us the solutions are simple.

Only together, he said, teacher, administrator, parent, student, labor and business, can we solve the problems threatening our complex and pluralistic society.

In fact, he noted, educational performance scores in California have been improving in recent years, even in a time when federal aid to education is cut back.

This is a time when American industry and labor face the high-tech challenge of Japan.

This is a time of great technological challenge which demands increased academic standards in the schools. This is why, he said, he has voted to raise U.S. admission standards on more than one occasion.

Superintendent Riles said the destinies of labor and the public schools have long been intertwined. It was labor, he pointed out, that led the fight for public education in this country. Now we have in California for the first time, a history textbook for fourth graders which includes a history of the American Labor Movement.

There are many things, he said, that our schools can do well. With adequate funding and renewed public respect, they can do even better, but we must all do it together.

Announcements

Secretary-Treasurer Henning announced that all Northern California central labor council and state council representatives and those representatives from Northern California unions who are interested in the

PROCEEDINGS

Bay Area Labor Day Parade, should meet at the podium following the recess.

a.m. Wednesday was seconded and carried.

RECESS

Secretary-Treasurer Henning's motion to suspend the rules and recess until 9:30

(Whereupon at 4:05 p.m., the Convention was recessed until 9:30 a.m., Wednesday, July 21, 1962.)

PROCEEDINGS
of the Fourteenth Convention
THIRD DAY
Wednesday, July 21, 1982
MORNING SESSION

CALL TO ORDER

The Convention was called to order at 9:50 a.m. by Chairman Gruhn. He then called on Reverend E. P. Williams, Johnson Chapel, African Methodist Episcopal Church, for the Invocation.

Chairman Gruhn thanked Reverend Williams for his Invocation and then called upon Chairman John Crowley of the Resolutions Committee for a partial report and corrections to the Second Day's Proceedings.

Correction

Chairman Crowley noted that on the first page of the Proceedings, Resolution No. 3 should be numbered Resolution No. 41. This typographical error would be corrected in the Final Proceedings, he said.

**PARTIAL REPORT OF COMMITTEE
ON RESOLUTIONS**

John F. Crowley, Chairman

**STATEMENT OF POLICY XV
Civil Rights**

The committee recommended concurrence.

The committee's recommendation was adopted.

**STATEMENT OF POLICY XVI
Housing**

The committee recommended concurrence.

The committee's recommendation was adopted.

**STATEMENT OF POLICY XVII
Education**

The committee recommended concurrence.

The committee's recommendation was adopted.

**STATEMENT OF POLICY XVIII
The Environment**

The committee recommended concurrence.

The committee's recommendation was adopted.

**STATEMENT OF POLICY XIX
Energy**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 27**Oppose Natural Gas Decontrol**

The committee recommended concurrence.

The committee's recommendation was adopted.

**STATEMENT OF POLICY XX
Reclamation Law**

The committee recommended concurrence.

The committee's recommendation was adopted.

**STATEMENT OF POLICY XXI
Community Concern and Service**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 32**Amnesty International**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 33**N.A.A.C.P.**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 38**A. Philip Randolph Institute**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 39
Labor Council For Latin American
Advancement

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 40
Jewish Labor Committee

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY XXII

Rights of the Disabled

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 2
Senior Citizens' Driver's Licenses

The committee's report:

"Your committee recommends that in the third line of the Resolved, the word 'each' be stricken and the word 'this' be inserted.

"I move concurrence with the resolution as amended."

The motion was seconded and carried.

Resolution No. 6
Union Funds Investment

Chairman Crowley moved concurrence and the motion was seconded.

Delegate James Imerzel, Jr. (CWA No. 9410, San Francisco) asked the Chair for clarification on the resolution. He asked the extent to which Imperial Bank was involved in supporting and funding anti-labor activities.

Chairman Crowley replied:

"We understand that the Imperial Bank is not that resource. . . . I hope that answers your question, Brother."

Delegate Dick Conway (Electrical Workers No. 332, San Jose) spoke in opposition to the committee's recommendation.

Speaking in support of the Committee's recommendation were delegates Anthony Ramos (California State Council of Car-

penters, San Francisco) and Robert Scott (Carpenters No. 701, Fresno).

The motion to adopt the committee's recommendation was then carried.

Resolution No. 13
Child Care

Chairman Crowley's motion for concurrence was seconded.

Delegate Mary Bergan (Pittsburg Federation of Teachers No. 2001, Pittsburgh) moved to amend the resolution by adding No. 9 as follows:

"urge that all child care programs, whether public or private, be funded at levels which insure that child care workers receive wages and benefits commensurate with the duties and responsibilities of caring for our most important resource, our children."

The motion to amend was seconded.

Chairman Gruhn re-read the proposed amendment for clarification and then called on Chairman Crowley to speak on the amendment.

Chairman Crowley had no objection to the amendment.

The motion to amend was carried.

The motion on the committee's recommendation as amended was then carried.

Resolution No. 18
California League of Cities

The committee's report:

"Brother Chairman, your committee recommends that the first Resolved be amended by striking in the 5th and 6th lines the words 'No. 1 enemy of the Firefighters,' and the words 'enemy of all workers' be inserted.

"And as amended, your committee recommends concurrence and I so move."

The motion was seconded and carried.

Resolution No. 43
Patronize Union Dental Offices

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 45
Voter Registration Week

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 46

Conference on Plant Closure

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 47

Boycott Sparks Nugget

Chairman Crowley moved concurrence and the motion was seconded.

Delegate Vincent J. Sirabella (Culinary Workers No. 814, Santa Monica) spoke in support of the committee's recommendation.

The committee's recommendation was adopted.

Resolution No. 52

Organize the Unorganized

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 53

In Support of Ed Asner

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 54

Image of Women in the Media

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 55

Oppose Unloading Foreign Fish

Chairman Crowley moved concurrence and his motion was seconded.

Delegate Greg Anderson (CWA No. 9410, San Francisco) asked the meaning of "the waiver of Nickerson."

Chairman Crowley replied:

"We were given to understand by the persons that introduced this resolution that the Nickerson reference is actually to a compact. It's not a treaty, but it is a compact between, as we understand it, the Japanese and the United States."

The committee's recommendation was then adopted.

Resolution No. 56

Caribbean Basic Recovery Act, H.R. 5900

Chairman Crowley's motion for concurrence was seconded.

Delegates Steve Edney (United Industrial Workers—Cannery Division, Wilmington) and Carmen Piantedosi (Printing Specialties and Paper Products No. 388, Norwalk) spoke in support of the committee's recommendation for concurrence in Resolution No. 56 which opposes HR 5900.

The committee's recommendation was then adopted.

Chairman Gruhn then introduced the next speaker, Don Vial, Director of the Department of Industrial Relations, State of California.

Address

DONALD VIAL

Director, California State Department of Industrial Relations

Director Vial told the Convention that never in the history of this State has there been an administration committed to working people so at odds with national policy. The Reagan-initiated policy recession has hit California's economy hard and the Department of Industrial Relations, as a part of state government, has vastly expanded the need for D.I.R. services at a time when the State's capacity to finance them has diminished.

This progressive course, he said, is due to the Governor's and legislature's high priority for D.I.R. programs. Also, he noted, the Federation's help during the budget crunch, aided to preserve programs and was of great value. The Department of Industrial Relations' critical role in programs such as labor law enforcement, occupational health and safety, job training and employment policies has been made necessary due to a hostile national policy.

The D.I.R., Director Vial said, has combined its high OSHA standards with enforcement and targeting strategies, research and consultation services. California, he said, has not hesitated to move ahead of federal OSHA programs at the risk of losing federal money.

The Labor Commissioner's office, he said, sets the tone for labor law enforcement.

In the area of labor law enforcement, the Brown administration has streamlined procedures for wage collections and benefit collections, updated child labor laws and the IWC's orders have been defended in the State Supreme Court.

One of the major targets of the Labor Commissioner's office is the garment industry's historic sweat-shop exploitation of workers.

The Department of Industrial Relations, he said, continues to maintain high standards in insuring the integrity of existing apprenticeship programs and has not allowed any parallel programs in the State.

The bottom line of D.I.R.'s performance, he said, continues to be its links to the progressive traditions of labor-management relations in California and particularly to the democratic institution of collective bargaining, which, under the Brown administration has been extended to thousands of new workers.

Support For Office Workers Local 30

Chairman Gruhn then recognized Vice President Bill Robertson of the California Labor Federation and a delegate from the Los Angeles County Federation of Labor, who asked the delegates for a show of support for Office & Professional Employees Local No. 30 in their struggle to execute a contract with United Way Aid by means of telephone calls or letters to United Way in Los Angeles.

In addition, he said, United Way Aid was not respecting the right of its employees to join unions of their own choosing for the purpose of collective bargaining in good faith.

Delegate Gwen Newton (OPEIU No. 30, Los Angeles) gave the name and address to which to write letters of support: Frances Xavier McNamara, Jr.; Executive Vice President, 621 South Virgil Ave., Los Angeles, CA 90005.

Delegate Sol Fingold (Service Employees No. 660, Los Angeles) spoke favorably of Vice President Robertson's appeal for support.

Chairman Gruhn next called on Gloria Becerra, Director, State Employment Development Department, the next speaker.

Address

GLORIA BECERRA

**Director, State Employment
Development Department**

Director Becerra explained to the dele-

gates that the E.D.D. is a department that collects and disburses \$7 billion, has an operating budget of around \$600 million, collects the employer tax related to unemployment, collects the withholding tax for the personal income tax, collects and disburses the disability insurance, disburses the unemployment insurance, administers CWETA (the California Work-site Education and Training Act) and has about 40 programs under the employment services.

The Department's philosophy, she said, is that they do not believe the rights of workers are incompatible with economic growth, productivity and prosperity.

EDD, she said, has asked for an additional \$19 million in order to invest in new programs that will assist displaced workers, develop business-labor councils and promote retraining.

Director Becerra said that her department's philosophy and commitment insist that it be pro-active, and that with labor's participation we can redefine what is necessary for the work force in this State.

Chairman Gruhn next called on Ed Collins, Regional Administrator of Region 6, AFL-CIO.

Address

ED COLLINS

**Regional Administrator
Region 6, AFL-CIO**

Ed Collins, administrator of Region 6 of the AFL-CIO, called for dedication to unity within the labor movement in order to achieve the success we need for the workers of this State in the November 2nd general election this year.

The American labor movement, he said, is 101 years old and still moving strongly ahead with its responsibility to workers. His office, he noted, is working to ensure the United Auto Workers will be affiliating with state federations and central labor bodies.

Through the establishment of a National Organizing Coordinating Committee and field staff, Region 6 of the AFL-CIO, great progress is being made in organizing workers.

He then introduced his office's field representatives working in California: Diana Perez, Ruben Diaz and Homer Green, all working out of Los Angeles; Theodore Caldes in San Diego. Sal Lopez in San Jose and David Sickler, a coordinator with

the Los Angeles - Orange Counties Organizing Committee who is currently doing a great job on the Coors boycott.

President Reagan's policies, he said, have been a disaster to working people. Businessmen are learning the hard way and their bankruptcy rate proves that, he said. Their prosperity does not stem from tax concessions and budget cuts, but from a strong foundation of good jobs and decent wages for the workers of all America.

On Solidarity Day, last year, he said, labor sent a message to the Reagan administration that indicated that we are not

going to wait for change in the political climate, that we are going out to change that climate ourselves; that we are not waiting for others to present alternative programs but that we are offering a sound and workable alternative of our own.

What it comes down to, he said, is that we have to turn it all around on election day. We have only four months left, he warned, but we can do the job.

Recess

On Secretary-Treasurer Henning's motion, duly seconded and carried, the Convention was recessed until 2 p.m.

AFTERNOON SESSION

The Convention was called to order at 2:30 p.m. by Chairman Gruhn.

He then called on Abraham Frank, executive director of Israel Histadrut, for an address.

Address

ABRAHAM FRANK

Executive Director, Israel Histadrut, Inc.

In his remarks to the Convention, Director Frank stressed that Israel is in its thirty-fourth year of existence and yet is already experiencing its sixth war. It is essential, he warned, that the United States not negotiate with the PLO, that should we do so the entire peace process in the Middle East will end and the balance of political, military and economic power in the region will shift from the United States to the Soviet Union.

He compared the PLO's policy of terror with that of Nazi Gestapo troops during World War II. The main target, he said, is the State of Israel, and the PLO is the central element in the international network of terrorist gangs.

The international terrorists led by the PLO, he said, are the mortal foes of liberal democracy and all its ideals and values. Any willingness to talk with the PLO, he said, would subvert every long-range objective and permanent interest of the United States and the West.

Israel, he stressed, looks forward to the day when peace must come, that it will be permanent and that everyone will benefit by it.

Chairman Gruhn next called on Ed Wal-

lace, Chief of the State Division of Apprenticeship Standards, for an address.

Address

EDWARD WALLACE

Chief, State Division of
Apprenticeship Standards

Declining productivity, unemployment, underemployment, stagflation, inflation, high interest rates and federal deficits have become battering rams that cause a staggering impact on our nation, Chief Wallace told the delegates.

We need, he said, a bold new approach to training our work force, a mobilization of human resources through the apprenticeship system.

We need trained personnel to build and operate defense machinery and equipment produced by a five year investment program. The country needs, he warned, a national training policy.

Through new initiatives begun by the Division of Apprenticeship in 1978, apprenticeship programs have been started in nursing and aerospace engineering.

Chief Wallace also discussed the California Work Site Education and Training Act (WSETA) and how it has successfully advanced and promoted apprenticeship into new areas of employment. WSETA funds, he said, have been used by 344 employers throughout the state who are now training over 4,000 apprentices.

Advancement is also being made, he said, in improving the percentage of women and minorities in apprenticeship. There has

been an increase, he said, of 29 percent among minority apprentices and 34 percent in the number of women apprentices in California.

Chief Wallace stressed the need to keep our work force as advanced as our technology by meeting our future training needs through the apprenticeship system.

Chairman Gruhn then called on Loretta Mahoney of the Credentials Committee for a report.

PARTIAL REPORT OF COMMITTEE ON CREDENTIALS

Loretta Mahoney, Chairwoman

Chairwoman Mahoney read the additions to and deletions from the Preliminary Roll of Delegates and moved adoption of the committee's report. The motion was seconded.

Delegate Carmen Piantedosi (Printing Specialties & Paper Products No. 388, Norwalk) corrected the spelling of his name.

The motion to adopt the committee's report was carried.

NOMINATION AND ELECTION OF OFFICERS

Chairman Gruhn declared nominations open for the election of officers of the California Labor Federation, AFL-CIO.

He then called on Vice President Jerry Cremins to preside.

President

Chairman Cremins declared nominations open for the office of President.

Albin J. Gruhn (Hod Carriers & Common Laborers No. 181, Eureka) was nominated by John F. Henning (Office & Professional Employees No. 3, San Francisco).

The nomination was seconded by Chester Mucker (Hod Carriers & General Laborers No. 294, Fresno) and Raymond K. Nelson (Plywood & Veneer Workers No. 2931, Eureka).

There being no further nominations, Chairman Cremins declared the nominations closed.

It was moved that a unanimous ballot be cast for the election of President Gruhn, who was unopposed.

The motion was seconded and carried and Secretary-Treasurer Henning cast the ballot. Chairman Cremins declared Albin J. Gruhn elected President by the Convention.

The Chairman then declared nominations open for the office of Secretary-Treasurer of the California Labor Federation.

Secretary-Treasurer

Chairman Cremins declared nominations open for the office of Secretary-Treasurer.

John F. Henning (Office & Professional Employees No. 3, San Francisco) was nominated by Albin J. Gruhn (Hod Carriers & Common Laborers No. 181, Eureka).

The nomination was seconded by Loretta Mahoney (Hotel Employees & Restaurant Employees No. 18, Santa Rosa) and Harry Lumsden (Shipyard & Marine Shop Laborers No. 886, Oakland).

There being no further nominations, Chairman Cremins declared the nominations closed.

It was moved, seconded and carried that a unanimous ballot be cast for John F. Henning, who was unopposed for the office of Secretary-Treasurer.

President Gruhn cast the unanimous ballot and the Chairman declared John F. Henning duly elected Secretary-Treasurer by the Convention.

Chairman Cremins returned the gavel to President Gruhn, now presiding.

Chairman Gruhn declared the nominations open for Geographical Vice Presidents, District 1-15; and At Large Vice Presidents, Offices A-J.

Geographical Vice Presidents

Secretary-Treasurer Henning then nominated the incumbent Geographical Vice Presidents as follows:

District No. 1—Richard Robbins (Electrical Workers No. 465, San Diego).

District No. 2A—M. R. Callahan (Hotel Employees & Restaurant Employees No. 681, Long Beach).

District No. 2B—Ray S. Mendoza (Laborers No. 652, Santa Ana).

District No. 3A—William Robertson (Los Angeles County Federation of Labor, Los Angeles).

District No. 3B—Kendall Orsatti (Screen Actors Guild, Hollywood).

District No. 3C—Jerry P. Cremins (State Building and Construction Trades Council of California, Sacramento).

District No. 3D—Alfred K. Whitehead

- (Los Angeles County Fire Fighters No. 1014, South Gate).
- District No. 3E**—Cornelius Wall (Ladies Garment Workers No. 97, Los Angeles).
- District No. 3F** — Ray M. Wilson (So. California Dist. Council of Laborers, Los Angeles).
- District No. 4**—Paul Miller (Los Angeles County Dist. Council of Carpenters, Los Angeles).
- District No. 5**—Edward Flores (Laborers No. 585, Ventura).
- District No. 6**—Gregory Don Hunsucker (Retail Clerks No. 1288, Fresno).
- District No. 7**—C. A. Green (Plasterers & Cement Masons No. 429, Modesto).
- District No. 8**—Val Connolly (Bartenders and Culinary Workers No. 340, San Mateo).
- District No. 9**—George Soares (U.F.C.W. Retail Store Employees No. 428, San Jose).
- District No. 10A**—Paul Dempster (Sailors Union of the Pacific, San Francisco).
- District No. 10B**—Charles Lamb (Hotel & Restaurant Employees & Bartenders No. 2, San Francisco).
- District No. 10C**—Frank Souza (Machinists Automotive Trades District Lodge No. 190 of No. California, Oakland).
- District No. 10D** — William G. Dowd (State Conference of Operating Engineers, San Mateo).
- District No. 11A** — Richard K. Groulx (Alameda County Central Labor Council, Oakland).
- District No. 11B**—William Ward (Alameda County Building & Construction Trades Council, Oakland).
- District No. 12**—Jack McNally (Electrical Workers No. 1245, Walnut Creek).
- District No. 13**—Loretta Mahoney (Hotel Employees & Restaurant Employees No. 18, Santa Rosa).
- District No. 14**—Thomas P. Kenny (Sacramento Central Labor Council, Sacramento).
- District No. 15** — Raymond K. Nelson (Plywood & Veneer Workers No. 2931, Eureka).

At Large Vice Presidents

Secretary-Treasurer Henning nominated

the incumbent At Large Vice Presidents as follows:

- Office A**—James Evans (United Transportation Union No. 811, San Bernardino).
- Office B**—Avelino Montes (Communications Workers District No. 9, Burlingame).
- Office C** — Anthony Ramos (California State Council of Carpenters, San Francisco).
- Office D**—William Waggoner (Operating Engineers No. 12, Los Angeles).
- Office E**—Justin Ostro (Machinists and Aerospace Workers No. 727-A, Burbank).
- Office F**—John F. Crowley (San Francisco Labor Council, San Francisco).
- Office G**—Steve Edney (United Industrial Workers, Cannery Division, Wilmington).
- Office H**—Timothy J. Twomey (Hospital and Institutional Workers No. 250, San Francisco).
- Office I**—Cass Alvin (Steelworkers No. 1304, Emeryville).
- Office J**—Raoul Teilhet (California Federation of Teachers, Burbank).

These nominations were seconded by Delegate Jackie Walsh (Hotel & Restaurant Employees and Bartenders No. 2, San Francisco).

There being no further nominations for Geographical Vice Presidents and At Large Vice Presidents, Chairman Gruhn declared the nominations closed.

It was moved, seconded and carried that the Secretary-Treasurer cast a unanimous ballot for the unopposed Geographical Vice Presidents and At Large Vice Presidents as nominated by Secretary-Treasurer Henning. Secretary-Treasurer Henning cast the unanimous ballot and Chairman Gruhn declared the nominees elected by the Convention.

Convention City

Chairman Gruhn declared nominations open for the 1984 Convention City.

Secretary-Treasurer Henning nominated the City of Oakland for the 1984 Convention City.

The nomination was seconded.

There being no further nominations for Convention City, Chairman Gruhn declared nominations closed.

It was moved, seconded and carried that the Secretary-Treasurer cast a unanimous ballot for Oakland as the 1984 Convention City.

Secretary - Treasurer Henning cast the unanimous ballot and Chairman Gruhn declared Oakland elected as the 1984 Convention site.

Secretary-Treasurer Henning noted that the City of Oakland expected to have a 100% unionized Hyatt Regency in two years time.

Announcement

Secretary - Treasurer Henning then announced that there would be a caucus of all building trades delegates immediately upon recess.

INSTALLATION OF OFFICERS

C. T. McDonough

Former Vice President

California Labor Federation, AFL-CIO

Chairman Gruhn called on C. T. McDonough, former Vice President of the Federation, to install the newly elected officers for the ensuing term.

Former Vice President McDonough administered the Oath as follows:

"The delegates will please rise.

"The officers will raise their right hand

and repeat their name after me where I use mine.

"I, C. T. McDonough, hereby pledge upon my most sacred honor that I will faithfully perform the duties of my office to the best of my ability, and will uphold the Constitution of the California Labor Federation, AFL-CIO, and the decisions of its conventions and the Constitution of the AFL-CIO and the Rules Governing the State Central Labor Bodies."

Presentation of Gavel

"The delegates can be seated; the officers may be seated; the President and Secretary will come forward to their stations.

"Mr. President, I present you with the emblem of authority. Use it with firmness and impartiality and success will crown your efforts. May you and your staff of officers be successful."

Chairman Gruhn thanked C. T. McDonough for performing the installation duties and called on Secretary-Treasurer Henning to recess the Convention.

Recess

Secretary-Treasurer Henning moved to suspend the rules so that the Convention could recess until 7:30 p.m. that evening.

His motion was seconded and carried.

THIRD DAY EVENING SESSION

(COPE Pre-General)

Wednesday, July 21, 1982

CALL TO ORDER

The Pre-General Election Convention part of the regular Biennial Convention of the California Labor Federation, AFL-CIO, was called to order by Chairman Gruhn at 8:00 p.m.

Chairman Gruhn called upon Loretta Mahoney, chairwoman of the Committee on Credentials, for a final report. (See complete Roll of Delegates.)

FINAL REPORT OF COMMITTEE ON CREDENTIALS

Loretta Mahoney, Chairwoman

Chairwoman Mahoney then read the additions to and deletions from the Preliminary Roll of Delegates.

Report Adopted and Committee Thanked

Chairwoman Mahoney's motion to approve the committee's report as a whole was seconded and carried.

She then thanked the committee members for their work during the Convention. Chairman Gruhn thanked Chairwoman Mahoney and then discharged the committee with a vote of thanks.

Chairman Gruhn next called upon LaMar Gulbransen, COPE Regional Director, for an address.

ADDRESS

LaMar Gulbransen

**National AFL-CIO COPE Regional
Director, Region 6**

In his address to the Convention, Director Gulbransen told the delegates that the disastrous policies of the Reagan administration make it crucial for labor to endorse the candidates who will bring home the message to Ronald Reagan and his right wing friends that working people have had enough and are not going to take it anymore.

After the endorsement process, he warned, labor must insure the successful election of those candidates by registering the unregistered membership, aided by the national COPE computer program.

The next task, he said, is to get the message to the membership through the

slate card, to be developed by the California Labor Federation, through the labor press and through the central labor councils.

A letter from the local union official directly to each member is important, he said, as well as use of phone banks and precinct campaigns to get-out-the-vote.

Director Gulbransen cautioned that if we are to stay in the political arena, we must raise money to back our candidates. An effective way to do that, he said, is through implementation of the check-off. He encouraged the use of the check-off and noted that a booklet on the subject was provided in the delegates' kits.

Now, during these last few months before the General Election, he said, is the time for the delegates to go back to their local unions to get the registration, education and get-out-the-vote jobs accomplished.

Membership Report Presented

Chairman Gruhn recognized Secretary-Treasurer Henning who announced that the report on per capita paid to the California Labor Federation since the last Convention up to April 30, 1982 had been included in the Reports of the Executive Council and Executive Secretary-Treasurer, one of the publications included in the kit distributed to each delegate at the Convention.

IN MEMORIAM

Secretary-Treasurer Henning asked for a moment of silence while he read a list of deceased union members who had died since the last Convention of the California Labor Federation:

Harry Hollins, editor of the Kern, Inyo and Mono Counties Union Labor Journal for 27 years.

Emmet Andrews, from the Postal Workers of San Francisco, former President of the American Postal Workers Union, elected to the national AFL-CIO Executive Council in 1977.

Robert L. Renner, Secretary-Treasurer of the San Joaquin and Calaveras County Central Labor Council.

Clinton M. Fair, who served as the Director of the Social Insurance Unit for the

California Labor Federation, specializing in workers compensation, Social Security, education and health; and later he served with the National AFL-CIO Department of Social Security.

William Sibert, a member of the International Association of Machinists Local 1781.

Jerry G. Posner, Chief Administrative Officer of the pension fund of the Marine Cooks and Stewards Union for more than 20 years.

Allan H. Davis, Executive Secretary of the Los Angeles local of the AFL-CIO American Federation of Television and Radio Artists.

Harry Finks, Vice-President of the California Labor Federation and the preceding organization, the State Federation of Labor, for a combined period of 36 years; he organized the Billposters Union; was a member of the Culinary and Stagehands Unions.

Daniel Del Carlo, Secretary- Treasurer of the San Francisco Building & Construction Trades Council for 36 years.

Motion Adopted

Secretary-Treasurer Henning then made the following motion:

"Mr. Chairman, I move that the Secretary-Treasurer be directed to compile a list of brothers and sisters who have died since the last convention, and that the list be printed in the proceedings of this Convention."

His motion, duly seconded, was carried.

Chairman Gruhn called on Secretary-Treasurer Henning for the next item of business, the report and recommendations of the Executive Council to the Pre-General Election Convention of the California Labor Federation, AFL-CIO.

Secretary-Treasurer Henning then presented the report and recommendations as follows:

**Report and Recommendations of the Executive Council
(Standing Committee on Political Education)
to the
PRE-GENERAL ELECTION CONVENTION
of the
CALIFORNIA LABOR FEDERATION, AFL-CIO
Anaheim, July 21, 1982**

The Executive Council of the California Labor Federation, AFL-CIO, met in the Disneyland Hotel, Anaheim, on July 14, 1982 to consider candidates for election to the offices of United States Senate, Governor, Lieutenant Governor, State Treasurer, Secretary of State, State Controller, State Attorney General, Superintendent of Public Instruction, the Board of Equalization, Justices of the California Supreme Court and the California Courts of Appeal, positions on fifteen ballot propositions and local central body COPE recommendations for election to the United States Congress, State Senate and State Assembly on the November 2, 1982 general election ballot.

In certain instances where no recommendation was received for the office in a party from the local COPE or from the appropriate area or district political organization in such area, a recommendation has been made by the Executive Council, which recommendations are preceded by an asterisk (*).

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

United States Senate

Edmund G. Brown, Jr. (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of United States Senate was seconded and carried.

Governor

Tom Bradley (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of Governor of the State of California was seconded and carried.

Lieutenant Governor

Leo T. McCarthy (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of Lieutenant Governor was seconded and carried.

State Treasurer

Jesse M. Unruh (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of Lieutenant Governor was seconded and carried.

Secretary of State

March Fong Eu (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommend-

ation for the office of Secretary of State was seconded and carried.

State Controller

Kenneth Cory (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of State Controller was seconded and carried.

State Attorney General

John Van de Kamp (D)

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation of John Van de Kamp (D) for the office of State Attorney General.

His motion was seconded.

Delegate Bernard Sapiro (Printing Specialities and Paper Products No. 388, Norwalk) spoke in opposition to the Executive Council's recommendation.

Speaking in support of the Executive Council's recommendation were Secretary-Treasurer Henning, delegates William R. Robertson (Los Angeles County Federation of Labor, Los Angeles) and Steve Edney (United Industrial Workers, Cannery Division, Wilmington).

The previous question was moved by Delegate William C. Waggoner (Operating Engineers No. 12, Los Angeles).

His motion was seconded and carried.

The motion to adopt the Executive Council's recommendation of John Van de Kamp (D) for the office of State Attorney General was carried.

Superintendent of Public Instruction

Wilson Riles

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommend-

ation for Superintendent of Public Instruction was seconded and carried.

State Board of Equalization

1st District

Conway Collis (D)

2nd District

Open

District No. 1

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of Conway Collis (D) for the State Board of Equalization's First District was seconded and carried.

3rd District

Bill Bennett (D)

4th District

Richard Nevins (D)

District No. 2

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of OPEN for the State Board of Equalization's Second District was seconded and carried.

District No. 3

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of Bill Bennett (D) for the State Board of Equalization's Third District was seconded and carried.

District No. 4

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of Richard Nevins (D) for the State Board of Equalization's Fourth District was seconded and carried.

California Supreme Court Justices

Frank K. Richardson — Vote YES

Allen E. Broussard — Vote YES

Otto M. Kaus — Vote YES

Cruz Reynoso — Vote YES

Secretary-Treasurer Henning explained that the vote on the Supreme Court Justices will be to either confirm or reject the candidates.

of Frank K. Richardson for Supreme Court Justice.

He then moved adoption of the Executive Council's recommendations for confirmation of the California Supreme Court justices.

Secretary-Treasurer Henning responded by explaining the background of the Executive Council's decision to recommend Justice Richardson.

His motion was seconded.

Recommendations Adopted

Delegate Michael Baratz (Service Employees No. 715, San Jose) raised a point of inquiry regarding the recommendation

The motion to adopt the Executive Council's recommendations for confirmation of California Supreme Court Justices was carried.

Justices of California Courts of Appeal**Vote YES for confirmation of all incumbents****Recommendation Adopted**

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of YES for all members of the Courts of Appeal was seconded and carried.

for the United States Congress, the State Senate and State Assembly; and he will proceed unless someone wants to raise a question in regard to any district.

Endorsement Procedure Explained

Chairman Gruhn described the method to be used in endorsing the candidates for Representatives in Congress, the State Senate and State Assembly:

"The delegate should then ask that that District be set aside. The Secretary-Treasurer will continue to read the various recommendations until the end. The ones not set aside will be voted on as a unit.

"The Secretary-Treasurer will read the recommendations of the Executive Council

"The ones set aside will then be acted upon individually."

Secretary-Treasurer Henning then continued the report and recommendations of the Executive Council:

United States Representatives in Congress**District**

1. *Douglas H. Bosco (D)
2. *John Newmeyer (D)
3. Robert T. Matsui (D)
4. Vic Fazio (D)
5. Phillip Burton (D)
6. Barbara Boxer (D)
7. George Miller (D)
8. Ronald V. Dellums (D)
9. Fortney H. (Pete) Stark (D)
10. *Don Edwards (D)

District

11. *Tom Lantos (D)
12. Emmett Lynch (D)
13. *Norman Y. Mineta (D)
14. Baron Reed (D)
15. *Tony Coelho (D)
16. *Leon E. Panetta (D)
17. *Gene Tackett (D)
18. *Richard Lehman (D)
19. Frank Frost (D)
20. *No Recommendation

United States Representatives in Congress (Cont'd)**District**

21. No Endorsement
22. No Recommendation
23. Anthony C. Beilenson (D)
24. Henry A. Waxman (D)
25. Edward R. Roybal (D)
26. Howard L. Berman (D)
27. Mel Levine (D)
28. Julian C. Dixon (D)
29. Augustus F. (Gus) Hawkins (D)
30. Matthew G. (Marty) Martinez (D)
31. Mervyn M. Dymally (D)
32. Glenn M. Anderson (D)
33. Paul Savelle (D)

District

34. Esteban Ed Torres (D)
35. *Robert E. Erwin (D)
36. *George E. Brown, Jr. (D)
37. *Curtis R. (Sam) Cross (D)
38. Jerry M. Patterson (D)
39. Frank G. Verges (D)
40. Paul Haseman (D)
41. Tony Brandenburg (D)
42. James P. Spellman (D)
43. *Roy (Pat) Archer (D)
44. Jim Bates (D)
45. Richard Hill (D)

Recommendations Adopted

No Congressional District was set aside.

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendations for the Representatives in United States Congress was seconded and carried.

State Senate**District**

2. *Barry Keene (D)
4. *O.H. Fifi Zeff (D)
6. Leroy F. Greene (D)
8. John F. Foran (D)
10. Bill Lockyer (D)
12. *Dan McCorquodale (D)
14. *No Endorsement
16. *Walter W. Stiern (D)
18. Gary Hart (D)
20. Alan Robbins (D)

District

22. Herschel Rosenthal (D)
24. Art Torres (D)
26. Joseph B. Montoya (D)
28. Diane E. Watson (D)
30. Ralph C. Dills (D)
32. Frank R. Barbaro (D)
34. *Ruben S. Ayala (D)
36. *Robert Presley (D)
38. Daniel F. Kripke (D)
40. Wadie P. Deddeh (D)

Recommendations Adopted

No State Senate District was set aside.

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendations for the State Senate was seconded and carried.

At this point, Secretary-Treasurer Henning introduced Tom Bradley, Mayor of Los Angeles and the California Labor COPE endorsed candidate for the office of Governor of California, to the delegates for an address.

ADDRESS**The Honorable Tom Bradley
Mayor of Los Angeles**

"Thank you, Jack, very much, for that kind introduction. My brothers and sisters, I thank you very much for the endorsement of COPE. This continues a long

string stretching back, now, 19 years of my political career.

"In seven elections I have been the endorsed candidate of Organized Labor. I have been proud to carry that title, privileged to share in that partnership, and it has been a partnership based upon the kind of support which I have tried to give to the working men and women of the State of California.

"I have always supported the right of every worker in this state to have the privilege of collective bargaining.

"I have supported the Davis-Bacon Act which provides for protection of prevailing wages for the workers of this community.

"California is a great state; California works. For over 200 years now California's men and women have worked to build California into the eighth largest economy in

the world. California's economy works because we made it work. We didn't leave anything to chance. California has recognized the importance of working men and women in this state for a long time by developing the laws and regulations and agencies devoted to the welfare of the working men and women.

"In 1891, the Eight Hour Law was established. Legislation to insure protection of women and children was adopted in 1913. Compensation and prevention of industrial injuries and illnesses was established in 1913. The Apprentice Program was adopted in the 1930's. Yes, Labor has come a long way in this state, and we're proud of that achievement; pleased that we can claim such a record.

"The problem today is those agencies, those regulations, and those laws are now scattered in several agencies. There is lack of coordination, lack of direction; there is inefficiency in that system.

"Let me give you just one example: The cash pay practice engaged in by some of the marginal employers denies to the workers their benefits, their rights; and at the same time the government is denied those appropriate taxes which should have been paid.

Secretary of Labor

"Now, just one regulation, one law is so divided that three agencies are responsible for its enforcement; and it is for that reason I think the time has come for California to take another giant step forward. I want to make this pledge to you: As Governor of the State of California, I will create a Cabinet position of Secretary of Labor.

"That position and that office will be able to consolidate and coordinate and give direction to the many issues affecting the working men and women of this state.

"That Secretary will sit in on Cabinet sessions where he or she will be able to give direction in setting policy for the operation of those laws and regulations that affect the total life of this state, but especially those of the working men and women.

"Now, some will say, 'Well, we got some of these agencies in place already.' I'm talking about a single, centralized, effective kind of office with a single voice speaking for Labor. I'm talking about someone who will help to set policy for this state. I'm not talking about spending a lot of money or setting up some kind of

new bureaucracy. This office, this Secretary, this Department of Labor can operate within the revenues already made available but now scattered to the winds trying to serve some several different agencies. Together we can work for a more effective voice for the Labor interest.

"I want to ask you, just for a moment, if you will review with me, not the entire record, but just some of the things that my opponent, Mr. Deukmejian, has stood for. He has voted against worker rights to collective bargaining; he has voted against the law to prohibit the use of professional strikebreakers; he has consistently voted against the interests of working men and women in this state.

"Just three weeks ago when we pleaded with the President to sign the Mortgage Assistance Bill that would have put as many as 35,000 Californians to work, and would have built over 15,000 homes in this state, the President said 'no' and vetoed that bill, a bipartisan bill passed by the Congress.

"My opponent in Washington at that very time embraced the President and his action, acted against the interest of the working men and women not only of the State of California, but of this nation.

"Just last Monday I heard an incredible statement out of this gentleman. He indicated that he is more interested in putting prisoners to work than he is in one million Californians that are now unemployed. The question I asked: Under this kind of hair-brained scheme that he proposed, what will be the wages? What kind of competition will these prisoners offer to the private sector employees? What jobs are they going to take that ought to be going to those million Californians now out of work, to those young people who have been unemployed for a long time? To the able-bodied welfare recipients who need work? These 28,000 prisoners would displace those people who ought to be able to get a job.

Prison Labor Plan Hit

"I'm not opposed to putting prisoners to work. In fact, I think they ought to pay for their crimes. But the thing that concerns me is that this plan, this scheme of his, would put those 28,000 prisoners in direct competition with the working men and women of this state, law-abiding citizens who are now unemployed who are looking for a job.

"He is not just talking about providing for the services and the products that could be used by the state. I would have

no objection to that. He is talking about those kinds of products that your membership is out there working as hard as they can to produce, to earn an honest day's pay and to engage in the kind of competition that you and I have become accustomed to.

"One other thing about his plan that disturbs me: He proposes that for cooperating in this kind of work program, that these convicts, these prisoners would be released early.

"Well, let me tell you, I don't want a Charles Manson getting out of prison early just because he cooperated in such a work program.

"Now, I mentioned one, but there are many others. Just because they can make a good desk doesn't qualify them to be released. My concern is: When they are released, will the public safety and security be insured? That's a standard by which those early releases ought to be determined, not cooperation in a counterproductive kind of work effort.

"Well, there you have it: My opponent who has been a foe of the working men and women of this state all of his political

career, matched against Tom Bradley who has been a friend of the working men and women of this state all of his political career. It seems to me the choice is clear. Do you want a Governor who is going to put Californians back to work?

"If you do, you're going to have to work for it. You're going to have to do more than just give me your endorsement. I want your hand. I want your help. I want your resources. I need your cooperation in the next 15 weeks; and if we work together, my friends, we will produce a victory on November 2nd; and then Californians can have confidence that there is a Governor at the helm of this state who believes in fairness and in justice for the working men and women of this state, and who is committed to put them back to work.

"I thank you for your endorsement. I thank you for your help that will come during the course of the next 15 weeks."

Following Mayor Bradley's address, Secretary-Treasurer Henning continued the report and recommendations of the Executive Council.

**Report and Recommendations of the Executive Council
(Standing Committee on Political Education)
And Endorsements by the Convention
(Resumed)**

State Assembly

District

1. *Paul Drake (D)
2. *Dan Hauser (D)
3. *Larry Miles (D)
4. Thomas M. Hannigan (D)
5. Jean M. Moorhead (D)
6. Lloyd G. Connelly (D)
7. *Norm Waters (D)
8. Louis J. Gentile (D)
9. *Paul Chignell (D)
10. Phillip Isenberg (D)
11. Robert J. Campbell (D)
12. Tom Bates (D)
13. Elihu M. Harris (D)
14. Johan Klehs (D)
15. Margaret W. Kovar (D)
16. Art Agnos (D)
17. Willie L. Brown, Jr. (D)

District

18. No Endorsement
19. Louis J. Papan (D)
20. Jack W. Smith (D)
21. *Byron D. Sher (D)
22. Marge Sutton (D)
23. *John Vasconcellos (D)
24. *Dominic Cortese (D)
25. *Rusty Areias (D)
26. Patrick Johnston (D)
27. *Gary A. Condit (D)
28. *Sam Farr (D)
29. Kurt P. Kupper (D)
30. *Jim Costa (D)
31. Bruce Bronzan (D)
32. *Clyde Gould (D)
33. *John Means (D)
34. *No Endorsement

State Assembly (Continued)**District**

35. Jack O'Connell (D)
36. Harriet Kosmo Henson (D)
37. C.W. (Dick) Stine (D)
38. Steven Charles Afriat (D)
39. Richard Katz (D)
40. Tom Bane (D)
41. No Endorsement
42. No Recommendation (D)
No Endorsement (R)
43. Gray Davis (D)
44. Tom Hayden (D)
45. Burt Margolin (D)
46. Mike Roos (D)
47. Teresa P. Hughes (D)
48. Maxine Waters (D)
49. Gwen Moore (D)
50. Curtis R. Tucker (D)
51. OPEN
52. Michael A. Reza (D)
53. Richard E. (Dick) Floyd (D)
54. Frank Vicencia (D)
55. Richard Alatorre (D)
56. Gloria Molina (D)
57. Dave Elder (D)

Assembly Districts No. 44 and 48 were set aside by request.

Recommendations Adopted

With the exceptions of Assembly Districts No. 44 and 48, Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendations for the State Assembly was seconded and carried.

DISTRICT NO. 44

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation for Assembly District No. 44. His motion was seconded.

Speaking in support of the Executive Council's recommendation were delegates Charles Clark (U.T.U. No. 1785, Venice), Sam Weinstein (Utility Workers No. 132, Los Angeles), William Robertson (Los Angeles County Federation of Labor, Los Angeles), Raoul Teilhet (California Federation of Teachers, Burbank) and Marjorie Caldwell (Retail Clerks No. 1442, Santa Monica).

The previous question was moved by Delegate A. S. Bert Givens (Machinists and Aerospace Workers No. 1571, Whittier).

His motion was seconded and carried.

The motion to adopt the Executive Council's

District

58. Patricia Springer (D)
59. Charles M. Calderon (D)
60. Sally Tanner (D)
61. *Gesa M. Kearney (D)
62. Richard (Dick) A. Santell (D)
63. Bruce Young (D)
64. No Endorsement
65. *Jim Cramer (D)
66. *Terry Goggin (D)
67. Paul F. Broughton (D)
68. *Steve Clute (D)
69. Robert (Bob) Hanson (D)
70. Linda Westfall (D)
71. Chester B. Wray (D)
72. Richard Robinson (D)
73. *Julius Scher (D)
74. No Endorsement
75. Richard Roe (D)
76. *Barbara E. Van De Water (D)
77. No Endorsement
78. Lucy Killea (D)
79. Pete Chacon (D)
80. Steve Peace (D)

recommen-
dation of Tom Hayden (D) for the 44th Assembly District was then carried.

DISTRICT NO. 48

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation for the 48th Assembly District. His motion was seconded.

Speaking in support of the Executive Council's recommendation was delegate Bill Harris (Oil, Chemical and Atomic Workers No. 1-128, Long Beach).

The motion to adopt the Executive Council's recommendation of Maxine Waters (D) for the 48th Assembly District was then carried.

Recommendations Adopted

Secretary-Treasurer Henning then moved the adoption of the Executive Council's recommendations for the State Assembly as a whole.

His motion was seconded and carried.

Secretary-Treasurer Henning next read the Executive Council's recommendations for the fifteen ballot propositions to appear on the November 2, 1982 general election ballot.

The Convention acted on each ballot proposition individually.

BALLOT PROPOSITIONS

The Executive Council of the California Labor Federation, AFL-CIO, makes the following recommendations regarding the propositions which will appear on the November 2, 1982 general election ballot.

PROPOSITION NO. 1

State School Building Lease-Purchase Bond Act of 1982

Recommendation: Vote YES

Bond Act (AB 3006)— . . . Would provide for the issuance of state general obligation bonds in an amount not to exceed \$500,000,000 and the expenditure of the revenues therefrom to provide aid to school districts in accordance with the State School Lease-Purchase Law of 1976. . . .

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of YES for Proposition No. 1 was seconded and carried.

PROPOSITION NO. 2

County Jail Capital Expenditure Bond Act of 1981

Recommendation: Vote YES

Bond Act (SB 910)— . . . Would authorize the issuance, pursuant to the State General Obligation Bond Law, of bonds in the amount of \$280,000,000 to provide for the construction, reconstruction, remodeling, replacement, and deferred maintenance of county jail facilities, as specified.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of YES for Proposition No. 2 was seconded and carried.

Delegate Richard Holober (San Mateo Central Labor Council, San Mateo) spoke on a point of information. He asked about the effect various endorsements by the Convention would have on a central labor council taking an independent position on the ballot propositions.

Secretary-Treasurer Henning replied that an OPEN or NO RECOMMENDATION position by the Convention would allow a central labor council freedom to take any position it felt appropriate.

PROPOSITION NO. 3

Veterans Bond Act of 1982

Recommendation: Vote YES

Bond Act (AB 3571)— . . . The Veterans Bond Act of 1982 . . . would authorize state bonds in the amount of \$450,000,000 for farm, home, and mobilehome purchase aid for veterans. . . .

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of YES for Proposition No. 3 was seconded and carried.

PROPOSITION NO. 4

Lake Tahoe Acquisition Bond Act

Recommendation: Vote YES

Bond Act (SB 12)— . . . The Lake Tahoe Acquisitions Bond Act . . . would authorize the issuance, pursuant to the State General Obligation Bond Law, of bonds in the amount of \$85,000,000 to provide for the acquisition of lands in the Lake Tahoe region. . . .

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of YES for Proposition No. 4 was seconded and carried.

PROPOSITION NO. 5

First Time Home Buyers: Bonds

Recommendation: Vote YES

Bond Act (AB 3507)— . . . Would authorize the (California Housing Finance Agency) to participate in "buy-down mortgage plans," as defined, in accordance with specified criteria. Under such plans, the agency would contract with qualified mortgage lenders, as defined, and pay to those lenders an amount of money in order to reduce the effective interest cost on loans made by those lenders to first-time home buyers, as defined, of owner-occupied housing units, as defined, which amount

the first-time home buyer would ultimately be required to repay to the agency. Under the program, the term of loans made by the lenders could not be for less than 6 or more than 30 years, and provision would be made for refinancing those loans made for a term of less than 30 years.

. . . Would create a First-Time Home Buyers Policy Committee within the California Housing Finance Agency, composed of specified members, and would authorize the committee to adopt regulations to carry out the provisions . . .

. . . Would also create the First-Time Home Buyers Fund which would be continuously appropriated to the agency for the purposes of the bill.

. . . Would authorize the issuance, pursuant to the State General Obligation Bond Law, of bonds in the amount of \$200,000,000 for purposes of implementing the buy-down mortgage program.

. . . Would similarly provide that the First-Time Home Buyers Fund is not subject to the supervision or budgetary approval of any officer or division of state government.

. . . Would specifically include the bonds authorized to be issued pursuant to this bill within the amount allocated to the California Housing Finance Agency. . . .

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of YES for Proposition No. 5 was seconded and carried.

PROPOSITION NO. 6

Public Pension and Retirement Systems: Funds

Recommendation: No Recommendation

Legislative Constitutional Amendment (SCA 21)— . . . Would permit the Legislature to authorize public pension and retirement systems to . . . invest up to 60% of their assets in common stock or shares and, within the 60% limitation, to also invest up to 5% of their assets in the common stock or shares of corporations which do not meet certain of the present standards, and would also permit the Legislature, within both the 5% limitation and the 60% limitation, to authorize .5% of the funds to be invested in corporations and limited partnerships, the majority of whose

assets are in nonpublicly traded equity instruments. . . . Would also provide that the assets of public pension or retirement funds are trust funds and would prescribe fiduciary standards in respect to their investment. . . .

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of NO RECOMMENDATION for Proposition No. 6 was seconded and carried.

PROPOSITION NO. 7

Property Taxation

Recommendation: Vote YES

Legislative Constitutional Amendment (ACA 53)— . . . Would provide that . . . the Legislature may provide that the term "newly constructed" does not include the construction or addition of any fire sprinkler system or fire alarm system, as defined by the Legislature, provided, that the construction or addition is not required by state law or local ordinance. . . .

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of YES for Proposition No. 7 was seconded and carried.

PROPOSITION NO. 8

Funds: Political Subdivisions: Transfers

Recommendation: No Recommendation

Legislative Constitutional Amendment (ACA 56)— . . . The California Constitution prohibits the Legislature, with certain exceptions, from making or authorizing the making of any gift of public funds. One of the exceptions to this prohibition is that the treasurer of any city, county, or city and county is required, upon resolution adopted by the governing body of the city, county, or city and county, directing the treasurer to do so, to make such temporary transfers from the funds in custody as may be necessary to meet the obligations incurred for maintenance purposes by any city, county, city and county, district, or other political subdivision whose funds are in custody and paid out solely through the treasurer's office. These temporary

transfers of funds to any political subdivision are, among other things, limited to 85 percent of the taxes accruing to the political subdivision and are required to be replaced from the taxes accruing to that political subdivision before any other obligation of the political subdivision is met from those taxes.

This (Proposition) would, instead, limit those transfers to not exceed 85% of the anticipated revenue and require that they be replaced from the revenues first accruing to that political subdivision before any other obligation of that political subdivision is met from those revenues. . . .

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of NO RECOMMENDATION for Proposition No. 8 was seconded and carried.

PROPOSITION NO. 9

Schools: Textbooks: Nonpublic Schools

Recommendation: Vote NO

Legislative Constitutional Amendment (SCA 40)— . . . The California Constitution provides for a system of public schools and prohibits, among other things, the appropriation of public money for the support of any sectarian or denominational school, or any school not under the exclusive control of the officers of the public schools.

Existing law authorizes the Superintendent of Public Instruction to lend, without charge, textbooks used in the public schools to pupils attending nonprofit, nonpublic schools, and provides public funds for that purpose.

The California Supreme Court has ruled in California Teachers Association v. Riles (29 Cal. 3d 794) that the textbook loan program for pupils in nonpublic schools is unconstitutional under the California Constitution.

This (Proposition) would authorize the Legislature to provide that textbooks which are available to pupils attending the public schools may be loaned on a library-type basis to pupils entitled to attend the public schools but who attend schools other than the public schools, except that textbooks may not be loaned to those pupils who attend schools which exclude pupils from

enrollment because of their race or color.

(It) would (also) specify that the authorization to establish a textbook loan program shall extend only to the provision of textbooks and shall not be construed as authorizing the provision of any instructional materials other than textbooks.

(It) would specify that in no event shall an appropriation for the textbook loan program be made from funds budgeted for the support of the public schools (and) would specifically provide that the provision of textbooks to pupils attending schools other than the public schools shall not be construed as an appropriation for the support of any school.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of NO for Proposition No. 9 was seconded and carried.

PROPOSITION NO. 10

Courts: Unification

**Recommendation:
No Recommendation**

Legislative Constitutional Amendment (ACA 36)—The Constitution presently provides for superior courts, municipal courts, and justice courts.

This (Proposition) would authorize the Legislature to authorize individual counties to unify their municipal and justice courts with the superior court, but only upon a majority vote of the electors of the county voting on the issue at an election called for that purpose by the board of supervisors. Upon such voter approval, (it) would provide for the elevation of municipal and, unless the Legislature provides otherwise, justice court judges to the office of superior court judge; authorize the Legislature to provide for the powers and duties of the former municipal and justice court judges during the balance of their terms and until their election to the superior court; require the Legislature to prescribe the number and compensation of judges and court enforcement officers, and provide for the clerk and other officers and employees of the unified superior court; and establish the original and appellate jurisdiction of such a superior court.

Recommendation Adopted

Secretary-Treasurer Henning's motion to

adopt the Executive Council's recommendation of NO RECOMMENDATION for Proposition No. 10 was seconded and carried.

PROPOSITION NO. 11

Beverage Containers

Recommendation: Vote NO

Initiative Statute—Requires that beverage containers sold, or offered for sale, on or after March 1, 1984, have a refund value, established by the distributor, of not less than five cents. Requires refund value be indicated on container. Requires that dealers and distributors pay the refund value on return of empty container. Provides for operation of redemption centers. Provides for handling fees for dealers and redemption centers. Prohibits manufacturer from requiring a deposit from a distributor on a non-refillable container. Contains definitions, specified exceptions, conditions, and other matters. Provides violation of statute is an infraction punishable by fine. Fiscal impact on state and local governments: The Joint Legislative Budget Committee and the Department of Finance advise that savings in state and local litter cleanup and waste disposal costs are possible if the proposed initiative is enacted. The effect of this initiative on state revenues cannot be determined at this time.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of NO for Proposition No. 11 was seconded and carried.

PROPOSITION NO. 12

Nuclear Weapons

Recommendation:

No Recommendation

Initiative Statute—Proposes enacting a statute that requires the Governor of California to write a specified communication to the President of the United States and other identified United States officials. This communication would identify the people's concern about the danger of nuclear war between the United States and the Soviet Union. It would urge that the United States Government propose to the Soviet Union Government that both countries agree to immediately halt the testing production and further deployment of all nuclear

weapons, missiles and delivery systems in a way that can be checked and verified by both sides. Fiscal impact on state and local governments: The Legislative Analyst and the Director of Finance advise that the initiative would not have any direct fiscal effect on state and local governments.

Motion for Adoption

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation of NO RECOMMENDATION for Proposition No. 12. His motion was seconded.

Speaking in support of the Executive Council's recommendation were delegates Anthony L. Ramos (California State Council of Carpenters, San Francisco), Justin Ostro (Machinists and Aerospace Workers No. 727-A, Burbank), Timothy J. Twomey (Hospital and Institutional Workers No. 250, San Francisco), Loretta Mahoney (Hotel, Motel and Restaurant Employees and Bartenders No. 18, Santa Rosa), Dale Marr (Operating Engineers No. 3, San Francisco), Ken Ellis (Carpenters and Joiners No. 1280, Mountain View), Michael H. Baratz (Service Employees No. 715, San Jose) and Steve Edney (United Industrial Workers, Cannery Division, Wilmington).

The previous question was moved by Ray M. Wilson (Southern California District Council of Laborers, Los Angeles). His motion was seconded and carried.

Secretary-Treasurer Henning then spoke in support of the Executive Council's recommendation.

Recommendation Adopted

The motion to adopt the Executive Council's recommendation of NO RECOMMENDATION for Proposition No. 12 was carried.

PROPOSITION NO. 13

Water Resources

Recommendation:

No Recommendation

Initiative Statute—Adds numerous sections to Water Code. Principal provisions: (1) Interbasin water transfers—requires development and implementation of specified water conservation programs for annual appropriations of more than 20,000 acre-feet. (2) Instream appropriations—allows for fishery, wildlife, recreational, aesthetic, scientific, scenic, water quality,

and other uses. (3) Stanislaus River and New Melones Dam—specifies conditions concerning water storage and uses. (4) Groundwater—declares eleven named basins critical overdraft areas and establishes management authorities in these with specified duties and powers, including authority to limit, control, or prohibit groundwater extractions. Also contains policy statement, enforcement, and other provisions. Fiscal impact on state and local governments: The Legislative Analyst and the Director of Finance advise that adoption of this measure would have the following impacts. At the state level, State Water Resources Control Board costs of about \$1.2 million annually (1981 prices) to implement and administer its added responsibilities for water conservation, instream protection and groundwater management. The Attorney General's Office may incur unknown costs depending on the extent of litigation resulting from the initiative. At the local level, unknown costs to affected agencies primarily for the development of water conservation programs, groundwater management programs and the increased price of water from the New Melones Project. There is a potential for long-term savings to the state and affected local agencies depending on the amount of water and energy saved.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of NO RECOMMENDATION for Proposition No. 13 was seconded and carried.

PROPOSITION NO. 14

Reapportionment by Districting Commission or Supreme Court

Recommendation: Vote NO

Initiative Constitutional Amendment—Repeals Legislature's power over reapportionment. Establishes Districting Commission. Commission given exclusive authority to specify State Senate, Assembly, Equalization Board, and Congressional district boundaries. Specifies criteria for establishing districts. Provides method of choosing Commissioners having designated qualifications selected by appellate court justice panel and political party representatives. Requires districting plans be adopted for 1984 elections and following each decennial census thereafter. Specifies

Commission's duties and responsibilities. Provides for open meetings, procedures, public hearing, and judicial review. Retains referendum power. Requires Supreme Court action if districting plans not adopted within specified times. Fiscal impact on state and local governments: The Legislative Analyst and the Director of Finance advise that: the adoption of this initiative would result in one-time increased state costs of approximately \$3 million for the commission to develop a reapportionment plan for the 1984 through 1990 elections. Counties would incur one-time increased costs of approximately \$1 million to update precinct maps and related election materials following the adoption of the commission's 1984 reapportionment plan. There would be no ongoing net cost increases to either the state or local governments because costs incurred by the commission would be offset by those normally incurred by the Legislature. There would be no impact on state or local revenues.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of NO for Proposition No. 14 was seconded and carried.

PROPOSITION NO. 15

Guns

Recommendation: No Recommendation

Initiative Statute—Adds and amends statutes concerning ownership, registration, and sale of guns. Requires that all concealable firearms be registered by November 2, 1983. Makes registration information confidential. Specifies procedures concerning sale and transfer of registered guns by dealers and private parties. Restricts Legislature's authority to enact laws: (1) prohibiting ownership of registered guns, (2) banning ownership or sale or requiring registration of shotguns and long rifles. Limits number of concealable firearms to number in circulation in California on April 30, 1983. Specifies violation penalties. Provides specified civil damage liability upon unlawful transfer of concealable firearms. Contains other provisions. Fiscal impact on state and local governments: The Legislative Analyst and Director of Finance advise that the adoption of this measure would have an unde-

terminable impact on state and local finances. They estimate that there would be undeterminable net changes in state and local administrative costs because (a) new administrative responsibilities would be financed by fees charged to affected handgun owners, (b) there would be substantial annual state savings from the discontinuance of the Attorney General's gun sale registration system but (c) there could be potential undeterminable increased costs for the Attorney General to perform activities required by the initiative; that the limit on the number of handguns, and the restrictions on sales by governmental entities, would reduce state and local revenues by an unknown amount; and that there could be other undeterminable costs or savings.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of NO RECOMMENDATION for Proposition No. 15 was seconded and carried.

Chairman Gruhn next called on John F. Crowley, chairman of the Resolutions Committee for a final report.

FINAL REPORT OF COMMITTEE ON RESOLUTIONS

John F. Crowley, Chairman

Resolution No. 21
November 1982 Election

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 44

Support Bilateral Nuclear Weapons
Freeze Initiative

The Committee's report:

"The subject matter of this is concerned with the initiative measure, Proposition 12 on the ballot. This subject matter, which is the property of the Executive Council of the Federation, has already been reported to the Convention and previous action has been taken by the Convention with respect to the recommendation submitted by the Executive Council on Proposition 12.

"Your Committee accordingly recommends that this resolution be filed, and I move the report of the Resolutions Committee."

The motion to adopt the Committee's recommendation was carried.

Resolution No. 26

Edmund G. Brown, Jr. for U.S. Senate

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 28

Leo T. McCarthy for Lieutenant Governor

Delegate Justin Ostro (Machinists & Aerospace Workers No. 727-A, Burbank) spoke on a point of parliamentary inquiry. He noted that the Resolutions Committee had recommended that Resolution No. 44 be filed due to the fact that the Convention had previously acted on the same subject matter in the form of Ballot Proposition No. 12.

When the Committee takes up resolutions calling for the endorsement of political candidates who have been previously endorsed by the Convention, delegate Ostro asked, shouldn't those resolutions also be filed on the same basis as was Resolution No. 44?

Chairman Gruhn responded as follows: "Delegate, you raise a good parliamentary point and the Chair is going to rule that Resolution No. 28 is not properly before the Convention.

"The subject matter of the resolution is the exclusive right of the Executive Council to recommend to the Convention.

"You could have a situation where the Convention endorses a candidate, then votes on a resolution that could change the previous action of the Convention.

"My ruling, to be consistent, will not only be on this parliamentary point. I am also ruling that the previous motion on Resolution No. 26 that was passed, was out of order for action by the Convention.

Resolution No. 29

"The ruling also includes Resolution No. 29 which similarly deals with candidate endorsements. If you acted on these resolutions, it would negate the Federation's Constitution and the Rules and Order of Business of this Convention. If there is no objection, these are the rulings.

"There being no objection, the record will show that Resolutions No. 26, 28 and 29 are not properly before this Convention."

Committee Discharged With Thanks

Having concluded the final report of the Committee on Resolutions, Chairman Crowley thanked the members for their work and read their names.

Chairman Gruhn, who also thanked the Committee members, discharged them with a vote of thanks.

Sergeants-at-Arms Thanked

Secretary-Treasurer Henning, in the name of the Executive Council, thanked the Sergeants-at-Arms and read their names as follows:

George E. Jenkins, Chief (Laborers No. 297, Burlingame)

W. J. Billingsly (Laborers No. 73, Stockton)

Clarence Hin (Sailors Union of the Pacific, San Francisco)

Myrtle Banks (Dressmakers No. 101, San Francisco)

Albert Hernandez (Rubber Workers No. 678, Los Angeles)

Robert Marr (Operating Engineers No. 3, San Francisco)

Lee Kutnick (Office and Professional Employees No. 3, San Francisco)

Fred Young (Operating Engineers No. 12, Los Angeles)

Joe Sharpe (UFCW Retail Clerks No. 648, San Francisco)

Merilyn Vergara (Los Angeles Union Label Council, Los Angeles)

Robert Visser (Construction & General Laborers No. 339, San Mateo)

Theodore Salceda (Plasterers and Cement Masons No. 489, Santa Ana)

Adjournment

Secretary-Treasurer Henning moved that the Convention adjourn sine die. His motion was seconded and carried, whereupon, at 10:00 p.m., the Fourteenth Convention of the California Labor Federation, AFL-CIO COPE was concluded.

STATEMENTS OF POLICY

Submitted by the Executive Council of the
California Labor Federation, AFL-CIO

*Labor actions are founded on membership attitudes and principles.
To the end of shaping such attitudes and stating such principles, the Executive
Council presents the following policy statements to the 1982 convention.*

DIGEST

I

THE ECONOMY

The U.S. is now suffering from declining economic growth, increased unemployment, resurgent inflation and stubbornly high interest rates. The Reagan administration's supply side program to deal with these crises has been an utter failure. In response, the Federation urges adoption of a full employment program to increase state intervention within the economy in a democratic manner, especially in the increased control on private investment decisions. Sectoral policies geared at the underlying causes of inflation will bring prices down faster than restrictive monetary policy, and will cause less damage. Increased government regulation of financial and credit markets, as well as a loosening of monetary policy will bring down interest rates.

Adopted, p. 12.

II

TAXATION

The Federation condemns the Reagan program as a tax giveaway to the rich and urges immediate repeal of the depreciation and tax leasing provisions, as well as a progressive restructuring of the personal income tax reductions. At the state level, we oppose attempts to eliminate the unitary tax and support efforts to legislate an oil severance tax at the wellhead.

Adopted, p. 12.

III

FOREIGN POLICY

The California Labor Federation, as the chartered state AFL-CIO organization in California, fully supports the National AFL-CIO position on foreign policy. The defense and expansion of democracy and human rights should be the cornerstone of U.S. foreign policy especially with regard to their extension to the economic sphere of human activity. The Federation supports the struggle of the Polish labor movement for democratic freedom and reaffirms its support for the state of Israel. The Federation opposes the oppression of working people the world over, regardless of wherever this oppression occurs.

The Federation opposes the Soviet invasion of Afghanistan and the racist policies of South Africa. We also oppose further military and economic aid to El Salvador, if that nation's government refuses to continue its land reform program or to eliminate the right wing "death squads." The Federation also supports sensible proposals for verifiable bilateral nuclear arms reductions on the part of both the Soviet Union and the United States.

Adopted as amended, pp. 12-13.

IV

WORKERS' COMPENSATION

California's Workers' Compensation system is sorely in need of significant improvement. The California Labor Federation is committed to the continual improvement of the system's benefit levels and operating effectiveness.

Adopted, p. 13.

V

UNEMPLOYMENT INSURANCE

The California Labor Federation is committed to improving the benefits available and eligibility requirements of California's Unemployment Insurance Program. Given the shockingly high levels of unemployment currently hitting California's workers, the Federation is committed to legislation calling for extended U.I. benefits for California's workers, as well as other improvements.

Adopted, p. 13.

VI

UNEMPLOYMENT COMPENSATION DISABILITY INSURANCE

The 36-year-old Unemployment Compensation Disability Insurance program in California is one of only five such state programs nationally. It extends wage-related benefits to workers sustaining nonoccupational illness or injury and is wholly financed by an employee payroll tax. The California Labor Federation is committed to achieving further improvements in UCDI program, to insure that workers do not suffer undue financial stress from sickness, injury or disease.

Adopted, p. 13.

VII

WOMEN'S RIGHTS

The Reagan administration and its New Right allies pose the greatest threat to the free exercise of civil, economic and political rights of America's female population the U.S. women's movement has ever faced. In response, the Federation supports efforts to work more closely with the women's rights movement, especially in attempts to organize women workers, to reintroduce the ERA, to expand the principle of comparable worth and adequate child care facilities, to prohibit forced sterilization and other issues. Organized labor cannot afford to stand on the sidelines of this fight. The fate of all American workers is inextricably tied to the fortunes of women in this battle. It is crucial that we win this fight.

Adopted as amended, p. 13.

VIII

SOCIAL SECURITY

The Federation reaffirms its unconditional opposition to Social Security cutbacks. The Federation believes that the Reagan administration is out to destroy America's most efficient and important social insurance program and we pledge our defense of a vital Social Security program with adequate benefits for everyone.

Adopted, p. 18.

STATEMENTS OF POLICY**IX****HEALTH CARE**

The Federation is committed to the development of a pro-worker national health care system in America and to opposing President Reagan's attempt to deregulate the nation's health care and drug industries. We also deplore the use of medicare funds to break unions and we urge the immediate cessation of this policy.

Adopted, p. 18.

X**WELFARE**

The Federation views the Reagan budget cuts as a vicious attack on our nation's poor. The Reagan budget represents a blatant attempt to redistribute income from the poor to the rich and must be opposed by organized labor at every point.

Adopted, p. 18.

XI**CONSUMER PROTECTION**

The California Labor Federation reaffirms support for a broad range of consumer protection legislation and programs with adequate funding and enforcement, including the formation of a Citizens' Utility Board, the protection of lifeline utility rates and the elimination of auto deficiency judgments.

Adopted, p. 19.

XII**LABOR LEGISLATION**

The hard won legislative victories working people struggled and fought for are now in danger of being eliminated by big business and their allies in the White House and Congress. The Federation opposes any and all of these rollbacks. At the state level, the Federation supports a number of pro-worker proposals, including greater restrictions on the use of strikebreakers, restrictions on labor management consultants' activities and, especially, legislation providing workers with basic protections against plant shutdowns.

Adopted, p. 19.

XIII**AGRICULTURAL LABOR**

The California Labor Federation reiterates its strong support for the United Farm Workers and California's Agricultural Labor Relations Act. We will continue to fight those legislative and administrative efforts by the anti-union agribusiness community to destroy collective bargaining in agriculture.

Adopted, p. 27.

XIV**PUBLIC EMPLOYEES**

Like the rest of the labor movement, American public employees are now under tremendous attack at all levels of government, at the bargaining table and in state and national legislatures. The Federation rises in defense of our nation's public employees, opposes all funding cutbacks and urges coalitions between public employees and client groups as a strategy to protect America's public sector workers and social service programs.

Adopted, p. 27.

XV

CIVIL RIGHTS

With the ascension of the Reagan administration, the vision of full economic and political justice for our nation's minorities and women draws even further away from reality. The Federation stands with our nation's minority, senior, women's and disabled movements in fighting against these attempts to erode past victories. We also urge the government to pursue policies leading to full employment, the expansion of affirmative action and civil rights enforcement, divestment in corporations which do business with the racist Republic of South Africa and other policies which protect our civil rights.

Adopted, p. 29.

XVI

HOUSING

The U.S. housing construction industry is in a depression. Given the 5.4 million unit shortfall that has already developed since 1975 alone, the housing crisis in America will only intensify throughout the eighties. The Federation calls for policies to reduce the high interest rates plaguing our housing industry, greater use of union pension funds to provide mortgage funds and greater government intervention in the housing market to assure an adequate supply of shelter for all Americans.

Adopted, p. 29.

XVII

EDUCATION

The California Labor Federation opposes the Reagan cutbacks in educational programs and attempts to implement an educational voucher system. The Federation reaffirms its commitment to the adequate stable funding of public education, to universal early childhood education, to adequate child care facilities, to increased funding for the arts and to oppose the imposition of tuition within California higher education.

Adopted, p. 29.

XVIII

THE ENVIRONMENT

The Federation opposes the Reagan administration's regulatory and administrative attack on the environment as articulated by Secretary of the Interior James Watt, Environmental Protection Agency head Anne Gorsuch, and Occupational Safety and Health administration head, Thorne Auchter. Instead, the Federation supports more protective workplace health and safety environmental regulations to protect our water, air and natural resources, and we oppose attempts to erode the National Clean Air Act.

Adopted, p. 29.

XIX

ENERGY

The Federation opposes the Reagan administration's attempts to decontrol natural gas and its general free market approach to energy policy. The Federation believes in greater democratic control in the investment and pricing decisions of the energy and utility industries, supporting proposals like the Citizens Utility Board. The Federation also supports the principles of increased conservation and the use of alternative energy sources as the cornerstone of national and state energy policy.

Adopted, p. 29.

STATEMENTS OF POLICY**XX****RECLAMATION LAW**

The California Labor Federation maintains its support for the comprehensive enforcement of the National Reclamation Act, the breakup of land monopolies, strict ownership and anti-speculation regulations. We oppose any weakening of its provisions, such as those now proposed in Congress. The unjust enrichment of agri-business must be ended in order to encourage the creation of rural communities that would flourish with family farm rejuvenation and adequate income levels for small family farms.

Adopted, p. 29.

XXI**COMMUNITY CONCERN AND SERVICE**

Crimes of assault and theft are on the increase, and wage-earning Californians are among their most frequent victims. While such a policy would certainly not end all crime, the California Labor Federation believes that the achievement of full employment for all at a just wage and good working conditions would go further to reduce criminal activities than any other proposed solution. We especially oppose programs whose purported aims are to reduce crime but threaten the basic civil liberties of the American people.

Adopted, p. 29.

XXII**RIGHTS OF THE DISABLED**

The Federation supports legislation prohibiting discrimination against the disabled by mass transit providers, continued enforcement of federal legislation prohibiting discrimination against the disabled in educational opportunities and the adoption of a national health policy which is sensitive to the needs of our nation's disabled population.

Adopted, p. 30.

I THE ECONOMY

The long period of significant economic prosperity experienced by the U.S. economy since the end of World War II is now at an end. This period of relative economic prosperity for America's working people has been eclipsed by five major economic problems, all of which are structural in nature, that is, they are caused by the specific path the U.S. economy has taken since 1945. These problems may be summarized as follows:

1. Declining economic growth: The average annual growth rate in per capita Gross National Product has declined from 3.3% during the 1960s to 2.2% during the 1970s. The declining economic growth coupled with a rising effective rate of taxation on working people resulted in a decline in the average worker's real take-home pay throughout the 1970s. National productivity has similarly declined during this period. Growth in output per person had averaged 3.0% annually from 1960 through 1973 but only 1.7% from 1973 to 1980. Much of this decline is believed to be caused by the lack of domestic investment, oil price increases and excess capacity. Both negative trends have continued into the 1980s.

2. Increased unemployment: The average annual unemployment rate had also increased sharply during the 1970's. Unemployment averaged 4.5% per year during the 1950s; 4.8% during the 1960s, and 6.2% during the 1970s. Thus far in the 1980s, unemployment has averaged over 8% annually. While there is still a considerable disparity in unemployment levels among major demographic, racial and sexual segments of the labor market, the jobless rate for all of these groups has been on an upward trend.

3. Accelerating inflation: Similarly, the U.S. had experienced an accelerating rate of inflation during the 1970's. Annual price level increases averaged 2.2% during the 1950s, during the 1960s 2.6%, during the 1970s averaged 7.5%. While inflation has slowed somewhat during the early 1980s, indications are that we will experience a renewed resurgence in prices. Although inflation averaged 7% for the first five months of 1982 the average annual increase in prices for June, 1982, jumped to 12%.

4. The persistence of high interest rates: By the late 1970s, interest rates reached

heights never before seen during U.S. economic history. From the 6 and 7% prime interest rates of 1970, the prime rate hit 21% in late 1979. However, now a new phenomenon of stubbornly high interest rates has occurred. Interest rates have stabilized at higher levels at the end of each business cycle, never declining to previous cyclical low points. There is no viable economic theory which can explain the new state of affairs. As of June, 1982, the prime rate was at 16.5%, a rate that has now held constant for close to six months despite the worst recession of post-war U.S. history. It is now expected that interest rates will resume their upward path later this summer.

5. The erosion of the national industrial base by unfair foreign competition and export of U.S. capital and technology: Foreign autos now have 30% of a shrunken U.S. market; imported steel has captured 20% of a similarly collapsing market. There are no longer any U.S. firms making color T.V., 35 mm cameras or miniature cassette tape recorders and U.S. firms in the textiles, clothing and shoe industries are being swamped by imports. Further, the current U.S. hegemony in computer hardware and semiconductor sectors is seriously being threatened by Japanese and Western European producers.

In response to all of these economic difficulties the Reagan administration has embarked on a concerted strategy of tax cuts to corporations, government deregulation, tight monetary policy and an enhanced reliance on the market forces of supply and demand to revitalize American industry. This reliance on the market mechanism; in other words allowing the unfettered forces of supply and demand to restructure the U.S. economy has, after two years, shown to be a pathetic failure. The U.S. economy is suffering staggering rates of unemployment, stagnant growth and productivity levels, brutally high interest rates, and now we are experiencing a resurgence of inflation.

Government officials and their economic advisors remain totally unable to develop a viable program which could cope with any of these serious difficulties. Part of this lack of success has been due to the recent intellectual ascendancy of economic theories which insist on ignoring the political and social realities of unemployment and inflation.

In contrast, the California Labor Federation presents a positive economic pro-

gram which, if implemented, would decrease inflation considerably, yet also spur job creation. Just as we argued two years ago, America must make full employment the primary objective of national economic policy. A total commitment to full employment, is absolutely essential for the health and well being of U.S. citizens. National taxation, expenditure and monetary policies must be planned and coordinated to achieve and maintain full employment levels. It is the duty of the federal government to provide suitable jobs for workers in all situations where the private sector is unwilling or unable to supply adequate employment at a fair wage.

Because of the persistent nature of unemployment in certain segments of the labor force, it will be necessary to implement job creation programs specifically tailored to meet the needs of minority, inner city and women workers. It is clear that such targeting is more effective in aiding these workers than the various types of business tax cuts which have been suggested by industry. To assist women workers and workers who head single parent families in staying in the workforce, we urge the creation of a state or federally funded comprehensive day care system.

A major factor contributing to chronic unemployment is the lack of coordination between private investment decisions and the location of unemployed workers. Private investment funds, in cooperation with the federal government, should be channeled to areas of high unemployment.

Investment decisions which result in plant closures should be closely regulated by state and federal governments to minimize the social costs of such economic dislocation.

U.S. workers should not be penalized by the adverse consequences of short sighted or insensitive corporate investment decisions. Workers in the growing economies of Japan and West Germany among other industrial nations have many legislative safeguards against corporate investment decisions which result in plant closures. This Federation believes that American workers should have those same rights. Thus, we support legislation which requires firms to provide advance notice either of any shutdown or substantial relocation of jobs. We also support legislation which could assist workers victimized

by economic dislocation to gain access to new jobs of comparable compensation without having to leave their communities.

Major sectors of the economy are now bordering on collapse because of rising foreign competition and a history of short sighted corporate planning decisions. What is now needed is a greater degree of Federal intervention in the macroeconomy on both an industrial and regional basis. Such intervention should be carefully designed, democratic in implementation and pro-labor in its orientation.

It is a necessity that state and federal governments cooperate with declining industries in the targeting of private funds to revitalize such key sectors of our economy as steel, auto, maritime and rubber. When such cooperative planning is unfeasible, we support tariffs, quotas, and orderly marketing agreements with foreign competitors to insure fair trade and to protect the remaining American jobs in these industries.

Increases in the buying power of workers' wages and salaries are a prerequisite for a balanced economy. Increases would provide workers with a fair share in the benefits of economic progress and establish the foundation for needed expansion of consumer markets. This necessary rise of consumer expenditures cannot be maintained unless increases in workers' real incomes are achieved.

Inflation can be decreased by the development of policies aimed at the underlying structure of specific problem areas such as the high costs of energy, food, health care, shelter and interest rates. Such targeted policies are far superior and more effective than broader programs directed at reducing economic growth, restricting the purchasing power of workers' incomes or eliminating protective legislation covering workers' safety, environmental quality or affirmative action.

Therefore we urge:

—Expanding the development of alternative energy sources and encouraging increased efforts at conservation. Also the elimination of controls on the price of domestically produced oil and natural gas must be reversed.

—Curbing speculation in commodity markets. Restrictive agricultural policies that contribute to food shortages should be revised and the benefits of price support programs restricted to family farmers.

—The enactment of a comprehensive national health insurance program which emphasizes preventive care and cost controls that limit wasteful medical practices. Until such Federal legislation is seriously considered and enacted, interim steps should include the support for state legislation for hospital cost containment and control of professional fees.

In addition, we ask the state of California to take the following actions:

—Enact a comprehensive income tax reform program to remove the onerous burden of income taxes off low and middle income families and shift it to those groups who have not been paying their fair share.

—Since Proposition 13, the portion of property taxes paid by the business community has been declining while it has been rising for homeowners. The state should end this growing inequity by approving an initiative allowing for a split roll for the assessment of the property tax.

—Pursue public works projects such as housing development and rehabilitation, clean water and sewage treatment facilities and other projects designed to conserve energy and protect the environment while also creating jobs.

—To urge the federal government to enact local content legislation which would require goods assembled and/or sold in America to use an adequate percentage of parts manufactured in the United States.

—Expand government assisted housing programs for low and moderate income families to relieve the housing shortage, to reduce interest rates and to cut inflation in housing prices and rents.

—The legislature should give preference to American made products in its state agencies.

Adopted, p. 12.

II TAXATION

As of mid 1982, the right-wing policies of the Reagan administration have had a more devastating impact on the redirection of federal tax policy than on any other aspect of national public interest. For the first time during the postwar era, federal tax policy and the national public discussion on the issue of taxation has shifted decisively towards a context that implicitly acknowledges the principle of

redistributing income towards the rich as a starting point for policy. This ideological shift on the structure of the federal tax system has now made it fashionable for rightwing politicians to eliminate the issue of progressive taxation from national public discourse. Now there is an emerging political consensus that the poor should pay and the rich should be given tax relief so that they can save for investment. This consensus has not been limited to Republicans; the conservative elements of the Democratic Party have embraced its tenets as well.

This political and ideological shift has been truly amazing in its rapidity. Over the past two years, the Reagan administration has forced Congress to:

1. Give a three-stage across-the-board, non-progressive personal income tax cut. However, with bracket creep and increased social security taxes the bulk of this reduced tax revenue has gone to the rich. Over 90% of the tax reduction has been given to those earning \$100,000 a year or more. Those earning less than \$30,000 will actually be paying a higher percentage of their total income in taxes.
2. Grant the corporate community an average tax cut of \$53 billion each year until 1990. This tax cut was implemented by dramatically liberalizing existing asset depreciation tax law through what has been called the Accelerated Cost Recovery System (ACRS). These tax changes, in the words of a Lehman Brothers Wall Street brokerage analyst, "have virtually phased out the corporate profits tax in America." It is important to note that 80% of this tax cut will go to the largest 1,700 firms in America.
3. Allow companies that cannot utilize the advantages of other tax writeoffs because they currently pay no taxes to sell their tax credits to other companies. Thus, firms like Chrysler which have lost money in recent years can now make millions of dollars by selling their tax credits to more profitable firms. This provision also helps firms which already make lots of money but have so many tax writeoffs they can't take advantage of all of them. Other tax modifications include a reduction in the top personal income tax rate from 70% to 50% and a liberalization of capital gains tax regulations. Both changes drastic-

ally reduce the taxes paid by America's higher income population.

In all the entire Reagan tax shift will cost each working taxpayer of America \$7,330 over the next decade. The Federation stands opposed to this tax giveaway to the rich and urges its immediate repeal.

Meanwhile on the state level, declining federal expenditures and a tumbling economy have created serious fiscal crises throughout the nation. In California, the state legislature was forced in 1982 to cut \$2 billion from the state budget largely by slashing Medi-Cal funding, aid to local governments and wage increases for state employees. Resistance from political conservatives in both parties has prevented any proposals to maintain existing expenditure levels for needed social services through progressive tax measures from becoming part of state law.

The Federation continues its support for a progressive tax system at the state level income tax to increase its progressivity, by urging a restructuring of the personal enactment of an oil severance tax at the well head which would generate \$500 million annually without the tax being passed on to consumers, and an increase in the state bank and corporation tax. Additionally, the Federation, in coalition with other progressive groups, has attempted to collect enough signatures to qualify a Split Roll tax initiative for the California state ballot. The Split Roll Property Tax will largely eliminate the property tax inequities created by Proposition 13 and further will generate \$1.6 billion for social services by taxing industrial and commercial property at higher tax rates than those assessed on residential property. The Split Roll is a major component of the Federation's tax reform program.

This Federation also urges:

1. Opposition to the repeal of the unitary method of taxing multinational corporations which would only create another loophole for multinationals to avoid their tax liability and result in increased taxes on California's working people. We support California's Franchise Tax Board in its Supreme Court case that argues that it is constitutional for states to levy a Unitary Tax. The Unitary Tax allows California to consider the total amount of profits of a firm for tax computational purposes, rather than just those profits generated from corporate operations in California.

2. Opposition to the federal constitutional amendments which either require the federal government to maintain a balanced budget or freeze existing expenditure levels to a fixed percentage of Gross National Product. Such proposals will seriously erode the federal government's ability to manipulate national economic policy to fine tune the economy.
3. Repeal of the automatic indexing of the federal income tax. Automatically correcting the federal income tax for inflation will undermine one of the principal automatic stabilizers of the economy operating to moderate inflation. Such a policy of permanent indexation will limit the federal government's ability to utilize tax policy in order to achieve full employment and stable price level objectives. Instead, the California Labor Federation supports the periodic upward revision of the federal tax brackets when it is coordinated with other policies designed to achieve full employment, the maintenance of necessary social programs and overall progressive tax reform.
4. Opposition to the introduction of a federal Value Added Tax (VAT) which taxes goods and services at all stages of production and all other taxes based on consumption. These taxes are intrinsically biased against the poor and the average working person.
5. Opposition to the new Social Security tax increases, support for the elimination of the interest tax exemption on state and local bonds, support for increases in preferential taxes on unearned income, support for closure of the mineral depletion allowances, and a stronger national excess oil profits tax.
6. Support for a total revision of the corporate profits tax. Although the present tax rate is 45 percent of total profits, corporate tax receipts now account for only 23 percent of total federal tax revenue, down from over 30 percent a decade ago. We support a corporate profits tax hike to 50% of total profits combined with a tightening of loopholes so that profits account for 40% of total federal revenues.
7. Opposition to flate rate tax proposals. The imposition of a flat rate tax for the existing graduated income tax

will destroy what little progressivity remains within the federal tax structure.

Adopted, p. 12.

III

FOREIGN POLICY

The California Labor Federation, as the chartered state AFL-CIO organization in California, fully supports the National AFL-CIO position on foreign policy.

The State Federation believes that the defense and expansion of democracy and human rights must be made the cornerstone of U.S. foreign policy and must also be extended into the economic sphere of human activity.

In our view, the cornerstone of democracy is the ability of workers around the world to exercise their fundamental rights to form free trade unions and to fight for dignity in the workplace. Such exercise cannot be achieved by political democracy alone; democratic worker participation in corporate and governmental decisions concerning investment and plant location, technology, wage determination and working conditions is also necessary.

Consistent with this philosophy, the California Labor Federation wishes to give special emphasis to the struggles of the Solidarity movement in Poland. We strongly support the struggles of the Polish people to build a free and democratic trade union movement which will improve the living standards as well as winning basic political and economic democracy for all Polish citizens. We have not forgotten the thousands of Polish Solidarity members still in prison following six months of martial law imposed by Polish Communist party authorities. We condemn the Soviet Union for its encouragement of the suppression of freedom in Poland. We call for stiff economic sanctions against the totalitarian Polish and Soviet oppressors of Solidarnosc. The Federation points out that U.S. workers are also struggling to expand freedom and dignity in society, although we currently enjoy political freedoms unheard of within the totalitarian eastern bloc. We condemn as hypocritical those U.S. politicians who have gone to great ends to praise the Polish trade union movement yet continue to deny U.S. workers their basic trade union rights. In par-

ticular, we have found President Reagan's praise for Solidarity as he brutally destroyed the 12,000 member Air Traffic Controllers Union (PATCO) to be totally outrageous.

The California Labor Federation recognizes that the accelerating stockpile of nuclear weapons by both the United States and the U.S.S.R. poses a threat to the future existence of the entire world. Nuclear war is not in the interest of any nation, class, race or sex and must be avoided to save human civilization. Organized labor supports equitable proposals for verifiable bilateral nuclear arms freezes and reductions, as long as they are performed in good faith and with equally qualitative and quantitative reductions on the part of all parties.

The Federation is also concerned about the growing political tensions in El Salvador. The State Federation supports the national AFL-CIO position that unless there is substantial progress towards land reform, free elections, human rights guarantees and elimination of the "death squads," we will oppose all economic and military aid to the government of El Salvador.

The Federation believes that U.S. foreign policy must be based on a commitment to freedom for all people, in all places, at all times. It should seek both peace and freedom with equal vigor and determination, because the value of peace is measured by the freedom to enjoy it.

Abuses and threats to basic human rights are among the most searching issues that divide the world today and the clearest tests of American ideals and resolve. Where these issues are concerned, whether in South Africa, Chile, Guatemala, Northern Ireland, Turkey, the Soviet Union, or elsewhere, there are no longer any purely internal affairs.

We vigorously oppose the Soviet invasion of Afghanistan. This Federation demands the immediate and total withdrawal of all Soviet troops from Afghanistan and we give our unequivocal support to the struggle of the Afghani people to achieve their right to self determination.

Once again, we assert that this Federation supports the positive actions taken in Zimbabwe towards the achievement of a black majority ruled democratic state, and we hope that these developments continue unimpeded by either internal or external intervention. We call upon the U.S.

government to initiate maximum political pressure and economic sanctions to convince the Republic of South Africa to end its odious system of apartheid and immediately begin the transition to democratic majority rule. U.S. corporations should immediately divest themselves of South African subsidiaries and sever all ties with South African corporations and their government. Every effort should be made to influence the corporations of other democratic states to divest their South African assets. Where possible, it is recommended that our affiliates divest their assets in U.S. corporations which insist on doing business with South Africa.

We reiterate our historical support for the immediate abolition of imprisonment without trial in Northern Ireland and the replacement of British troops with a peace-keeping force of the United Nations, introduced with the consultation of the governments of the Irish Republic and Great Britain. An election should be held in all of Ireland on the question of independence, not merely in the six counties of a partitioned province that is neither a geographic nor an historical entity. In the event that the people of Ireland vote for an independent republic as they did in 1918, a United Nations commission should be summoned to supervise a constitutional convention to provide laws assuring the civil and religious liberty of all the people of the nation.

The Federation supports the right of national existence for the democratic state of Israel, and reaffirms its long standing, unswerving commitment to the security of the State of Israel and U.S. support for its survival. We reaffirm our close friendship with the Histadrut and support their struggles to protect the rights of the Israeli working people. We applaud any negotiations which uphold these principles while also insuring peace and freedom for all Middle Eastern peoples.

We urge the U.S. to use all of its influence to secure peace in the present tragic conflict in Lebanon.

At the outset of the post World War II era the U.S. was acknowledged as the world's leading economic power. Throughout this period, however, this position has been in a state of slow decline. By the late 1970's America had lost most of its pre-eminence in foreign trade. With an increasingly international economy, huge U.S. balance of trade deficits became com-

mon, encouraging domestic inflationary pressure. Today foreign imports continue to destroy American jobs and markets as U.S. firms continue to avoid domestic investment opportunities in favor of overseas production. This situation must be halted and reversed in the 1980's if the living standards of American workers are to improve. A balanced trade policy that is geared to the nation's need for jobs in a growing economy can go a long way in reversing this distressing trend.

The Trade Act of 1974 must be overhauled to provide for strict enforcement of laws to safeguard American workers from financial injury caused by imports. Sections of the Trade Act which permit the flow of imports without tariffs and the export of American jobs must be repealed.

Trade adjustment assistance, compensation for workers who lose their jobs to the increasing flow of imports, must be liberalized to assure that the affected workers receive decent benefits. Yet existing adjustment assistance programs are nothing more than a welfare program and not a lasting solution to the nation's foreign trade problem.

The California Labor Federation strongly supports healthy fair trade that will build a stronger economy and rising living standards for all workers.

Increased regulation of U.S. capital flows and closer shared coordination between the federal government, organized labor and the private sector is necessary to respond to the growing trade challenges caused by Asian and Western European State planning. Once and for all, it is now clear that a national economy operating exclusively through an unaided market mechanism can not insure full employment and continued rising living standards. The U.S. must soon adopt some sort of national democratic planning apparatus to avoid further economic stagnation and to insure freedom and justice for American workers. The goal of all trade policies must be an exchange based on fairness, reciprocity and mutual benefit. In addition we specifically endorse:

1. The closure of tax loopholes and incentives which encourage multinational companies to move abroad; tax deferrals should be ended, the foreign tax credit should be repealed, and the Domestic International Sales Corporation Tax gimmick which allows U.S.

firms to keep profits earned overseas sheltered from U.S. taxes should be eliminated.

2. The repeal of tax tariff schedules which reduce tariffs on goods containing parts produced in the U.S.
3. Controlling the flow of undocumented workers who are forced to suffer economic and personal indignities and who are used by employers to divide domestic from foreign workers, foster racism and depress wages and working conditions for all workers.
4. The development of a rational program to provide amnesty for undocumented workers with full civil rights and liberties.
5. National "Local Content" legislation for companies assembling trucks and automobiles in the U.S. currently pending in Congress.
6. Creation of a world-wide code of binding and enforceable fair labor standards which recognize the human rights of workers in all lands for free association, for organization and pursuit of collective bargaining, and for the right to strike.
7. Protection of U.S. jobs, wages and working conditions by opposing U.S. shipowners' use of foreign-built and/or foreign-flag vessels.
8. National and state level plant closure legislation to protect workers from the economic dislocation caused by industrial relocation to foreign countries.

Adopted as amended, pp. 12-13.

IV

WORKERS' COMPENSATION

The Federation supports the workers' compensation system as a vital and necessary program much superior to proposals which call for individual liability and litigation.

The California Labor Federation has been the leading force which has brought this state into compliance with 12 of the 19 recommendations considered "essential" by the National Commission on State Workers' Compensation Laws in 1972 in order to provide an adequate, equitable system of compensation.

California's Workers' Compensation system is sorely in need of significant improvement. The administrative system is badly understaffed, the litigation of claims

is absurdly excessive and benefit levels for injured workers are at abysmally low levels.

The Federation recognizes the serious benefit and structural problems facing California's workers' compensation system and is committed to developing a progressive pro-worker program to address these difficulties.

The workers' compensation system is based on the principle that the possibility of work injury or work-related disease is always present in the production of goods and services. It assumes that injury and disease can never be completely eliminated from the production process and concludes that since society benefits from the production of goods and services, society should bear the cost of adequately compensating the victims of work injuries and diseases. The cost of the system is to be treated as a production expense.

This year, the Federation has been involved in legislative negotiations which could possibly lead to substantial increases in workers' compensation benefits for California workers. While specifics are still being worked out, they will hopefully include substantial increases in permanent partial benefits and a significant stepwise increase in both permanent and temporary total disability benefits. The Federation has also sponsored legislation which will increase the effectiveness of the state asbestos workers' compensation so claimants may receive their benefits more quickly and in case of death, that surviving spouses will be eligible for workers' compensation death benefits.

Adopted, p. 13.

V

UNEMPLOYMENT INSURANCE

Unemployment in California continues at obscenely high levels. As of June, 1982 the state's total unemployment rate reached 9.5%, resulting in a total of over 1,150,000 workers and their families suffering from the financial and emotional anguish of joblessness.

As has been sadly typical of the post-war era, it is our state's minorities, teenagers and women workers who are currently being hit the hardest by unemployment. As of June, 1982, non-white unemployment was 13.1%, and for teenagers unemployment stood at 20.8%. It should also be noted that the official unemployment

rate understates the true extent of joblessness as it does not take into account the number of discouraged workers — those workers who have given up searching for work and thus are not counted — and those workers who are working part time involuntarily. Since both of these categories are at record levels, unemployment in California is truly at depression level proportions.

It is important to point out that while much of California's unemployment is due to cyclical recessionary conditions, much joblessness has also been caused by the unplanned national restructuring of our economy, leading to numerous plant shutdowns throughout the state. The State Economic Development Department estimates that at least 75,000 workers have lost their jobs directly from plant closures during the past two years. Other more accurate estimates place the true shutdown related joblessness to be triple that figure, accounting for 220,000 workers.

California has simply not made a principled commitment to the maintenance of adequate living standards for jobless workers. As of January, 1982, California ranked 35th highest nationally in maximum U.I. benefits. However, a State Federation measure providing for a \$20 a week increase in maximum benefits is now moving through both houses in the State legislature. California also does not provide dependency benefits as 10 other states already allow. While eligibility requirements in California are the most lenient in the nation, employer U.I. contributions are also quite moderate. As of January, 1982, employers in 22 states and the District of Columbia either paid the same or a higher percentage of their taxable wage base in unemployment insurance contributions.

To deal with the widespread economic hardship among California workers and given California's inadequate benefit levels, it is absolutely crucial that this state's government make a sincere commitment to the continued improvement of the California Unemployment Insurance Program.

The following proposals are necessary first steps to bring the U.I. program in line with its original objectives and to meet the demands of current economic reality:

1) The individual weekly benefit amount should be equal, at the very least, to two-

thirds of the worker's earnings reflected in the highest quarter of earnings.

2) The taxable wage base should be increased to a meaningful level to insure the adequacy of future benefits.

3) The trigger level for the state-extended benefit program should be reduced from 6% to 5% of covered unemployment.

4) Tips and gratuities should be included as wages in determining weekly benefit levels as in the Unemployment Compensation Disability Insurance Program.

5) Coverage should be extended to dependents as in ten other state plans.

6) The "waiting week" should be compensated retroactively after 7 days of unemployment.

7) U.I. benefits should be available to strikers after seven days of strike.

8) Unemployment Insurance benefits should be made available to strikers where the employer is involved in unfair labor practices.

9) Alternative employer tax schedules should be triggered by fund levels stated as ratios to the total wage base. The fund should be maintained by such trigger points and tax schedules so that it does not fall below a certain level.

Adopted, p. 13.

VI

UNEMPLOYMENT COMPENSATION DISABILITY INSURANCE

The 36-year-old Unemployment Compensation Disability Insurance program in California is one of the only five such state programs nationally. It extends wage-related benefits to workers sustaining nonoccupational illness or injury and is wholly financed by an employee payroll tax.

In 1981 more than \$560 million in benefits were paid to over 630,000 California workers who were unemployed because of illness or injury not related to their jobs. Of these more than 50,000 claimants received payments for disabilities related to pregnancy.

Historically, the California Labor Federation has been instrumental in securing major improvements in this highly important program. During the 1981 legisla-

tive session this Federation supported legislation which increased the maximum weekly benefits from \$154 to \$175.

In addition, during the current 1982 session, the Federation is backing legislation which would extend the maximum eligibility coverage for Disability Insurance from 16 to 30 months after an employee is laid off.

Despite these recent increases, continued rises in benefit levels will be needed to catch up with the inflationary surges of the past few years. In order to meet fully the needs of the non-occupationally disabled in the future, proposals along the lines of providing a flexible maximum benefit level, at two-thirds of the worker's high quarter earnings, could be a viable solution. Such proposals would allow benefits to increase automatically without having to resort to the legislative process.

In addition, affirmative public education must be undertaken by the Employment Development Department to inform workers in California of their rights to disability benefits, particularly informing women workers that they are eligible for the maximum duration of disability benefits for time lost from work due to child-birth, and agricultural workers who statistically do not appear to have adequate information on their entitlement to disability benefits.

Adopted, p. 13.

VII

WOMEN'S RIGHTS

The Reagan administration and its New Right allies pose the greatest threat to the free exercise of civil, economic and political rights of America's female population the U.S. women's movement has ever faced. The next few years will be critical in determining the outcome of this struggle and whether women will once and for all be able to participate as full fledged American citizens with equal rights in a democratic society. Organized labor cannot afford to stand on the sidelines of this fight. The fate of all American workers is inextricably tied to the fortunes of women workers in this battle. It is crucial that we win this fight.

Reagan and the New Right has so far been extremely successful in its attacks on women workers, rolling up a number of damaging victories. They have been

able to erode administratively the enforcement of affirmation action regulations and other Equal Employment Opportunity Commission activities. Reagan's New Right allies in the Senate have pushed the so called "Family Protection" Act, which not only threatens the civil and personal rights of America's women but calls for a "right-to-work" status of our nation's teachers and many social service employees. While this measure has not yet become law, it has been successful in shifting the terrain of issues which are to be debated. The FPA has forced the U.S. women's movement into a defensive posture, temporarily precluding further feminist gains.

The New Right, despite being a distinct but vocal minority throughout the nation, has also been successful in defeating the Equal Rights Amendment. Thus, 116 years after the abolition of Slavery and 62 years after the achievement of women's right to vote, America's female majority still does not have full legal equality.

While these setbacks have been serious and have important implications for America's female population, the most serious defeats have occurred in the economic sphere. The Reagan budget cut-backs in Medicare, AFDC, food stamps and other social programs has hastened what many have called the growing "feminization of poverty."

Consider that

1) Two out of every three poor adults are women.

2) Families with female heads have a poverty rate 6 times that of male-headed families. More than half of all black female-headed families live in poverty.

3) Only 9% of all year round full time workers earning \$15,000 or more were women.

The small but hard fought economic gains won by women workers during the 1960's have been steadily eroded during the 1970's and 80's. Today women workers' incomes average only 59% of what men earn.

Further, despite the 1964 Civil Rights Act guaranteeing equal pay for equal work, 80 percent of all women workers are still concentrated in the "women's ghetto" of approximately 20 occupational categories and a few industrial sectors like services, finance, retail work, real estate and light factory production.

Like many other segments of the labor force, women workers suffer from high levels of unemployment, and even higher rates of under-employment (involuntary part-time work or the underutilization of skills). It should be noted that the official female unemployment rates actually understate the true extent of female joblessness, because, since female job seekers often have a more difficult time finding work at adequate wage levels than men, they often become more easily discouraged and cease looking for work. However, such "discouraged workers" are not counted in the official unemployment statistics.

Despite a growing sensitivity within organized labor towards the particular needs of women workers, the nation's proportion of women workers who are union members has been declining since 1950, from approximately 15% to 11%. However, the value of union membership to women workers has never been greater. One study performed by the E.E.O.C. during the late 1970's found that union membership represented an average annual increment of \$650.00 to women workers and also brought important improvements in health benefits and supplementary fringe benefits.

A good union contract is not only the most effective guarantee against economic exploitation, but it is also the basis upon which true workplace equality can be built. The organization of women workers also has important implications for the growth of a strong labor movement. Many female workers are employed in nonunion but rapidly expanding sectors of the economy, like electronics, finance and services. If the labor movement is to survive, the needs of these workers must be addressed. To meet this challenge, the California Labor Federation urges that its affiliates make a growing commitment to organize women workers. It is essential that the declining female membership trend be reversed if organized labor is to remain an important force in America.

To combat the other problems women workers may face, the Federation's women's activities unit will continue to coordinate and encourage involvement of women in the labor movement statewide, as well as pursue California Labor Federation-supported legislation to remove institutional barriers and discriminatory practices in all phases of employment and non-work activities.

Specifically, the Federation supports

coalitions with women's rights groups to either secure legislation or to achieve the following objectives which:

1. Prohibit discrimination against women workers because of pregnancy since pregnant workers should be allowed to work as long as they are able to do so;
2. Would support the Equal Rights Amendment recently re-introduced in Congress. We also favor introduction of an ERA measure through the state legislature. We must make the ERA one of the main struggles of the 1980's for organized labor.
3. Improve equal opportunity for women in employment and promotion;
4. Encourage the full participation of women in all trade union activities, including the encouragement of trade union women's involvement in the Coalition of Labor Union Women, (C.L.U.W.);
5. Provide free quality child care to meet the needs of all working women and heads of single parent households who require such services;
6. Support the principle of equal pay for work of comparable value and its expansion in the workplace. For far too long, women have been shunted into jobs which, if measured fairly, would be highly rated and deserving of a higher level of compensation than presently received for performing such job.
7. Establish paternity leave benefits within California state law.
8. Prohibit the forced sterilization of women.
9. Strong support for state legislation and increased collective bargaining protection to combat sexual harassment in any form in the work place.

Adopted as amended, p. 13.

VIII

SOCIAL SECURITY

The principal threat to the long term fiscal health of the Social Security system comes from the Reagan administration and its reactionary allies in the Congress. It makes sense that the Reagan right wing offensive should target the U.S. Social Security system because the Social Security system is the most important public non-market mechanism by which income

is allocated within the American economy. The fact that Social Security works efficiently, with minimal red tape and broad public support, is a continuing challenge to the supposed superiority of private insurance institutions. It only makes sense that the Reagan strategy to turn every aspect of American economic life over to private, profit motivated corporations would quickly target Social Security.

Right wing politicians, viewing Social Security as a private firm, have picked up on the demographic shifts within the U.S. population and some short-term revenue discrepancies in parts of the Social Security program to declare that the system is in total crisis. From here, these reactionaries argue that the only solution is to cutback benefits.

The Federation contends that such solutions are absolutely unjustifiable. Whatever short-term or even longer term funding problems that exist, and they are not significant, can be solved politically through increased funding. From labor's perspective, this funding must come from general revenues.

Social Security has dramatically reduced poverty among our nation's elderly. The program protects people much more effectively than private plans and Social Security has absolutely no negative impact on future investment or savings. If any changes are necessary more comprehensive coverage and increased benefits would push Social Security more into line with its social insurance counterparts in Western Europe.

Despite the fact that American workers fought so hard for Social Security and that it represents a contract, not a dole, to recipients, the Reagan right aims to destroy the system. In 1981, the Reagan administration proposed a 23% overall cut in Social Security benefits, a 33% benefit cut for the totally disabled and a 40% cut for those citizens who retire at 62 years of age. The Reagan administration's stacking of the National White House Conference on Aging, the expansion of Individual Retirement Accounts which encourage the view that Social Security also cannot be sufficient income protection in old age, and the continual calls for benefit cutbacks are attempts to shake working people's faith in the system.

The California Labor Federation is pledged to fight against any and all cut-

backs in Social Security, and also supports efforts:

1. To increase Social Security benefits to improve further the living standards of working people.
2. To use general revenue funds to maintain Social Security benefits.

In addition to gradually increasing general revenue contributions, proper financing should be achieved by applying the tax to the total payroll of employers, and by increasing the wage base until the same proportion of workers' full wages are covered as when the Social Security Law was enacted.

We emphatically reject alternative sources of financing such as sales or value-added taxes, which would continue to place the burden on those least able to bear it. Also, we urge rejection of any attempts to finance the system through increasing the age of eligibility for benefits.

In addition, we urge Congress to take the following actions:

1. Adjust benefits for inflation at least every 6 months whenever the consumer price index has increased by 3 percent or more, instead of the present system of no less than annually.
2. Provide a definition of disability benefits for workers 55 years of age and older which provides payments of benefits unless the worker is able to perform his or her usual and customary work.
3. Provide early retirement at age 60 with less than the present full actuarial reduction in benefits. A serious problem has been the low actuarially reduced benefits of those who are forced to retire before age 65.
4. Modify the Social Security program to deal more equitably with the particular benefit problems of women workers and women retirees. The structure of the Social Security program should be adjusted to the recent changes in work and family patterns of women, in order to provide adequate benefits to all women retirees.
5. Oppose universal Social Security coverage for all federal, postal, state and local government employees unless adequate safeguards are included to avoid any financial or benefit penalties affecting workers because of the switchover.

6. Oppose taxation of Social Security benefits.
7. Prohibit non-profit employers from "opting out" of the Social Security system.

Adopted, p. 18.

IX

HEALTH CARE

The Republic of South Africa and the United States are the only major industrial nations without a comprehensive national health insurance program. America's working people have suffered long enough and are unwilling to go without adequate health protection any longer.

The extent and nature of existing medical coverage in this nation is an absolute disgrace. As of 1975, 47.4 million Americans or 22.7% of the total population were with no private health insurance protection whatsoever. Of the people who lack any private hospital coverage, a disproportionate number are the working poor and minorities. As of the late 1970's, 60% of all low wage workers, 40% of all black people under age 65 and 75% of all poor children do not have hospital insurance coverage. Less than 30% of the workers who lose their jobs and major sources of income retain private health insurance coverage during the duration of their unemployment increasing their vulnerability to the punishing costs of medical and hospital care.

Further, existing government medical protections are often inadequate. One-third of America's poor or 10 million people are excluded from Medicaid. As of 1979, at least 10 million elderly people desperately needed benefit improvements under Medicare which paid only 38% of their total health costs. This situation has only deteriorated since that time.

The United States is the home of the most advanced medical technology, the finest medical schools and physicians in the world. Yet it seems that all this superior training leads to is a constant escalation of medical costs. By 1978, medical care was our nation's third largest industry costing the American people \$162 billion per year or \$730 per person. Increasing at the current rate which is doubling medical costs every five years, health expenditures will reach \$322.8 billion by 1983.

Even though we lead the world in medical spending, our unequal distribution of services leaves us far behind other lands in providing a high medical standard of care. As of the late 1970's, the United States ranks only 15th best in the infant mortality rate, ranks 17th in male life expectancy and 10th in female life expectancy.

Despite this discouraging state of affairs, the Reagan administration has chosen to reject any meaningful national health insurance program in favor of the deregulation of the private hospital and medical insurance sectors, and greater profits for health corporations. Once again, the Reagan administration's slavish obsession with the market mechanism fails to comprehend that there are certain social objectives, like adequate universal health care at reasonable cost, which simply cannot be achieved by leaving investment and pricing decisions in the hands of individuals and firms who respond only to the profit motive. When there is a divergence between social and individual benefits, the social benefits must take precedence.

The Federation stands strongly opposed to the policy of health deregulation. We also reject the massive administration cutbacks in medicare and veterans' services as well as the elimination of the public health hospital system as a vicious attack on our nation's working people. Further, the Federation opposes the Reagan regulatory changes which allow federal medicare funds to be used by hospitals to hire labor management consultants, both to break existing unions and to prevent hospital employees from exercising their democratic rights to organize. During this period of massive social service cutbacks, it is absolutely unconscionable for the federal government to waste taxpayers' money to prevent taxpayers from exercising their basic civil rights.

The California Labor Federation strongly urges Congress to enact legislation which would provide comprehensive health insurance for the working people of America based on the following principles:

1. Universal and comprehensive coverage;
2. Built-in cost and quality controls of medical provision;
3. Financing by a combination of employer-employee payroll taxes supplemented by general tax revenues.
4. Reduction of barriers to prevention

and early care (i.e., no deduction).

Such legislation would provide for negotiated hospital budgets and negotiated physicians' fees, strong consumer input into the administration of the program and the strongest government supervision of the medical profession to insure propatient reformation of health service delivery. The California Labor Federation has long supported these elements as vital to a good national health insurance program.

Until such a program is enacted, the California Labor Federation supports federal legislation designed to:

1. Increase and improve medical training;
2. Achieve better geographical and specialty distribution of physicians;
3. Improve the quality of health services;
4. Promote local community health planning, and
5. Distribute the cost of quality care more adequately throughout the entire population, including close supervision of physicians' fees and other charges.

The California Labor Federation supports coalition efforts by labor and other progressive groups to draft and sponsor effective and fair health cost containment legislation. Such legislation must recognize the right of hospital workers to secure much deserved and long overdue wage increases. Living wage increases to low paid orderlies and other hospital workers do not fuel spiraling medical costs like the outrageous medical fees paid to various medical specialists for unnecessary operations, for the higher medical bills to pay off a hospital's latest installment of its unnecessary duplication of seldom used costly medical equipment. Containment legislation must take all these factors into account, recognizing the key protective role collective bargaining plays for hospital workers and in its provision of services to workers.

The Federation deplors the 400 million state Medi-Cal cutbacks as a punishing assault on the poor and working people of California. The Federation urges the legislature to reinstate medical funding at adequate levels by enacting an oil severance tax on California petroleum operators. Adequate Medi-Cal funding should be the highest priority of the California legislature, especially with regards to the par-

ticular health needs of poor and working women.

We recognize the potential social irresponsibility of our nation's highly monopolized drug industry and we support the generally positive role the Food and Drug Administration has tried to play in protecting people from dangerous substances. We oppose all efforts to water down the regulatory powers of the Food and Drug Administration and encourage the agency to supervise more closely the pricing policies of the pharmaceutical industry, their multinational operations and their research projects. The Federation also opposes all legislative attempts to eliminate corporate liability for faulty products as in the D.E.S. Drug and Toxic Shock Syndrome scandals.

The California Labor Federation deplors the Reagan administration's regulatory mutilation of the Federal Occupational Safety and Health Administration (OSHA). Safety inspections and protective regulations concerning Brown Lung and other health issues have been virtually discarded. These developments are indicative of the administration's bias against the health and safety of our nation's working people in favor of increased profits for America's corporate sector. The Federation also opposes state budget cuts for the Cal/OSHA program as a menace to workers' lives. These cuts represent a shortsighted solution to California's fiscal crisis in that increased occupational injury and disease cost the state much more in lost tax revenues and increased social service expenditures than the cost of the Cal/OSHA program.

Long-term cumulative effects of physically harmful conditions in the workplace are still inadequately understood and the means of correction, prevention, treatment and compensation for these conditions remain entirely inadequate. For the upcoming two years, this Federation is planning to sponsor a number of educational conferences to inform workers about these issues.

Adopted, p. 18.

X WELFARE

There is no longer a war on poverty in this nation, instead the federal government is now waging a war against the poor. During his first 2 years of office Commander in Chief of the Armed Forces Reagan has won every skirmish against

America's most defenseless citizenry. Since January, 1981, the Reagan administration has:

1. Cut \$419 million from the Federal Aid to Families with Dependent Children (AFDC) program in fiscal 1982 with a further \$2.2 billion cut proposed for fiscal 1983. This program provided necessary income protection for 10.7 million Americans of which 70% were children. In the past, a total of 3.7 million U.S. families have received benefits under AFDC. Under this budget cut, 650,000 households received major benefit reductions, of which 400,000 were taken off the rolls totally.
2. Reduced the income ceiling for household food stamp eligibility from \$14,000 per year to \$10,985, well below the Bureau of Labor Statistics income family budget definition of \$15,782. Strikers have been cut totally from program benefits and most of the currently unemployed have also been disqualified. A further program cut of \$777 million is planned for fiscal 1983.
3. Slashed funding for the school lunch program by nearly 30%. As a result, 2,000 schools nationally have had to drop their school lunch programs, leaving about 3,000,000 poor children without school lunches. The massive 1982 budget cut of \$709 million will be followed by a \$21 million cut in 1983. These reductions have been coupled with a 25% cut in the Federal Nutrition Program for women, infants and children. The summer lunch program which provides lunches for poor school age children between May and September of each year, after suffering a 50% cut in 1982, will be eliminated altogether.
4. Slashed Medicaid by \$1 billion in fiscal year 1982 with a proposed cut of \$934 million for fiscal year 1983, representing a grave reduction in the quality of medical care for millions of low-income and elderly Americans, seriously threatening their health and very lives.
5. Proposed a "New Federalism" program which would swap a total federal takeover of Medicaid in return for the states paying the full costs of the AFDC and Food Stamp programs, and 43 other programs. Such a trade will cost the states \$17 billion more in fiscal 1984 alone and the numbers will escalate sharply in later years.
6. Cut significantly the Legal Services Corporation's budget in fiscal year 1982 and has proposed its elimination in 1983. The LSC is the one government agency which actively intercedes for our nation's poor in legal matters. In 1980 alone, the corporation handled 1.5 million legal problems for America's poor in cases as varied as family matters to housing issues. Without the LSC, America's poor will be cut off from any real access to our nation's legal systems.

The California Labor Federation stands in strong opposition to these brutal attacks on our nation's needy. The Federation feels that these policy assaults are particularly pernicious when they are viewed next to the growth and compositional changes in American poverty. In 1959, 39 million Americans, or over 22% of the total U.S. population, had incomes below the poverty level. The Democratic programs of the 1960's did reduce the number of poor in America. By 1969, only 12% of the population or 24 million lived in poverty; still a massive figure but down considerably from the 1959 level. Since 1969, there has been no further advances in reducing U.S. poverty and by the late 1970's, the number of poor Americans had once again begun to rise. The Reagan budget cuts of the 1980's insure that U.S. poverty, far from being eradicated, is to expand in the future.

It is also important to look at the compositional changes that have been occurring within America's poverty population. While the number of elderly poor has declined, the number of poverty youth has increased; while the number of poor white males has declined, the number of minority poor has risen and the number of female-headed poverty households has climbed astronomically. Today 2 out of every 3 poor adults are female and almost one out of every three female-headed households are below the poverty levels. Coupled with the Reagan administration's attack on women's rights, there appears to be almost a conscious federal policy to feminize poverty in America.

The Federation calls for a rollback of all of the Reagan budget cuts in social services and a renewed commitment to aiding America's poverty population. First and foremost, this means that the federal government must adjust macroeconomic policies with full employment as the number one objective. Secondly, specially targeted programs must be devised which

meet the needs of (1) those employed at jobs which do not pay enough to keep them out of poverty; (2) those fulltime workers who are unable to find fulltime employment and (3) those single parent households with dependent children who are unable to take jobs out of the home and are existing on sub poverty incomes.

Safe, healthy jobs at adequate wages must be created in both the public and private sectors. Universal childcare must be provided to help those single parents who are willing and able to work. For those who cannot work because of age, disability or other reasons, benefit payments sufficient to provide a decent standard of living for themselves and their dependents must be guaranteed.

We oppose anti-worker and exploitive proposals like workfare which require welfare recipients to work off their welfare payments, as well as all other proposals which fail to meet the needs of the poverty stricken and fall short of the comprehensive welfare reform this nation desperately needs.

In order to break the cycle of welfare dependency and develop a humane welfare system for those in need, we urge the following:

1. Federal and state policies for rapid economic growth and expanded job training;
2. A federal income maintenance program for those people who are unable or cannot be expected to be employed or for those workers who are on strike, with payments raised as quickly as possible to not less than the poverty level. The Federation solidly supports the principle that it is the duty of the state in a democratic society to provide an adequate level of subsistence for all segments of California's population which depend on such benefits for their survival.
3. A permanent public services job program and training and placement services for those who could work in paid jobs but lack education or skills.
4. A strengthened unemployment insurance system with decent benefit and eligibility standards including benefits for strikers.
5. Food stamps for anyone in need, including strikers.
6. Federally and state-financed child care centers with educational health and nutritional services for children of working and welfare parents.

7. An immediate national commitment to full employment at just wages and working conditions for all people.

Adopted, p. 18.

XI

CONSUMER PROTECTION

The California Labor Federation reaffirms support for a broad range of consumer protection legislation and programs with adequate funding and enforcement.

The continued erosion of purchasing power and living standards due to renewed inflationary pressures and persistently high unemployment underscores the need for substantive action to protect consumers as well as increased organization and education to enable consumers to better protect themselves.

This Federation supports the establishment of a Federal Department of Consumer Affairs to coordinate and supplement the consumer related activities of other national agencies and to represent consumer interests in the proceedings and decision making of other government agencies. We reject, however, all diversionary efforts such as attempts to place labor-management relations within the purview of this new agency.

The authority and efficiency of consumer protection agencies such as the Food and Drug Administration, the Federal Trade Commission and the Consumer Product Safety Commission as well as the state Department of Consumer Affairs, should be strengthened to guard against unsafe and shoddy products and promote honest dealings with the public in terms of advertising and labeling. We oppose any weakening of the present prohibition against cancer-causing additives in food.

We support the long overdue enactment of no-fault automobile insurance. The prohibition against the marketing of group casualty insurance should be removed and the entire insurance industry subjected to comprehensive study by Congress and the California legislature to expose abuses and recommend remedial actions.

Whenever automation and computer technology are introduced into transactions involving the public, the California Labor Federation calls for government regulated consumer and job protections standards, to prevent fraud, deteriorating work con-

ditions and other needless hardships on consumers and workers.

The California Labor Federation also supports efforts to :

1. Abolish false and misleading advertising and to require labels to show ingredients, nutritional values, expiration dates, durability and unit price.
2. Provide that all lenders on consumer borrowing be subject to usury laws which provide a reasonable maximum rate of interest. We also oppose the annual fees banks and other financial institutions have been charging customers for the privilege of using credit cards.
3. Oppose legislation which reduces consumer and worker protections with regard to products liability, the burden of financial and legal responsibility in instances of injuries resulting from the use of a product. We especially oppose efforts to repeal the state Supreme Court "Sindell" decision concerning the right of drug victims to sue pharmaceutical companies for damages.
4. Oppose any and all attempts to eliminate or restrict lifeline utility rates, subsidized rates on a minimal life supporting amount of energy which aids low income, low energy users and rewards those consumers who conserve energy.
5. Oppose all forms of the variable interest rate home mortgage.
6. Support expanded consumer education programs in schools, consumer and non-profit organizations, as well as reiterating our endorsement of the Consumer Federation of California.
7. Prohibit auto deficiency judgments in California. We also support the reinstatement of the Federal Trade Commission regulations insuring the good working condition of used cars sold to the public.
8. Enact legislation to permit the creation of a Consumers' Utility Board (CUB) to present testimony and lobby on behalf of consumers before the Public Utilities Commission on gas, electric and oil rate hikes and on telephone rate increase requests. Such legislation must recognize the key protective role collective bargaining plays for workers in the utility industries.

9. The Federation support for proposals which would provide state supervision of the cable antenna television industry (CATV), insuring real consumer protection for California's citizens.

Adopted, p. 19.

XII

LABOR LEGISLATION

The hard won legislative victories working people struggled and fought for are now in danger of being eliminated by big business and their allies in the White House and Congress. The current administration and Congressional Senate are the most blatantly anti-worker of any national government over the last four generations. The corporate community has tried to weaken or abolish almost every major law and regulatory agency which protects American workers, all in the name of higher profits, and in many instances they have been successful. So far the Reagan administration has done industry's bidding to:

1. Gut the administrative regulations implementing the national Davis-Bacon Act.
2. Erode the regulatory and enforcement protections of the National Occupational Safety and Health Act.
3. Support viciously anti-labor amendments to the Hobbs Act, amendments which would virtually prohibit strikers from picketing.
4. Attempt to stack the National Labor Relations Board with anti-worker labor management consultants like John Van der Water, and Robert Hunter, a former legislative aide to Senator Orrin Hatch.
5. Support funding cuts and weakening legislative changes in health programs for miners and maritime workers, and the National Longshoreman Retirement Act.
6. Furlough civil servants in the Department of Labor who were deemed too pro-labor and replacing them with rightwing private sector bureaucrats.
7. Brutally smash the small Professional Air Traffic Controllers Union (PATCO) when they tried to exercise their unalienable rights to withhold their labor.
8. Amend regulations for medi-care funding so as to allow hospitals to

use federal funds to hire labor management consultants to break unions and prevent workers from organizing.

The Federation strongly opposes these and the many other anti-labor acts of the Reagan administration.

The ascendancy of the Reagan right has shifted the policy agenda of our nation; the interests of corporations are now more important than those of workers; the issues to be addressed now concern the needs of business rather than the needs of the people; the supply side of corporate investment tax incentives and increased profitability schemes has achieved hegemony over the demand side of improving the wages and working standards of the American people.

One distressing development of this ideological shift has been the growing desertion of organized labor by many legislators who in the past were well known supporters of working people's rights. This continued betrayal cannot be condoned. One positive response to this struggle for workers' rights has been the growing cooperation among natural allies in opposition to the corporate domination of the political arena: minorities, consumer, church, environmental and women's organizations and organized labor, which this fight has nurtured.

The California Labor Federation makes a renewed commitment to Labor Law Reform. We will persevere in our support for legislation which will end unnecessary delays in the resolution of unfair labor practices; provide more complete compensation to employees when they are harmed by the illegal acts of their employer; gain assurance that when employees request a vote on union representation a timely election is held; and for the denial of federal contracts to those who repeatedly and willfully violate employee rights.

We want to take the profit out of breaking the law in labor management relations. It is a sad commentary on the private enterprise system when thousands of companies large and small, decide to break the law because the penalties for getting caught are less costly than compliance with the weak law requiring the protection of the legal and human rights of their workers.

The California Labor Federation now recognizes that we are engaged in a bitter struggle with our well financed, profit mo-

tivated, corporate enemies. This Federation declares that it will not rest until we win this war to protect the rights, dignity and liberty of all American workers.

On the national level, we demand the repeal of the "right to work" law, Section 14 (b) of the Taft-Hartley Act. We also urge the revival of the situs picketing legislation modeled on the vetoed Construction Industry Collective Bargaining Act of 1975 which was again defeated in 1979, which would provide situs picketing for building trades workers.

The California Labor Federation reaffirms its commitment to the National Davis-Bacon Act which insures the adequate compensation of construction workers, and to all of California's analogous prevailing wage protections. We view the Reagan administration's erosion of the National Davis-Bacon regulations as a betrayal of America's working people and as a brazen attempt to reduce the wages and working conditions of our nation's construction workers.

We will continue to support strengthened legislation at the federal level and in California further limiting the use of strike-breakers in the resolution of work stoppages.

We will also continue to press for labor legislation which will facilitate the achievement of economic and social justice on the job and in the labor market, as well as to maintain a constant vigil to guard against all efforts to erode the gains we have already made. Toward these ends, we urge the enactment of the following measures:

1. Extend full national collective bargaining rights to all public employees with the right to strike.
2. To obtain an increase in the state's minimum wage.
3. Prohibit discrimination in employment or promotional procedures on the basis of pregnancy at the state level.
4. Require under state law, hotels, restaurants, bars and taverns to post a bond sufficient to guarantee wages and benefits of their employees for two weeks.
5. Provide basic protection at the state level to workers victimized by plant shutdowns.
6. Permit agency shop clauses to be negotiated in state employee collective bargaining contracts. For school em-

ployees, in the event of a bargaining impasse, the union should have the right to finance an agency shop election on its own.

7. Extend successor clauses to all bargaining contracts legislatively at the state level.
8. Register and monitor the activities of labor management consultants at the state level with strong penalties for their violation of state or federal labor law.
9. Abandon bogus "in-plant" or so-called parallel apprenticeship and/or training programs.
10. Design a state licensing law for movie projectionists to insure safety in our theatres.
11. Prohibit the phone monitoring of workers in California.
12. Expand the state "Right to Know" law on toxic substances to allow unions to obtain information on hazardous chemicals.
13. Continue to seek legislation to prohibit compulsory overtime with approval of affected unions.
14. Extend the state right to refuse polygraph tests without reprisal to all public employees.
15. Eliminate subminimum youth and learner rates under the IWC which only serve to maintain cheap labor and remove young and new workers from the ranks of those who should earn a "proper living wage".
16. Prevent public education institutions from encouraging and soliciting strike-breaking activity on the part of its students in labor disputes.
17. Provide more jobs for the presently unemployed by amendment to the FLSA to reduce the standard work-week to 35 hours and to raise the penalty for overtime to double time on a daily and weekly basis to encourage employers to hire additional workers rather than to schedule overtime work.

The California Labor Federation opposes and urges the Legislature to reject:

1. Efforts to permit private industry to profit from the use of convict labor;
2. Any legislation to reduce or eliminate minimum wages under the authority of the I.W.C.

Adopted, p. 19.

XIII

AGRICULTURAL LABOR

The historic enactment of the California Agricultural Labor Relations Act of 1975 provided a vehicle for the orderly demonstration of bargaining desires and enabled farmworkers to overwhelmingly choose the United Farm Workers of America, AFL-CIO, as their representative. However, efforts to frustrate the clear purpose of this Act continue.

While the UFW has been successful in winning representation in the vast majority of union elections, unfair labor practices, refusal to bargain in good faith and unceasing legal harassment by agribusiness have prevented many contracts from being signed.

Over the past several years, big agribusiness, allied with many anti-union growers has escalated their efforts to destroy organized farm labor in California. This rightwing alliance has brought up countless legislative measures to erode many of the progressive aspects of the Agricultural Labor Relations Act. This year anti-farm labor forces have mounted major attacks on the "make whole" remedy provisions of the Agricultural Labor Relations Act.

This Federation decries the full scale attack the forces of reaction have launched on one small segment of the labor movement and call upon the rest of the labor movement, other progressive forces in California and in the nation to rally in defense of the farmworkers. Such unprincipled and unwarranted assaults on one group of workers, and a group which historically has suffered greatly and only recently has won collective bargaining rights at the workplace will not go unanswered.

The California Labor Federation in coalition with the United Farm Workers urges the state legislature to:

1. Strengthen existing laws restricting the use of strikebreakers during agricultural labor disputes.
2. Move the regulation of agricultural pesticides from the Department of Food and Agriculture to Cal OSHA.
3. Authorize a substantial increase in the Agricultural Labor Relations Board's budget and accompanying procedural legislation to expedite their decisions on unfair labor practices.

4. Reject legislation which would limit the ability of farm labor unions to set up membership-financed political campaign funds.

Only when agribusiness and anti-union growers understand that the continued oppression of one group of workers will not be tolerated by the overwhelming majority of working people in California will full justice and democracy be established in this state's agricultural industry.

Meanwhile, even as the farmworkers are struggling to secure decent contracts, mechanization, much of it researched and developed by the University of California at the taxpayers' expense, threatens to destroy thousands of their jobs during the next decade. The University spends \$1.6 million of public money on 29 different projects attempting to mechanize 13 different crops affecting 176,000 farm workers.

The California Labor Federation supports legislation which calls for a social impact statement before research on agricultural mechanization receives public funds. We also endorse UFW measures to require a tax on job-displacing machines to pay for unemployment compensation, retraining and placement in new jobs for the workers affected.

Adopted, p. 27.

XIV

PUBLIC EMPLOYEES

Like the rest of the labor movement, American public employees are now under tremendous attack at all levels of government, at the bargaining table and in state and national legislatures.

The Reagan budget cuts have resulted in significant numbers of federal employees losing their jobs permanently in many key social service departments. Those remaining workers have been saddled with miniscule wage increases, mounting workloads and increasing antagonism from social service recipients who, in misery, have vented their anger at public employees. At the state and local levels, the fiscal crisis experienced by states throughout the nation has created a similar set of conditions; falling real wages, speedup and rising public antagonism as public employees are sometimes blamed for the social service cutbacks they did not cause.

Meanwhile, many governmental agencies have decided that now is the time to smash public employee unions. This new

policy is best illustrated by the nation's largest employer, the federal government. About a year ago, the Reagan Administration in conjunction with the Federal Aviation Agency fired the 12,000 members of the Professional Air Traffic Controllers' Organization (P.A.T.C.O.) when those workers exercised their unalienable rights to withhold their labor. This vicious attack on the air controllers' union has been indicative of the Reagan Administration's contempt for public employees and for America's working people in general. The Reagan Administration's policy towards public employees has been especially duplicitous given its vocal support for the Polish trade union movement, Solidarnosc. The organized activities of this powerful Polish labor and social movement are a massive public employee work stoppage. It is absolutely hypocritical to support the Polish workers' struggle for workplace dignity and political democracy while denying the validity of similar struggles by American public employees. The Federation condemns the Reagan Administration's public employee relations policies and unequivocally supports the rights of public employees to withhold their labor when and where it is deemed necessary by those workers.

Coupled with this legal straightjacket, public employees throughout the nation have also been reeling from massive budget and social service cutbacks at the national, state, and local levels of government. President Reagan's reorientation of of the national budget from a military-social expenditure balance to an overemphasis on the military at the expense of social programs has resulted in layoffs of federal employees as well as increased social misery. These cutbacks have filtered down to the state levels, where combined with recessionary economic conditions, they have caused major fiscal crises. States as regionally and politically diverse as Massachusetts, Ohio, Alabama and Oregon have been forced to raise taxes, lay off public employees and reduce social services. California has not been spared from this sad state of affairs. California's fiscal 1982 budget called for no pay increases for state employees, more employment reductions and massive cuts in social programs.

Given the financial crises at the state level, legislatures have now chosen to pass the buck further to local governments by dumping the funding responsibilities for major programs on those municipalities. It

is here that the major declines in social service provision and increases in public employee layoffs have and will continue to occur. In California, where public employees have already been hurt by Proposition 13, this new fiscal crisis has led to major layoffs in many counties, especially in Santa Clara and Los Angeles counties.

The Federation is opposed to social service cutbacks and public employee layoffs at all levels of government. Instead, the Federation supports a restructuring of the federal and state tax systems which will insure adequate revenues to provide needed social services while also redistributing taxes away from workers to those who do not pay their fair share, the rich and the corporate community.

To insure the survival of public sector unionism, it is critical for public employee unions to form support coalitions with their client groups, including welfare recipients, seniors and general working class constituencies. The objectives of public employees and working people are essentially the same and both groups are being attacked by federal and state budget cutbacks. Without such coalitions the living standards of public employees and the social services available to communities will only continue to deteriorate.

This Federation believes that the distinction between public and private workers, so loudly proclaimed by right wing politicians, is totally artificial. Regardless of whether the boss is a local school board, or the plant manager of a multinational corporation, the people under their supervision are all workers. All employees, whether in the public or private sector, are entitled to the same rights of a fair wage, a healthy environment and safe working conditions, and adequate recourse from workplace abuse, including the grievance process and the inviolate right to strike.

As a first step in this direction, this Federation urges that full collective bargaining rights be extended to all public employees throughout the nation.

Towards these goals and in order to secure greater protection for public workers, we also seek the following action:

1. Liberalization of existing collective bargaining rights for all government workers, including the inviolate right to conduct work stoppages;
2. Adoption of legislation permitting the negotiation of an agency shop for all public employees;

3. Reform of the federal Hatch Act to extend full political rights and safeguards to federal employees as are enjoyed by all other American citizens.

Adopted, p. 27.

XV CIVIL RIGHTS

With the ascension of the Reagan administration, the vision of full economic and political justice for our nation's minorities and women draws even further away from reality. The depressed economic conditions of the late 1970's and 1980's have eroded the meager income gains achieved earlier by minority and women workers. Black unemployment continues to be double that of white workers and 35% of all black teenagers still cannot find work. As of October 1981, median income for all black families was 58% of what white families earn, down from the 1970's peak of 61% and equal to pre-Civil Rights Act percentage in 1964. Latino workers generally suffer one and one-half times the unemployment rates that whites experience. The median income for Latino families is still only 67% of what white families earn and it is closing at a glacial rate.

Women workers still have not made significant inroads into male dominated occupations, with over 80% of all women workers remaining in "female" jobs. The male-female income differential continues to grow, with women now earning only 59% of what men receive. As of 1980, 29% of all black families 23% of all Latino families, and 81% of all female headed families had incomes below the poverty line.

The policies of the Reagan administration are designed to exacerbate these serious inequities. Cutbacks in federal social programs not only reduce the aid the heavily feminized and minority poor need to survive; they also add to high unemployment rates of these groups as such budget cuts result in the disproportionate layoffs of minorities and women. The California Labor Federation, AFL-CIO continues its opposition to the administration's program to punish our nation's poor and minorities.

But the Reagan administration's attack on minorities, women and workers in general extends far beyond budget cutting. During the administration's first two years the Reagan government and its New Right allies have:

1. Severely cutback funds for EEOC af-

firmative action enforcement.

2. Revised previous IRS policies banning tax exemptions to schools which discriminate against minorities or women.
3. Opposed the Equal Rights Amendment.
4. Supported legislation to prevent federal judges from hearing educational busing cases.
5. Supported the concept of "free enterprise" zones which will introduce third world working conditions in our cities' ghettos.
6. Supported a guestworker program to exploit foreign workers in agriculture while eroding away the bargaining power U.S. farmworkers now exercise on wages and working conditions.
7. Supported the proposal for a subminimum wage for teenagers.
8. Expanded the powers of the CIA and other intelligence services to spy on U.S. citizens.
9. Supported a revision of the federal criminal code which would threaten the civil rights of all American citizens.
10. Supported a revision of the Freedom of Information Act which would make it more difficult for citizens to obtain information that affects their lives from government agencies.
11. Insulted all Americans by maintaining close diplomatic relations with the racist Republic of South Africa, especially in light of that nation's recent efforts to destroy the growing black South African trade union movement.
12. Allowed the Immigration and Naturalization Service to check the citizenship status of Latino Americans through the use of voter registration rolls.
13. Detained Haitian refugees from the despotic government of their home country, in blatant and brutal disregard for their human rights.

The California Labor Federation, AFL-CIO, stands with our nation's minority and feminist communities in opposing the Reagan administration on all of these issues. The Federation is also gravely concerned about the rise of the New Right movement in America, an emergence which has encouraged other racist groups

like the American Nazi Party and the Ku Klux Klan to resurface as well. All of these groups pose a threat to our liberty and justice. There is no place for racism, anti-semitism or sexism in this nation. Such philosophies and activities must be opposed by all who believe in equality. Because of the current political climate, minorities and women, more than ever, need to unionize if they are to protect their civil rights and living standards.

The labor movement offers women and minority workers the means to exercise fully their civil rights granted by law and to defend themselves against economic hardship, racism, sexism and sexual harassment in the workplace. To achieve this objective, the Federation calls on all affiliates to make a renewed committed effort to organize female and minority workers. Minority union workers fare considerably better than minority nonunion workers. Not only are their incomes higher, but within the ranks of union members, the income gap between white and nonwhite workers is less than among their nonunion counterparts. Also, minorities in the unionized, middle-aged blue collar category are less likely to experience unemployment than their nonunion counterparts.

Only by organizing and participating in collective bargaining can minority and women workers protect what gains they have already achieved and make further advances in terms of equal employment and equal incomes.

All workers are entitled to suitable employment at a fair wage. To reach this objective, full employment must be achieved. Full employment is absolutely essential for minorities and women to attain work, experience, and seniority in better jobs, and thus fully participate in the mainstream of the American economy. Minorities and women have suffered the most from the mismanagement and social neglect that have characterized the nation's economic policies. It takes a healthy and expanding economy to provide training, educational opportunities, and jobs to give real meaning to the Equal Pay Act, the Economic Opportunity Act and the Civil Rights Act.

We firmly support job opportunity for all workers through federal and state action whenever the private sector fails to assure full employment. In addition we support the following:

1. Full economic, social and political

- justice for Blacks, Hispanics, Asians, Native Americans or any other persons, irrespective of their race, color, creed, ethnicity, national origin, sex, age, mental or physical disability;
2. Full support to the continuing efforts to see the Equal Rights Amendment placed into the U.S. Constitution;
 3. Expansion of training and employment for youth and for those programs oriented towards skill training, like the Job Corps and the Neighborhood Youth programs;
 4. Full educational opportunities for all while providing additional resources for schools located in depressed areas;
 5. Support for existing affirmative action policies and their full enforcement;
 6. Continuation of our close relationship and cooperation with the Recruitment and Training Program (RTP), the Labor Education Advancement Program (LEAP) and the Human Resources Development Institute (HRDI);
 7. Increased support and cooperation with the Leadership Conference on Civil Rights, A. Philip Randolph Institute, Labor Council for Latin American Advancement, National Urban League, National Association for the Advancement of Colored People, Coalition of Labor Union Women and similar community organizations that have visions of a just and fair society;
 8. Active involvement of retired union members in senior organizations such as the Federation of Retired Union Members and the Congress of California Seniors and continued efforts by the Federation's Senior Action Program in organizing retired workers on issues reflecting the concerns of the aging.

Adopted, p. 29.

XVI HOUSING

The U.S. housing construction industry is in a depression. As of April, 1982, the number of new housing units under construction nationally was at a seasonably adjusted annual rate of 880,000 units. This was approximately 35% of the estimated

2.5 million units annually necessary to meet the housing needs of new households and to replace those units demolished and destroyed. Given the 5.4 million unit shortfall that has already developed since 1975 alone, the housing crisis in America will only intensify throughout the eighties. The current national housing crisis is a sad but perfect illustration of the inability of an unaided, competitive market to meet the basic living standards of America's working people. As the current demand for housing is tremendous and will increase sharply with the maturation of the post-war baby boom generation during the eighties, construction unemployment ironically is at a record post World War II high. By early 1982, national construction unemployment hovered in the 18% range. California was faring even worse, suffering unemployment in housing construction in the 20 to 22% range, depending on the individual craft.

Although recessionary economic conditions are now moderating housing prices somewhat, the rapid price increases that occurred during the 1970's still keep the price of new housing far above the reach of the average working household. Housing prices rose 280% nationally during the 1970's.

If we just examine California, the rapid increases in housing costs have been even more shocking. In 1972, the average price for a new home in Orange County was \$35,000. By 1978, it had reached \$133,677, a total jump of 282 percent. In a seven county area housing survey conducted in Southern California, prices of existing homes rose from \$30,400 in 1970 to \$91,500 in 1978, an average annual increase of 14.8 percent.

The key cause of the current housing crisis has been the monetary and regulatory policies of the Reagan administration. The Reagan administration's economic strategy of wringing inflation out of the economy by tightly controlling the money supply and hence the amount of money available for loans has gridlocked interest rates at stratospheric levels never before seen in modern U.S. economic history. Coupled with this monetarist fetishism has been the continued deregulation of almost every aspect of national financial market activity. This deregulation has forced savings and loan associations which represent the primary sources of mortgage funding, to jack up mortgage interest rates in

order to stem the loss of funds to higher yielding money market accounts and treasury bills. This runup in mortgage rates to the 16-17% range has resulted in the exclusion of the bulk of the U.S. public from mortgage financing. This situation has now been exacerbated with the recent U.S. Supreme Court's decision permitting the elimination of some assumable mortgages. This decision represents a blatant attempt to bolster the profits of the U.S. mortgage credit industry.

This decision insures that for the 1980's, the single family home will be nothing but a hollow hope for the vast majority of young American households.

As deregulation forced S & L's to raise interest rates in order to keep and attract new deposits, they were presented with an additional dilemma. Being locked into lower interest rate long term mortgages issued during the 1960's and 70's, savings and loan associations soon experienced a severe profits squeeze. This squeeze has already resulted in a massive wave of forced mergers and bankruptcies. There are now few stable private sector financial institutions geared exclusively to the housing market which will be able to provide mortgage credit to the American people at affordable interest rates. This number will decline further throughout the 1980's as funds seek more profitable loans outside of the housing market.

At the very least, the Federation believes that selective credit regulation measures as authorized under the 1969 Credit Control Act should be implemented to stabilize mortgage interest rates. Ideally, the federal government should begin to design alternative mortgage institutions like a national mortgage bank to insure a future supply of housing credit at affordable interest rates. America's housing market has reached such dire straits that we can no longer rely on a profit making private sector mortgage credit industry to meet the sheltering needs of U.S. workers. If the single family housing market is bad, the rental housing market is worse, and rapidly deteriorating. In California, renters already comprise 45 percent of all households and this number is growing steadily. As more middle income working people are unable to purchase a single family home, they must obtain rental housing. This creates greater competition and hardship for the poor, minorities and the elderly, those groups who still make

up the bulk of all renters. Living conditions for these low income groups will only get worse as fewer housing units in any suitable condition are available at a price working people can afford.

To insure future living space for Californians, the Federation also demands greater federal and state intervention in the critical rental housing construction market. Government must make a renewed commitment to every facet of rental housing industry, from accelerated public ownership, maintenance of existing units, to financing of construction itself. Yet this new state intervention must be redesigned and implemented in a manner that the housing needs of working people receive first priority.

Therefore, the California Labor Federation urges the following actions be taken by Congress:

1. Mandate the implementation of selective credit regulations to avoid sharp declines because of tight money and high interest rates generally;
2. Establish an emergency 6 percent mortgage home financing program that will remain in effect until housing starts reach a seasonally adjusted annual rate of at least 2 million units for three consecutive months;
3. Merge all failing savings and loan associations with additional federal funds into a democratically controlled national mortgage bank to provide housing credit for U.S. workers;
4. Make a major U.S. commitment to properly designed, properly administered public housing for workers, the elderly and the poor.

In California we support coalition efforts within the state legislature to:

1. Encourage local public entities to offer deferred payment, interest-free loans to low-income homeowners for rehabilitation.
2. Supplement existing low and moderate-income construction and rehabilitation program funding with additional state revenue.
3. Amend Article 34 of the state constitution to remove the onerous, costly and unnecessary requirement to automatically hold a referendum before low-income public housing can be developed.
4. Prevent the expansion of all forms

- of variable interest mortgages and all mortgage instruments which shift the burden of financial risk from the lender to the consumer.
5. Expand the use of employee pension funds for housing construction.
 6. Prohibit discrimination in housing against single parent households, students, families with children, the aged, and minority peoples.
 7. Require strict building, safety, health and plumbing codes enforcement in construction and rehabilitation.
 8. Ban the use of plastic pipe in all housing construction.

The Federation will also continue to oppose vigorously all efforts to take the option of rent control away from local government when inflationary conditions in the housing market require such controls to protect working people, the poor and fixed income people from exploitation by landlords and speculators. Rational local rent controls offer the only defense renters can obtain on a short term basis against rent gouging and we support their enactment when and where the public decides that they are a necessity.

Adopted, p. 29.

XVII EDUCATION

Throughout its history, the California labor movement has recognized the primary role that a public school system plays in the advancement of a free and democratic society. Labor was a major force in destroying the notion of education being the privileged preserve of the rich alone and has consistently worked to expand and improve the offerings of the public education system.

Education is an investment in the future of America, one that rewards all of us through a better trained, more productive workforce and a well informed citizenry. The goal of the California Labor Federation is to insure equal access to all levels of education for every person who seeks and can benefit from that education. We seek further to eradicate forever, all barriers of race, sex, ethnicity, finance and neighborhood through state and federal programs which provide equality of access.

We firmly support quality educational instruction at all grade levels in all public

schools. The best way to maintain such quality is to insure that all public school personnel are organized and covered by collective bargaining agreements. We also believe that the quality of education bears absolutely no relationship to the age, sex, race, ethnicity or political beliefs of the instructors. The California Labor Federation firmly opposes any employment discrimination in our public schools based on any of the above criteria.

We view with alarm the reduced commitment to education that is now manifesting itself at both federal and state levels. The Reagan administration's obsession with cutting back social services has not spared our nation's education system. Reagan's 1983 federal outlay proposals for education reduce funding by 14% over the already inadequate 1982 levels. During a period where our nation's flagging world economic leadership is of utmost concern to America's working people and when a renewed commitment to education is viewed as a key component to solving our economic ills, the Reagan government has proposed to wipe out the Department of Education, cut back student aid grants, student loans and funds for vocational and adult education. The labor movement will continue to fight these cuts as a threat to the future well-being of America's working people.

At the state level, reduced funding for education because of Proposition 13 and other tax cuts will have serious implications for California's future economic vitality and the general welfare of its working people. The California Labor Federation calls for an end to all cutbacks in state educational funding and proposes that new revenues be generated from a more progressive income tax system to maintain future educational funding at adequate inflation-proof levels.

We firmly oppose any attempt to implement an educational voucher system within the California educational system and we explicitly reject proposals to create a private school tuition tax credit. Combined with already serious cutbacks in educational funding these proposals can only further damage education in California. The Federation is especially concerned about the many variations of the voucher proposals. Such voucher proposals would erode California's public school system and further weaken the already declining amount of upward mobility among occu-

pational and income groups achieved through educational access. This upward mobility, which has always given America's poor a hope for a better future, is highly valued and must be preserved at all costs.

The California Labor Federation opposes all racial and ethnic segregation in public schools and embraces busing as a primary method to rectify such illegal and morally unjust situations.

We urge the adoption of legislation to attain the goal of free, high-quality, comprehensive early childhood education and child care services for all children who need them.

This Federation believes vocational education must be related to actual employment and training needs. These programs can only be developed in consideration of local economic conditions, the area rate of unemployment and employment trends.

The Reagan cutbacks in college financial aid and the rising costs of University education are threatening to turn our state's system of higher education into a haven for the rich alone. The ultimate goal for this state, and for the rest of the nation, must be free college tuition in higher education if all working people are to be assured of equal opportunity in the future.

In the 1960's, the Federation was successful in establishing Centers For Labor Research and Education within the University of California's Institute of Industrial Relations at Berkeley and UCLA.

In the 1980's, we reaffirm that commitment to the Labor Centers. We urge our affiliates to increase their involvement in and use of labor education and to insist on adequate funding for the Centers For Research and Education which are union members' primary means of access to the university system they finance.

The California Labor Federation will also make every possible effort to protect collective bargaining rights for all teachers in higher education. Unionization is the most dependable way to correct the erosion of purchasing power and working conditions which has occurred during the past twelve years. Quality education is not possible while the skilled professionals who actually do the work are underpaid, overworked and are without the basic human rights to which all workers are entitled.

In reaffirmation of our support of quality education for all citizens as a civil right, we specifically endorse:

1. A rollback of all state and national cuts in educational funding;
2. Universal early childhood education and child care within the public schools in the absence of existing programs;
3. Continuation of the growth of adult and life long education;
4. Small enough class sizes so teachers can provide individualized instruction and help;
5. Expansion of remedial, clinical and guidance services so that children who come to school suffering the burdens of poverty can be reached and helped;
6. Presentation of organized labor's contribution to this nation's history in lectures, discussion and textbooks;
7. Opposition to the growing tendency by higher education institutions to "casualize" teaching jobs by these schools' refusal to grant tenure to a greater number of instructors and by the replacement of full permanent tenured job slots with one year and other short term appointments;
8. Free universal public education through four years of college;
9. Support for the allocation of funds to expand the arts on an equitable basis with other leading disciplines throughout the public school curriculum from preschool through adult education;
10. Adequately funded programs to meet the educational needs of the non-English speaking students;
11. Adequately funded programs for the education of the developmentally disabled; and
12. Opposition to the policy of granted tax exemptions to schools which discriminate on the basis of race.

Adopted, p. 29.

XVIII

THE ENVIRONMENT

It is now clear that the greatest threats to continued environmental and workplace safety protections will come from the Reagan Administration itself. With every weapon at its disposal, the Reagan Administration has assaulted the few but significant environmental protections won by working people over the past 12 years.

The Reagan appointments of James Watt

as Secretary of the Interior, Anne Gorsuch as head of the Environmental Protection Agency and Thorne Auchter as chief officer of the Occupational Safety and Health Administration are typical of the Administration's policy slant to put corporate profits over the environmental needs of working people.

Despite the fact that almost every other major industrial democracy in the world has acknowledged the severe limitations on the market mechanism to cope effectively with environmental and occupational safety hazards and the inherent pro corporate biases most market-oriented solutions present, Reagan's administrators have continued to push for such solutions, to the detriment of America's environment and working people. James Watt has aggressively pushed to open federal lands and parks for unplanned private sector development and resource extraction and has unsuccessfully tried to open up large sections of the environmentally sensitive western coastline to offshore oil drilling operations. Anne Gorsuch has actively tried to call back federal regulations governing air and water pollution, has lifted the ban on the dumping of toxic liquids without comprehensive safety standards, and has significantly reduced the agency's emphasis on regulatory enforcement. Thorne Auchter has rolled back regulations governing worker exposure to cotton dust and lead, and worker access to information governing hazardous substances. Petitions to regulate ethylene dibromide, a substance believed to be hazardous to workers, was rejected without further consideration. The OSHA "walkaround" pay regulation was revoked and government films informing workers about hazardous substances in the workplace were banned from further distribution, recalled and destroyed. Probably the most outrageous shift in OSHA's policy was the October, 1981 directive which exempted ¾ of all U. S. manufacturing firms from future general scheduled safety inspections. With one stroke of the pen, 13 million workers, employed in some 280,000 workplaces, lost OSHA protection. The California Labor Federation stands in strong opposition to all of these proposals and supports the many popular efforts to recall each of these administrators.

To aid these bureaucrats in their efforts to eliminate environmental protections, the Reagan Administration has savagely cut the budget of all of these agencies, especially in the area of regulatory enforce-

ment. Again OSHA is typical. OSHA's total budget was reduced from \$242 million for fiscal year 1982 to \$227 million in March, 1982 and finally to \$192 million in December, 1982. Funds for worker training and education were cut by over 50% from \$13.9 million to \$6.8 million. 1982 budget cuts in enforcement reduced the number of OSHA compliance offices from 1,683 nationally to 1,000, and 41 regional offices have been closed. As a result of these cutbacks, inspections plummeted from 63,363 in 1980 to 52,000 in 1981 and are expected to fall further in 1982.

The Reagan Administration has also supported legislation to emasculate the Clean Air Act, despite its overwhelming support among working people throughout the country. Reagan has also actively deemphasized research in alternative energy and conservation projects. The Federation strongly supports the existing provisions of the national Clear Air Act and will fight against all corporate attempts to destroy or erode any of the important environmental protections won over the past decade. In general, the Federation opposes corporate efforts to eliminate those protective government regulations on workers' health and safety, consumer products, pesticides, air and water pollution; actions which would endanger the lives of working people simply to increase a corporation's rate of profit.

The California Labor Federation remains firmly committed to the protection, restoration and improvement of the environment. We continue to seek a realistic balance between policies and programs in the environmental field and the maintenance of full employment. More specifically we support:

1. A further regulatory expansion of the right of workers to full informational and training access to hazardous substances in the workplace.
2. Increased funding for Cal/OSHA and National OSHA especially in the area of enforcement.
3. The field posting of pesticides used in agriculture and coalition efforts to place the regulation of agricultural pesticides under control of Cal/OSHA. We deplore the actions of the Assembly Agricultural Committee to declare a moratorium on all pesticide legislation, given the dangerous conditions under which farm workers must work.
4. The development of a comprehensive

solid waste management resource recovery system. We vigorously oppose efforts to institute a simplistic ban on nonreturnable beverage containers. Such a ban not only ignores the major litter problems we face but would also result in the elimination of thousands of permanent jobs in the bottle and can industry. Such legislation is totally insensitive to the social costs of economic dislocation bottle and can workers would be made to suffer as they experience unemployment, are forced to accept low wage jobs and possibly be uprooted from their communities.

5. The establishment of a state land use policy which would prioritize public housing for low and middle income people. We reject the concept of blanket no-growth housing ordinances as essentially racist in nature and discriminatory against all working people.
6. That emergency response personnel must be afforded access to inspect the MSDS (Material Safety Data Sheets) of any user, manufacturer, producer or seller of a hazardous substance.
7. Greater state supervision of the disposal of toxic wastes to insure long term safety and to minimize the future incidence of birth defects.

Adopted, p. 29.

XIX ENERGY

Adequate energy supplies at a just price for all of America's needs remains a principal challenge for our nation during the 1980's. Yet, the energy policies proposed by the Reagan Administration represent a major step backwards from our country's ability to meet the energy challenge during the remainder of the 20th century.

The basic premise of the Reagan government's energy policy is that the market mechanism is the most effective and equitable system to allocate total energy supplies to different segments of the population and to determine the price each source of energy should bear. Because of this policy bias, our nation's energy policy will continue to be selfservingly dictated by the energy industry and income will continue to be redistributed from working people to big business. For example, the administration has proposed to deregulate natural gas prices, a suggestion which if it becomes reality will cost every house-

hold in America at least \$400 a year in higher prices and will redistribute \$80 billion from working people to the energy companies during decontrol's first 3 years of operation. The Reagan Administration has also cut funding for solar energy development and energy-conservation research and has rejected the use of gasoline rationing powers in the event of a future gas shortage. During future oil shortages, who gets energy will be dictated solely by how much money a person has, and the willingness of people to pay ripoff prices.

The California Labor Federation stands firmly opposed to all of these proposals and to the free market philosophy on which they are based. To speak of free market solutions when less than a dozen oil companies control the pricing and supply of oil and natural gas from well head to the consumer and when utilities continue, with endorsement by regulatory agencies, to escalate prices to users of their services blaming this increase on various factors, including increasing fuel costs is an absolute travesty and a total insult to the intelligence of the American people.

Instead the Federation urges Congress to pursue more extensive regulation of the pricing, supply and investment decision of energy companies and utilities. Should pricing abuses continue, there will be an inevitable expansion of public ownership in these key economic sectors. During the short run, working people can no longer afford to leave energy decisions which affect their lives and the future health of their communities, simply to the profit motivations of big business. We must begin the fight to democratize energy pricing allocation and investment decisions by supporting proposals like the Citizens Utility Board, if the U. S. is ever to be assured of safe, clean forms of energy in ample supplies at fair prices.

It is crucial that we succeed in formulating a rational democratic energy program calling for balanced, planned economic growth. Our failure to devise and articulate such a program will fuel future inflationary pressures, the continued waste of our natural resources and generate intensified levels of social conflict over the distribution of resources and income.

Along these lines the Federation calls for a two pronged program of increased conservation and the accelerated development of alternative energy sources. To en-

courage energy conservation, the California Labor Federation supports:

1. A fair and equitable gasoline rationing system to be available when needed and which does not discriminate against working people and the poor.
2. The increased government funding of research geared towards the development of more effective energy conserving technologies, products and services, including fusion technologies.
3. The establishment of temperature and lighting standards which could be effectively enforced in industry and commercial buildings and which would lead to energy conservation in heating, lighting and cooling.
4. Mandatory energy efficiency standards for major appliances and for all buildings.
5. Automobile mileage efficiency standards should be strengthened and adequately enforced and government research on improving auto fuel efficiency should be initiated and adequately funded.
6. The expansion of subsidized mass transit and the retooling of industry to build more mass transit and insure that transit fares remain affordable.
7. Completion of the national highway system and the expansion of California's freeway network.

Conservation, by itself alone, may not provide sufficient quantities of energy to insure full employment levels of economic activity, stable prices and a clean environment. The development of popularly controlled alternative energy sources is an absolute necessity. Highest priority must be given to renewable energy sources: solar, wind, tidal, hydroelectric and geothermal. Various technologies are already available to harness these sources and these energy forms generally pose minimal environmental dangers. Some commitment should also be made to new areas of power generation like waste matter, oil shale, tar sands and other synthetic fuels. These resources must be developed at a slow careful pace because environmentally suitable technologies are not available in many instances. To avoid any shortfall in energy availability, resources like coal should be developed to meet any serious energy needs.

Nuclear power is necessary to insure adequate national energy supplies. More

comprehensive safety inspections, licensing procedures and government regulation must be implemented to minimize the probability of nuclear accidents. There must be increased research on viable solutions to the serious problem of nuclear waste storage. The California Labor Federation opposes the construction and operation of nuclear power facilities which may be threatened by earthquake faults and other environmental hazards.

It is also time for the U.S. government to take a controlling role in oil importation agreements and negotiations with exporting countries. Such government intervention should lower energy prices by cutting oil company profits. In addition, at least 50% of oil imports should be carried on U.S. flag tankers to create U.S. jobs and upgrade the status of our merchant marine.

We also urge continuation of the Alaskan oil export ban.

The Federation also endorses:

1. A state oil severance tax at the wellhead to protect California's natural resources and to ameliorate the state fiscal crisis. California is the only major oil producing state without a significant oil severance tax.
2. The reinstatement of a federal windfall profits tax on oil and natural gas. However, we emphatically reject the linkage of any windfall profits tax with any proposal to deregulate natural gas prices.
3. Opposition to the Federal Energy Regulatory Commission's attempt to deregulate natural gas prices administratively.
4. Stronger environmental safeguards on energy derived from coal and nuclear energy sources.

Adopted. p. 29.

XX

RECLAMATION LAW

The National Reclamation Act of 1902 linked federal irrigation to land redistribution. The intent was to break up the huge ranches and railroad holdings in the West and allow settlers to share the benefits of public investment. This law limits water subsidies to 160-acre parcels (320 for a married couple) providing the owners occupy the land and sell any excess within ten years at pre-water prices.

Unfortunately, this law was never prop-

erly enforced so that large corporations and absentee landlords were able to keep and acquire huge landholdings and reap most of the benefits from the increased value of the irrigated property at the taxpayers' expense.

The fundamental issue involved in the fight for enforcement is that the Act was written to authorize the expenditure of public funds to bring water to arid lands and assure that the benefits of such public investment were spread among as many people as possible instead of benefiting only large landholders and corporations.

Recently, rightwing elements within the U.S. Senate have proposed legislation which will gut the National Reclamation Act. SB 1867 would raise the 160 acre limitation to 2000 acres, insuring that large agribusiness will be able to profit legally from federally subsidized water in the future. This legislation will seriously hurt the ability of small farms to survive in the years to come and it represents a reversal of the ideals the original Reclamation Act tried to embody. The Federation stands strongly opposed to SB 1867 and other legislative proposals which aim to destroy family farming in America. Instead, the Federation calls for the full and effective enforcement of existing reclamation law. We oppose all moratorium schemes to postpone the enforcement of Federal water use regulations. A considerable amount of time is already required administratively and a moratorium would only serve to delay justice further.

We support the imposition of a ceiling of 640 acres for any single family of four eligible for the low-cost water project. Also, the residency requirement of a 50-mile radius as stipulated in the Interior Department's regulations should be reduced to 15 miles.

The California Labor Federation will continue to support the full enforcement of the National Reclamation Act, the break-up of land monopolies and strict ownership and anti-speculation regulations.

The unjust enrichment of a few, at the taxpayers' expense, must be ended in order to encourage the rural communities that would flourish with family farm rejuvenation and to break the stranglehold agribusiness exercises on much of our political life.

Adopted, p. 29.

XXI

COMMUNITY CONCERN AND SERVICE

Crimes of assault and theft are on the increase, and wage-earning Californians are among their most frequent victims. While such a policy would certainly not end all crime, the California Labor Federation believes that the achievement of full employment for all at a just wage and good working conditions would go further to reduce criminal activities than any other proposed solution. We especially oppose programs whose purported aims are to reduce crime but threaten the basic civil liberties of the American people.

Alcoholism and drug abuse are serious threats to job performance and job-site safety as well as to the life and health of millions of Americans. Enlightened approaches to these problems and to the reduction of their ravages, seeking their ultimate elimination, are legitimate concerns for labor unions, councils and this Federation.

It is a constitutionally mandated function of our American government to "promote the general welfare." Beyond that there is an ethical responsibility for all to assist those less fortunate economically and socially, whether in chronic distress or suffering the temporary effects of natural disaster or human-caused chaos.

In these areas of concern, the California Labor Federation, whenever consistent with the policies and interests of the National AFL-CIO, local unions and councils affected, and their memberships, urges positive action on:

1. Programs designed to stem the rising tide of crime and to alleviate its effects on law-abiding men, women and children of our communities, as well as seeking means to reduce the incidence of crimes against individuals and their property.
2. Cooperation with the National Council on Alcoholism and other similar programs in dealing with the many problems of the illness of alcoholism and drug abuse, particularly where they intrude upon the work site and affect occupational safety.
3. Cooperation consistent with the interests of the trade union movement is urged in United Fund, United Way efforts and on behalf of such groups

as the Red Cross, Muscular Dystrophy Association, City of Hope, International Guiding Eyes and others of similar merit.

4. Cooperation with pro labor organizations committed to the elimination of bias stemming from prejudice against people because of their ethnic background, sex, religious conviction or national derivation.
5. Both at home and beyond our shores, working people and the poor too often suffer calamitous deprivation through natural disaster. The California Labor Federation, supports such causes as relief for earthquakes, drought, and famine victims around the world.
6. Cooperation with programs for the benefit of the elderly.
7. Cooperation with community and local labor groups to gain access to Cable T.V. and other media and to encourage media work by organized labor to advance working people's interests.

Adopted, p. 29.

XXII

RIGHTS OF THE DISABLED

There are 47 million Americans who have disabilities, these disabling conditions include cancer, heart disease, back problems, physical disabilities, Multiple Sclerosis, blindness, low vision, deafness, impaired hearing, mental retardation, mental illness, epilepsy, and others. Recent advances in medical science and technology assure that individuals who previously would not survive a disabling condition can now look forward to an average life span.

Historically, persons with disabilities have faced discrimination based on the general public conceptions that disabled persons are sick and unable to work or are not intellectually capable of participating in the mainstream of life. These prejudices have resulted in massive segregation in state hospitals, nursing homes, segregated and inferior educational institutions, and has resulted in massive unemployment and underemployment.

A recent survey of the civilian labor force in California determined that while almost 80% of non-disabled persons were in the labor force less than 45% of all disabled persons considered themselves in the labor

force. Within that same year approximately 72% of all non-disabled individuals were employed while less than 35% of all disabled individuals were employed. These statistics were underscored by the fact that while 45% of the men were employed, less than 28% of disabled women had found employment.

Similar to other segments of the labor force, disabled workers suffer from high levels of unemployment and even higher rates of underemployment. (Part time work or the under utilization of skills).

Persons with disabilities are still largely unemployed or relegated to low paying non-union jobs in industry.

During the past decade the independent living movement has emerged to provide services and resources so persons with disabilities can become independent and self supporting. Among the least of the services provided is information, counseling and training for such occupations such as computer programmer, systems analyst, medical technician, para-legal assistant, and many other non-traditional occupations. Through the efforts of these independent living programs persons with disabilities have been able to achieve a place in the mainstream of society where they can make a lasting contribution.

Historically, the labor movement has always had a strong concern for workers who become disabled and unable to continue in their customary occupation or who must retrain into a new occupation. In order to promote the employment of persons with disabilities the California Labor Federation will continue to support legislation removing institutional barriers and discriminatory practices in all phases of employment and non-work related activities.

In addition, we specifically support:

1. Continued enforcement of federal legislation prohibiting discrimination against individuals with disabilities including the Education of all Handicapped Children Act (94-142) and the Rehabilitation Act including Section 501, 503, and 504 with existing regulations and will oppose any revisions that weaken existing compliance requirements.
2. Legislation prohibiting discrimination against persons with disabilities by local transit providers who receive federal financial assistance since persons with disabilities have the right

and need for access to transportation in order to obtain employment.

3. The adoption of a national health policy which will include provisions for a continuum of health care delivery systems embracing children, adults and the elderly, and which will provide benefits for all persons with disabilities without respect to age, disability or income.
4. The expansion of independent living programs to assure that persons with disabilities receive counseling, guidance and training to enter appropriate occupations.
5. Enactment of federal legislation to provide in-home support services to qualified persons with disabilities.

This ensures that disabled persons can remain in their homes thus eliminating a substantial portion of the costs associated with institutionalized care.

6. Efforts to secure equal opportunity for disabled women in employment and promotions.
7. The continuation and expansion of efforts to bring union representation to sheltered workshops for persons with disabilities.
8. State legislation to amend the Fair Employment Act to include mentally handicapped persons as a protected group.

Adopted, p. 30.

RESOLUTIONS

Repeal of Taft-Hartley Act (14B)

Resolution No. 1—Presented by Printing Specialties and Paper Products No. 388, Los Angeles.

Whereas, Section 14B of the Taft-Hartley Act authorizes all state legislatures to outlaw union shops by enacting so called right-to-work laws; and

Whereas, The so called "right-to-work" laws throughout the entire United States have doomed all working people to low wages and virtually no organization to protect their rights and has led to runaway shops to the south-southwest; and

Whereas, Nothing short of a full scale campaign to educate, unite, and mobilize all working people can overcome the momentum of the well-organized, well financed R.T.W. forces; therefore be it

Resolved, That the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, take up the call to work for the defeat of the "Right-to-Work" Act, 14B of the Taft-Hartley Act, as a major part of its education work, and make it a No. 1 priority legislative effort; and be it further

Resolved, That we place our support for candidates on their active support for the repeal of Taft-Hartley (14B) on their opposition to all "Right-to-Work" laws.

Referred to Committee on Resolutions.
Adopted as amended, p. 19.

Senior Citizens' Driver's Licenses

Resolution No. 2—Presented by Printing Specialties and Paper Products No. 388, Los Angeles.

Be it Resolved, By the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO that each state should review its driver's license policies relating to the current research on the aging driver and develop appropriate driver improvement programs to ensure that the elderly are not deprived of the driving privilege before it is absolutely necessary in the interest of personal and/or public safety.

Referred to Committee on Resolutions.
Adopted as amended, p. 30.

Uniform Unemployment Insurance

Resolution No. 3—Presented by Printing Specialties and Paper Products No. 388, Los Angeles.

Whereas, Only 11 states have dependency allowances, and also with as many variables as there are programs; therefore be it

Resolved, That this Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO call upon the National AFL-CIO to sponsor federal legislation calling for the enactment of a uniform unemployment insurance code applicable to all states, which will include dependency allowances.

Referred to Committee on Resolutions.
Adopted as amended, p. 13.

Opposing Social Security Cuts

Resolution No. 4—Presented by California State Council of Carpenters, San Francisco; and State Building and Construction Trades Council of California, Sacramento.

Whereas, The current administration in Washington has already made several attempts to cut benefits paid to retired and disabled workers as well as their widows and children under Social Security; and

Whereas, These attempts to balance the budget on the backs of the old, the weak, and the infirmed have been vigorously repelled by organized labor, senior citizens and civil rights groups throughout the country; and

Whereas, The Reagan Administration is trying to fulfill its promises to balance the budget through the miracle of voodoo economic theories as "trickle-down", "sub-minimum wage" and "free enterprise zones"; and

Whereas, This effort on the part of the administration is currently failing because of the political choice not to tax big business; and

Whereas, They will no doubt turn again to the Social Security system as a source of budget cuts and administrative changes at the expense of those who have spent their lives working; and

Whereas, The pension offered by our union pension plans were designed to be supplemented by Social Security, not to replace it; and

Whereas, If our retired and disabled members stand to lose part of their monthly income, many other retired workers not covered by collectively bargained pension plans could lose the bulk of their retirement incomes; and

Whereas, The Reagan Administration's original plans to gut Social Security were rolled back in part by the effect of Solidarity Day when an unprecedented 400,000 trade unionists and others gathered in Washington and other cities in this country in protest; and

Whereas, Coalitions of labor, senior citizens, and civil rights groups planned and took part in Solidarity Day; and

Whereas, This tactic, with organized labor at the head, was extremely effective, resulting in an immediate change in national Social Security policy; and

Whereas, This fight must continue; and

Whereas, We must be alert to further administrative attempts to undermine the Social Security system and short-change the retired and disabled worker; therefore be it

Resolved, That this Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO go on record opposing further Social Security cuts.

Referred to Committee on Resolutions.

Adopted, p. 18.

Support of PATCO

Resolution No. 5—Presented by California State Council of Carpenters, San Francisco.

Whereas, An injury to one is an injury to all; and

Whereas, If we don't support PATCO in any way we can jeopardize our own position as union members; and

Whereas, PATCO's fight is a critical one involving many issues that affect us also: unsafe work conditions, working with no signed contract; and

Whereas, President Reagan has blatantly shown his anti-union attitude; therefore be it

Resolved, That the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, vigorously oppose the President's actions; and be it further

Resolved, That we publicly support

PATCO's people in their struggle to re-establish their union and jobs; and be it finally

Resolved, That copies of this resolution be sent to the president of PATCO's union and President Reagan.

Referred to Committee on Resolutions.

Adopted, p. 27.

Union Funds Investment

Resolution No. 6—Presented by California State Council of Carpenters, San Francisco; and State Building and Construction Trades Council of California, Sacramento.

Whereas, The past three years have found this country in a recession; and

Whereas, Our industry has had to bear the major burden of this recession because the Administration has not been able to reduce the interest rate to a reasonable level to allow construction to resume; and

Whereas, The unions, collectively, through Imperial Bank (Imperial Bancorp) have provided a program to make construction loans available for several points below the current rates through regular C.D. deposits; and

Whereas, These loans shall only be available to projects with 100% Union Labor; therefore, be it

Resolved, That the California Labor Federation, AFL-CIO and all its affiliates be strongly urged to place all surplus savings into this Union Construction Account to stimulate new construction and help to return all union building tradesmen to work; and be it further

Resolved, That all district councils, local unions, union pension, health and welfare, vacations, holiday and apprenticeship funds surpluses, additional resources and individual savings, be urged to participate in the same Union Construction Loan Account as individual certificates of deposits to aid our industry.

Referred to Committee on Resolutions.

Adopted, p. 30.

Procedure for COPE Recommendations

Resolution No. 7—Presented by San Mateo County Central Labor Council, San Mateo; U.F.C.W. Retail Clerks No. 775, San Mateo; Painters No. 1146, Redwood City; Machinists Automotive Trades District Lodge No. 190 of Northern California, Oakland; Automotive Machinists No. 1305, San Francisco; Machinists and Aerospace Workers No. 1414, San Mateo; Automotive Machinists Lodge No. 1173, Pleasant Hill;

and Air Transport Division No. 505, Burlingame.

Whereas, The California Labor Federation is dedicated to safeguarding the democratic character of the labor movement. The prestige and success of the Federation is enhanced by open and democratic decision making processes. When central labor councils are unable to arrive at joint recommendations for endorsement at the California Labor Federation COPE Conventions, the rules should insure due process for each central labor council; therefore be it

Resolved, That the Fourteenth Convention of the California Labor Federation amend the Constitution as follows:

On page 47, Article XIVF, Section 2, line 26 add:

Provided further, in the event the various Central Labor Bodies do not arrive at a unanimous recommendation, a representative of each affected Central Labor Body shall have the right to attend the deliberations of the Executive Council in order to speak on the recommendation in question and to observe the deliberations and the vote of the Executive Council.

Referred to Committee on Constitution.

Filed, p. 20.

Image of Women in Media

Resolution No. 8 — Presented by American Federation of Television and Radio Artists, Los Angeles.

Whereas, It is a fact that women are not represented in television portrayals according to their numbers in the population; and

Whereas, It is a fact that continued stereotyping and unrealistic portrayals of women continue in media; and

Whereas, It is a fact that the average American watches at least five hours of television programming per day, and is further affected by film, radio, print, advertising and other means; and

Whereas, It is a fact that media can serve to influence behavior, appearance, desires, goals, attitudes, and many other aspects of existence; and

Whereas, It is a fact that continued viewing of women as victims, as irresponsible, sex objects, below normal intelligence, incapable of making decisions, and without authority leads viewers to believe that the majority of women possess these qualities and traits; and

Whereas, These conclusions create attitudes and behavior leading to lack of equal access in obtaining employment and further discrimination and harassment while on the job; and

Whereas, It is a fact that these statements and statistics have been noted in government, private and public and in-house surveys; therefore be it

Resolved, That the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, support the efforts of women in the entertainment industry union and guilds to achieve fair employment access behind and in front of the camera (or microphone); and

Whereas, Males and females must spend a lifetime relating to one another, and should have the ability to do so with respect, courtesy, and recognition of an individual's talents and intelligence and personality and character, without regard for sex as suggested by media representations; be it further

Resolved, That the California Labor Federation, AFL - CIO, support efforts to achieve realistic and unsteretyped portrayals of men, and women and children in media for the purpose of bettering the working lives and relationships of all.

Referred to Committee on Resolutions.

Adopted, p. 13.

Raise Taxable Wage Structure

Resolution No. 9 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The taxable base for Disability Insurance was raised to keep up with increased costs and benefits, to \$8,000 and \$9,000 and \$11,000 and \$14,000 and \$17,000; and

Whereas, The creditable tax base for Unemployment Insurance taxes (employer paid) is \$6,000 of annual earnings, an unfair figure, considering earning potentials and the high cost of living and points to partiality on behalf of special interests; and

Whereas, The creditable tax base for Unemployment Insurance taxes should be, in order to insure equity and in line with continuously rising costs, higher than Disability Insurance or even the Social Security tax basis; and

Whereas, A tax of only the first \$6,000 of earnings is a tax on less than a starvation wage (as identified by the federal government) and is not an applicable or

logical comparable figure in today's cost of living; and

Whereas, Such a low taxable wage base precludes the application of good judgment and justification for establishing fair and equitable unemployment insurance compensation for California unemployed workers whose maximum benefits are so outrageously minimal that 34 states have and pay higher benefits which is a dichotomy of logic based on earning potential and standards of living in California; therefore be it

Resolved, That the Fourteenth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for an amendment to the Unemployment Insurance Code to raise the taxable base for Unemployment Insurance taxes to the same as Disability insurance taxes which are paid by the employee.

Referred to Committee on Legislation.
Adopted, p. 25.

Amend Sections 1253 C-1257 B of Unemployment Insurance Code

Resolution No. 10 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The terms "refusal of suitable work" (1257 B) and "not available" (1253 C) are wholly unrelated and separate reasons for ineligibility for unemployment benefits; and

Whereas, In an eligibility determination for Unemployment Insurance benefits the two are often used in conjunction, in their efforts to sustain a disqualification for one reason or the other; and

Whereas, If an individual is not available for work, he is not effectively in the labor market; and

Whereas, A refusal of suitable work implies that the individual is actively in the labor market, and has refused some particular offer of suitable work; and

Whereas, The reasons for refusal of suitable work may disclose restrictions that indicate that the individual is not available for suitable work; therefore be it

Resolved, That the Fourteenth Convention of the California Labor Federation, AFL-CIO, support the view that a finding of unavailability is incompatible with the finding of a refusal of suitable work without good cause; and be it further

Resolved, That the California Labor Federation, AFL-CIO, authorize those officers

to seek the enactment of legislation to prohibit the practice of imposing a disqualification under Section 1253 C and Section 1257 B of the Unemployment Insurance Code on the same set of facts.

Referred to Committee on Legislation.
Adopted, p. 25.

Variable Disqualifications

Resolution No. 11 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The imposition of a rigid, inflexible disqualification determination such as defined in Section 1256 of the U. I. Code is diametrically contrary to the basic concepts and practices of American jurisprudence; and

Whereas, Ongoing and accepted practices in criminal and remedial law, utilize and consider the individual merits of the case in point, the mitigating circumstances, the judgmental errors, the questions of premeditation and any other contributory factors; thus taking into consideration whatever necessary variables our judicial system deems meet and proper in arriving and rendering a fair and just decision; and

Whereas, Not even in felony cases involving possible capital crimes and punishment is the ultimate sentence so stringent on a comparative basis, as that which is contained in Section 1256 for a voluntary quit or discharge for misconduct; and

Whereas, With the recent rate of unemployment (adjusted), in the vicinity of over 1,200,000 in California, the chances of securing new employment in order to satisfy this all encompassing and inequitable disqualification becomes increasingly minimal, thus expanding the likelihood that claimants regardless of the gravity or nature and extent of their individual quit or discharge, nevertheless retain and suffer a similar impact and will become welfare cases; therefore be it

Resolved, That the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for an amendment to Section 1256 of the U.I. Code to change the disqualification penalties to a variable type ranging from two to eight weeks, depending on all of the circumstances that precipitated an individual leaving his or her job voluntarily or being discharged.

Referred to Committee on Legislation.
Filed with comment, pp. 25-26.

**Revise Partial System in
California Administrative Code**

Resolution No. 12 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The "partial" system for Unemployment Insurance payment through the issuance of notices of reduced earnings by the employer was introduced many years ago as a means of identifying claimants permanently connected with an employer, but laid off temporarily through lack of work; and

Whereas, The partial system, unrealistically identified that a layoff shall last no longer than two consecutive weeks, regardless of the nature of an industry, length of service of an employee, fluctuating economic conditions or the prohibitive costs of breaking in or training new personnel; and

Whereas, Title 22 of the Code of Civil Procedure spells out and is actually the manual of operations of the partial system in laying down the guidelines of the issuance of notices of reduced earnings; and

Whereas, At the end of two consecutive weeks of layoff and the issuance of two notices of reduced earnings, a claimant's status is automatically changed from "laid off" to "unemployed" regardless of the merits of each individual claimant or his connection with the industry or his employer; causing undue and excessive hardship on both the claimant and the employer; therefore be it

Resolved, That the Fourteenth Convention of the California Labor Federation, AFL-CIO, instruct its representatives to seek legislation for amendment of the provisions of the partial system procedure now contained in 1326-8C of Title 22 of the California Administrative Code and that the language be modified whereby notices of reduced earnings issued by employers for laid off employees be honored for at least five consecutive weeks.

Referred to Committee on Legislation.
Adopted, p. 26.

Child Care

Resolution No. 13 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The American Labor Movement was primarily responsible for the progress made in public education in the last century and recognizes that it must

take similar responsibility today for the Child Care movement, which affects the quality of life of American working families, as well as the welfare of our nation's children; and

Whereas, By the end of the current decade the need to provide for Child Care will equal the need to provide for children in Kindergarten through the 12th grade; and

Whereas, On March 10, 1981, Congresswoman Cardiss Collins (D-Illinois) introduced the Comprehensive Child and Family Development Act (HR 2387), which provides for a national program for quality Child Care and family development services at reasonable fees; and

Whereas, The major federal day care program, Title XX of the Social Security Act, has been slashed by \$1 billion for fiscal 1983 in the Administration budget; and

Whereas, Head Start is a valuable program and should be expanded to serve the needs of children; and

Whereas, Only a few union contracts address the issue of Child Care; therefore be it

Resolved, That the Fourteenth Convention of the California Labor Federation, AFL-CIO

1. Urge its affiliates to recognize Child Care as a priority issue, to educate their members to the need for Child Care through worksite campaigns and publicity, and to negotiate Child Care benefits in their contracts.
2. Actively support federal legislation (such as HR 2387) and encourage its affiliates to enlist further Congressional support for a national program of quality Child Care.
3. Actively support and encourage the passage of similar legislation in California.
4. Oppose cuts in Title XX, and any efforts to weaken Federal day care standards and urge all affiliates to ask their representatives in Congress to oppose any cuts in Title XX Social Service funds.
5. Actively support federal and state legislation which would further liberalize federal and state regulations regarding tax deductions for Child Care expenses.
6. Urge that federal and state support should be available only to non-profit providers.
7. Urge that Child Care programs be

available on an ability-to-pay basis for any family wishing to use them, and free to those unable to pay; and, further, that there be parent participation in the decision-making process regarding the planning and operation of all levels of Child Care programs.

8. Urge that there be programs which meet the needs of individual families and communities, for pre-school and after-school care, and that these facilities be easily accessible to families, i.e., night workers.

Referred to Committee on Resolutions.
Adopted as amended, p. 30.

Participation of Women in Unions

Resolution No. 14 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The economic needs of American workers have led to increasing numbers of women in the workforce; and

Whereas, More women are also entering the trade union movement; and

Whereas, Women are increasingly moving into leadership positions in their unions; therefore be it

Resolved, That the Fourteenth Convention of the California Labor Federation, AFL-CIO, urge its affiliates to pursue actively, within their own organizations, a policy of stimulating and encouraging women trade unionists to participate more fully in their unions, and in trade union-oriented groups, such as the Coalition of Labor Union Women (CLUW).

Referred to Committee on Resolutions.
Adopted as amended, p. 14.

Comparable Worth Pay Equity

Resolution No. 15 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Despite the 1964 Civil Rights Act and the 1963 Equal Pay Act which make sex discrimination in employment illegal and require equal pay for equal work, full-time women workers receive on the average 59¢ to every dollar received by male workers. This ratio of male to female earnings has not significantly improved in 40 years; and

Whereas, The primary cause of this disparity is that women workers remain concentrated in traditionally "female" occupations. Women comprise 97 percent of registered nurses, 71 percent of elementary

and secondary school teachers, 40 percent of trade workers, 45 percent of government employees, 50 percent of service employees and 80 percent of clerical workers. "Women's jobs" pay less than jobs of comparable or lesser skills, responsibility, knowledge and experience which are filled mostly by men; and

Whereas, The United States Supreme Court, in the case of *County of Washington v. Gunther*, ruled that women who are paid less than men because of intentional discrimination on the part of the employers may sue under Title VII of the Civil Rights Act of 1964; and

Whereas, The first contract which instituted comparable worth language and pay equity adjustments was negotiated this 1981 in the City of San Jose, California; and

Whereas, The National AFL-CIO has called upon its affiliates to take appropriate action to bring about true equality in pay for work of comparable value and to remove all barriers to equal opportunity for women; therefore be it

Resolved, That the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, be committed to working to attain equal pay for jobs of comparable worth for all women; and be it further

Resolved, That the California Labor Federation, AFL-CIO, urge its affiliates to recognize this type of wage discrimination and to pursue legal remedies to end it as well as to raise the issue of comparable worth in preparing bargaining demands and contract negotiations; and be it finally

Resolved, That the California Labor Federation, AFL-CIO, urge its affiliated unions to upgrade undervalued jobs through collective bargaining; to initiate joint union-employer pay equity studies to identify and correct inequities between predominantly female and predominantly male job classifications; and to file charges and institute legal actions against employers who refuse to negotiate an end to wage discrimination.

Referred to Committee on Resolutions.
Adopted, p. 14.

Acute Impact of Cuts in Social Support Programs on Women Workers

Resolution No. 16 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Present policies of the federal government are severely damaging the

support system which has offered some protection to the working poor, through such agencies as OSHA, EEOC, and welfare programs, by imposing on such services budget cuts which render them virtually ineffective; and

Whereas, Unemployment or under-employment is a special concern to women, since they are likely to have less seniority and less job security than men; and

Whereas, A higher proportion of women are in low paying jobs, and especially dependent upon a social support system, as witnessed by the fact that:

Only 4.8% of women earn between \$10,000 to \$15,000 per year, compared to 22% of men are in that income group; and

50 percent of widows and single women exist on poverty level incomes; and

50 percent less income is earned by women who head families than by males who head families; and

36 percent of all black families, 21% of all Hispanic families, and 11% of all white families are headed by women; and

84 percent of all children whose mothers work can find no government-licensed day care places; and

Whereas, 74 percent of all husbands default in the first year of court-ordered child support; therefore be it

Resolved, That the Fourteenth Convention of the California Labor Federation, AFL-CIO, continue to protest those governmental policies which tend to increase unemployment or sub-standard employment and to erode the social programs which have offered some measure of protection and support to the working poor as well as to all working men and women; and be it further

Resolved, That the Federation continue its efforts, through affirmative action efforts and other means to improve the economic and social status of women workers; and be it finally

Resolved, That the Federation undertake the task of informing and educating union members and the general public of the unequal status and treatment of working women, and of the special burden cut-backs in social programs place upon women workers and their families.

Referred to Committee on Resolutions.
Adopted as amended, p. 14.

Amend Sections 3503, 3504, 3552 and 3652 of the Unemployment Insurance Code, Relating to Unemployment Insurance Resolution No. 17 — Presented by Los

Angeles County Federation of Labor, Los Angeles.

Whereas, Over the years, workers of the State of California have become concerned with the unemployment within the State; and

Whereas, Certain industries have faced larger unemployment percentages than the over-all State figures; and

Whereas, Those sections of the Unemployment Insurance Code, dealing with extended duration benefits do not take into consideration excessive unemployment by industry, but merely deal with the state-wide unemployment figure; and

Whereas, The Unemployment Insurance Code should be amended to provide that greater unemployment in certain industries should make available to the workers in that industry extended-duration benefits, even though the economic situation of the State reflects a lower degree of unemployment than is found in that specific industry; and

Whereas, The Unemployment Insurance Code should be amended to provide a formula which would not only define the terms "Industry", but also grant to employees of a particular industry, aid and comfort, through the triggering of extended-duration benefits in a particular industry; therefore be it

Resolved, That the Fourteenth Convention of the California Labor Federation, AFL-CIO, submit to the regular session of the California State Legislature, a bill to amend Sections 3503, 3504, 3552 and 3652 of the Unemployment Insurance Code, to grant to those employees of a critical industry, where unemployment is excessive, as follows:

The people of the State of California do enact as follows:

Section 1.

Section 3503 of the Unemployment Insurance Code is amended to read:

3503. For the purposes of this part:

(a) "Extended duration benefits" means the extended unemployment compensation benefits payable under this part.

(b) "Normal Benefits" means the unemployment compensation benefits payable under Part I (commencing with Section 100) of this division.

(c) "Exhausted" means an individual who is not entitled to normal benefits due to either of the following:

(1) He has an unexpired benefit year

and has exhausted his normal benefits.

- (2) His most recent benefit year expired in the State-extended duration month or the industry extended duration month in which he files a primary claim or in the immediately preceding three calendar months and he is not entitled to establish a benefit year.

(d) "State extension ratio" means the ratio for a calendar month computed during the month immediately preceding that calendar month by dividing:

- (1) The average number of weeks of employment claimed in California per week during the three calendar months immediately preceding the date of the computation, excluding weeks of unemployment claimed in connection with unemployment compensation programs which are exclusively federal; by
- (2) The average midmonthly covered employment reported by employers for the last four completed calendar quarters immediately preceding the date of the computation for which an official tabulation has been completed by the department on or before the 10th day of the month in which the computation is made.

(e) "State-extended duration month" means a calendar month for which the state extension ratio equals or exceeds 0.06.

(f) "Industry extension ratio" means the ratio for a calendar month computed during the month immediately preceding that calendar month by dividing:

- (1) The average number of weeks of unemployment compensated in California to individuals in an industry per week during the three calendar months immediately preceding the date of the computation, excluding weeks of unemployment claimed in connection with unemployment compensation programs which are exclusively federal; by
- (2) The average midmonthly covered employment reported by employers in the industry for the last four completed calendar quarters immediately preceding the date of the computation for which an official tabulation has been completed by the department on or before the 10th day of the month in which the computation is made.

(g) An "individual's industry" means the industry of the employer or employers by who the individual was paid the greatest proportion of wages in his base period.

(h) "Industry-extended duration month" means a calendar month for which the industry extension ratio equals or exceeds 0.06 and also exceeds by at least three percentage points to the average of the industry extension ratios for five preceding corresponding calendar months. For the purpose of this subdivision there shall be excluded any calendar month for which the industry extension ratio resulted in or as computed for any calendar month prior to the effective date of this section would have resulted in establishing an industry-extended duration month, and there shall be substituted an equal number of preceding corresponding calendar months for any months so excluded. The director shall establish and maintain the date necessary to compute each industry extension ratio based upon weeks of unemployment compensated in California in the industry, but he may, until such data become available, compute any industry extension ratio based upon twenty percent (20%) of compensated claims expanded to represent one hundred percent (100%) of all weeks of unemployment compensated in California in that industry.

(i) "Industry" means any of the following:

- (1) Mining.
- (2) Agriculture, forestry and fisheries.
- (3) Contract construction, including operative builders.
- (4) Manufacturers.
- (5) Transportation, communication, electric, gas and sanitary services.
- (6) Wholesale and retail trade.
- (7) Finance, insurance, and real estate, excluding operative builders.
- (8) Services
- (9) Government.
- (10) Motion pictures & entertainment.

(j) "Primary claim" means the first claim for extended duration benefits filed by an exhaustee with an effective date within a State-extended duration month or an industry-extended duration month for the individual's industry for the purpose of establishing an extended duration award and an extended duration period.

(k) "Extended duration award" means the maximum amount of extended duration benefits available under this part to an eligible exhaustee.

- (1) "Extended duration period" means a period beginning with the first day of the week with respect to which an exhaustee files a valid primary claim and ending with the last week which begins on or before the last day of the fifth calendar month following the State-Extended duration month or the industry-extended duration month in which the valid primary claim was filed.

(m) "Parent benefit year" means the benefit year with respect to which an individual becomes an exhaustee.

Section 2.

Section 3504 of the Unemployment Insurance Code is amended to read:

3504. The director shall during the month immediately preceding each calendar month compute the state extension ratio and the industry extension ratio for each industry for the calendar month and shall file his computations with the Secretary of State.

Section 3.

Section 3552 of the Unemployment Insurance Code is amended to read:

3552. An unemployed individual is eligible to receive extended duration benefits with respect to any week only if the director finds that:

(a) An extended duration award has been established for him.

(b) The week is within the extended duration period of the award.

(c) He meets the eligibility requirements of Part 1 (commencing with Section 100) of this division, except those excluded under subdivision (b) Section 3502.

(d) He is not subject to disqualification, and is not under disqualification for normal benefits, under any provision of Part 1 (commencing with Section 100) of this division.

(e) He has (i) during his base period been paid wages for employment by employers of not less than twenty dollars (\$20) in at least 20 of the calendar weeks ending in the base period for his parent benefit year, or (ii) during his base period been paid such wages of not less than twenty (\$20) in at least 15 of the calendar weeks ending in the base period for his parent benefit year, and in the four quarters immediately preceding the beginning of that base period been paid wages of

not less than twenty dollars (\$20) in at least 20 of the calendar weeks ending in such period, or (iii) during the period subsequent to the end of his base period and prior to the effective date of a valid primary claim for extended duration benefits been paid such wages of not less than twenty dollars (\$20) in at least twenty (20) of the calendar weeks ending in such period.

For the purpose of this third alternative only the term "wages" includes any and all compensation for personal services performed as an employee for the purpose of meeting this eligibility requirement.

The requirements of this subdivision (e) shall not apply if the effective date of a valid primary claim is within a State-extended duration month or an Industry-extended duration month for which the State extension ratio or the industry extension ratio for the individual's industry is 115 percent or more of the average of the State extension ratios or the industry extension ratios for the individual's industry for the previous 24 months. Any weeks included in a determination of eligibility for extended duration benefits shall not be used in a subsequent determination of eligibility for such benefits.

For the purpose of this section "wages" include wages due to an individual but unpaid within the time limit provided by law.

Section 4.

Section 3652 of the Unemployment Code is amended to read:

3652. (a) An exhaustee who desires to claim extended duration benefits shall file a valid claim. A primary claim for extended duration benefits shall be valid only if the director finds that:

(1) Its effective date is within a state-extended duration month or an industry-extended duration month for the individual's industry.

(2) The individual filing it is an unemployed exhaustee.

(b) For the purpose of determining whether a primary claim is a "valid primary claim" within the meaning of this section, an individual otherwise unemployed shall be deemed unemployed even though wages, as defined in Section 1252, which are for a period subsequent to the termination of a performance of services are payable with respect to the week for which he files his claim.

Section 5.

The provisions of Section 3504 of the Unemployment Insurance Code as amended by this act shall be operative commencing with computations for that calendar month the first day of which commences on or after the effective date of this act; and be it further

Resolved, That it is the feeling of Organized Labor that the California Labor Federation, AFL-CIO should use its utmost strength to urge the Legislature to cause such a bill to be passed.

Referred to Committee on Legislation.
Adopted, p. 26.

California League of Cities

Resolution No. 18 — Presented by United Firefighters of Los Angeles City, No. 112, Los Angeles.

Whereas, The California League of Cities has established a "Destruction by Legislation" program against all Firefighters locals throughout California; and

Whereas, Most city councils and local legislative bodies and elected officials are active members of the California League of Cities; and

Whereas, Most elected officials find some way to use our tax dollars to pay their dues to the California League of Cities; and

Whereas, The California League of Cities has employed the union busting tactics; therefore be it

Resolved, That the Delegates convened in Anaheim, California, July 19, 1982, for the Fourteenth Biennial Convention of the California Labor Federation, do declare the California League of Cities as the No. 1 enemy of the Firefighters; and be it further

Resolved, That the Executive Secretary-Treasurer be urged to present the results of this resolution to the Executive Board of the AFL-CIO for their concurrence and the California League of Cities be added to the list of enemies of Labor.

Referred to Committee on Resolutions.
Adopted as amended, p. 30.

Telephone Monitoring

Resolution No. 19 — Presented by Communications Workers of America, Northern California and Nevada Council, Oakland.

Whereas, Many companies invade the privacy of telephone users by telephone monitoring; and

Whereas, Monitoring is used as a means to achieve productivity through pressure and intimidation of workers; and

Whereas, Workers are disciplined by managers based on information obtained by secretly monitoring telephone conversations, causing job pressure and tension which affect their job performance and health; and

Whereas, The Federation's Secretary-Treasurer on July 29, 1966, protested the use of monitoring before the State Public Utilities Commission . . . Stating that: "It is far better that a few dishonest and incompetent should remain undiscovered if the price paid for their discovery is the violation of personal integrity;" therefore be it

Resolved, That the Fourteenth Convention of the California Labor Federation, AFL-CIO support state legislation that requires that telephones which are monitored be identified and that during monitoring, a beep tone be sounded.

Referred to Committee on Legislation.
Adopted, p. 26.

Unemployment

Resolution No. 20 — Presented by Office & Professional Employees No. 3, San Francisco.

Whereas, There are 9 million people officially counted as unemployed, with more than a million too discouraged to continue looking for jobs that are not there; and

Whereas, The percentage of unemployed people nationally is 9.8%, a figure not reached since the great depression of the 1930's and unemployment is 17% for black workers; and

Whereas, General Motors has recently shut down the assembly plants in Fremont of Northern California and in Southgate, of Southern California, laying off over 4,000 MORE workers; and

Whereas, These plant closures will affect numerous Local 3 members, for example the United Auto Workers Union carries Blue Shield insurance; therefore be it

Resolved, That the California Labor Federation demand that the Federal budget be adjusted so that one of its main priorities is to minimize unemployment; and be it further

Resolved, That massive cuts in the military budget will have to be made, with these revenues being directed to the de-

RESOLUTIONS

velopment of programs such as the WPA, TVA, CCC, etc.; and be it further

Resolved, That special job training programs be established for minority workers; and be it finally

Resolved, That as a first step in this process, we demand that unemployment benefits be extended.

Referred to Committee on Resolutions.
Adopted as amended, p. 12.

November 1982 Election

Resolution No. 21 — Presented by Office & Professional Employees No. 3, San Francisco.

Whereas, September 19, 1981, a day of Solidarity, and June 12, 1982, a day of Peace, were two of the largest demonstrations in our history; and

Whereas, These demonstrations organized by labor and over 100 national community and religious organizations, were days in which over 1 million people — working people; unemployed people; young and old; racial minorities; men and women — came together to make their demands for peace, jobs and justice heard; and

Whereas, The policies and practices of the current administration continue to be a direct attack on the well being of all people; and

Whereas, Benjamin Hooks, President of the NAACP, at a recent AFL-CIO convention stated, "The labor movement is now in the forefront of leadership in America. The torch has been thrown to you, and you have the obligation to forthrightly perform in every field"; and

Whereas, The November 1982 election has been declared Solidarity Day Number Two by the Fourteenth Biennial Convention of the AFL-CIO; therefore be it

Resolved, That the California Labor Federation, along with labor councils and local unions, work together in coalition with the many religious and community organizations, which made September 19th and June 12th such successes, to insure that we defeat Reaganomics and its supporters on every level — the Local, the State, and the Federal — at the ballot box this November; and be it further

Resolved, That one of the criteria which is used for consideration of our endorsement is the candidate's position on the massive federal budget cuts. If the candidate supports the present program of the

federal government, then she/he will not get the endorsement of this body.

Referred to Committee on Resolutions.
Adopted, p. 50.

Support Resolution No. 7—Procedure for COPE Recommendations

Resolution No. 22 — Presented by Air Transport Employees, Lodge No. 1781, Burlingame.

Whereas, The California Labor Federation is dedicated to safeguarding the democratic character of the labor movement; and

Whereas, The prestige and success of the Federation is enhanced by open democratic decision making processes; and

Whereas, When Central Labor Councils are unable to arrive at joint recommendations for endorsements at the California Labor Federation COPE Conventions, the rules should insure due process for each Central Labor Council; and

Whereas, Air Transport Employees Lodge 1781, International Association of Machinists and Aerospace Workers wholeheartedly believes in the democratic character of the labor movement and open democratic decision making processes; therefore be it

Resolved, That the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, does go on record as being in support of Resolution of the San Mateo County Central Labor Council, as adopted on May 10, 1982, to amend Article XIV F of the California Labor Federation Constitution.

Referred to Committee on Constitution.
Filed, p. 20.

Handgun Registration

Resolution No. 23 — Presented by Alameda County Central Labor Council, Oakland.

Whereas, 23,044 murders were committed in the United States in 1980; and

Whereas, 50% were committed with handguns; and

Whereas, Most of these were not committed by gangsters or burglars but were instead committed by family members, friends or acquaintances because of crimes of passion; and

Whereas, Except for target practice, handguns have no real function except to injure living beings; and

Whereas, Rather than acting as a deterrent to burglaries and other crimes, hand-

guns are a major prize to burglars since they are easily sold and virtually untraceable; and

Whereas, Americans are required to register their cars, boats, houses, dogs and even themselves (Social Security); therefore be it

Resolved, That the Fourteenth Biennial Convention of the California Labor Federation go on record supporting legislation requiring handgun owners to register all such guns; and be it further

Resolved, That the California Labor Federation support a requirement in such legislation that heavy penalties be assessed against owners who do not register their handguns; and be it further

Resolved, That the California Labor Federation support legislation banning sales of any unregistered handguns in California.

Referred to Committee on Legislation.
Non-concurrence. p. 26.

Restoring Financial Solvency to the Social Security Fund

Resolution No. 24 — Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, The Social Security Fund is in financial straits due to lack of contributions of employers and employees; and

Whereas, The Social Security Fund finds itself in this condition due to eight or nine million unemployed American workers; and

Whereas, This unemployment is in a large part due to American corporations exporting capital to build factories overseas; and

Whereas, This undercuts the jobs that would go to American workers; and

Whereas, Corporations increase their profits by eliminating American jobs and therefore Social Security payments; therefore be it

Resolved, By the Fourteenth Convention of the California Labor Federation, AFL-CIO, that a special tax be levied on all imports that are related to the removal of jobs from this country; and be it further

Resolved, That this levy be used exclusively to bolster the Social Security Fund; and, be it further

Resolved, This resolution upon adoption

be sent to the United States Senators and the California Congressional Delegation.

Referred to Committee on Resolutions.
Adopted as amended, p. 18.

Interest Rates

Resolution No. 25 — Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, The delegates to the Fortieth California State Conference of Painters and Allied Trades convened in the City of San Francisco on February 18, 19 and 20, 1982; and

Whereas, The delegates to the convention represent thousands of skilled workers from throughout California whose jobs are endangered by continued high interest rates; and

Whereas, The delegates are aware that a primary cause of high interest rates is —the federal government's lack of commitment to the traditional American Dream of individual home ownership; and

Whereas, Interest rates are maintained at a high rate by the Federal Reserve in the mistaken belief that thwarting home buying and disrupting the construction industry will depress the economy and somehow lower the rate of inflation; and

Whereas, High interest rates are causing unemployment in the building industry, its allied trades and thousands of industries and businesses associated with the success of the home building industry; and

Whereas, High interest rates are primarily a politically determined phenomena created, authorized and allowed to continue by our elected representatives and those who by right ought to be responsible to them; therefore be it

Resolved, That the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, urge our Governor, the California Legislature, President, our elected representatives in Congress to direct and concentrate their efforts on legislation and policy that will lower the interest rates on the purchase of owner-occupied housing and thereby facilitate a return to full employment and the realization of the American dream of home ownership for those who so desperately need and desire it.

Referred to Committee on Legislation.
Adopted, p. 25.

Edmund G. Brown, Jr. for U.S. Senate

Resolution No. 26 — Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, On a number of occasions, the Building Trades have taken strong exception to policies of the Governor and some of his appointees in connection with economic development issues involving environmental concern; and

Whereas, The response of the Governor to these differences has been both direct and even-handed, while maintaining at all times an open door to his office for frank discussions of Building Trades concerns and for the resolution of our grievances; and

Whereas, The labor record of the Brown Administration is unprecedented in the field of basic labor relations legislation, including enactment of: historic improvements in social insurance programs; far reaching gains in workers' compensation, unemployment insurance improvements, breakthroughs in unemployment disability insurance, combined with major advancements in laws protecting working conditions; and

Whereas, It is imperative that the people of California have an outspoken representative in the United States Senate to vigorously oppose President Reagan's "Reagan Economics" that is designed to take away from the needy and give it to the greedy; and

Whereas, Other important gains by Labor under Brown have included historic improvements in Social Insurance programs, combined with major advancements in laws protecting working conditions; and

Whereas, The Brown Administration has ended eight years of hostile neglect of the Department of Industrial Relations, elevating the Department to Cabinet status and making possible through the Governor's appointments vigorous enforcement of labor standards, prevailing wage rates, occupational health and safety standards, and the expansion of apprenticeship programs; and

Whereas, These achievements and many others, on balance, far outweigh any problems encountered by the building trades in striving continuously to meet the needs of all people; therefore be it

Resolved, That this Fourteenth Biennial Convention of the California Labor Feder-

ation, AFL-CIO, does hereby endorse the election of Edmund G. Brown, Jr., for the office of United States Senator; and be it further

Resolved, That all affiliated organizations be urged to actively support his election.

Referred to Committee on Resolutions
Adopted, then ruled out of order
for action, p. 60.

Oppose Natural Gas Decontrol

Resolution No. 27 — Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, The oil companies, which own 70% of our nation's natural gas, are calling on the Administration to immediately decontrol natural gas prices; and

Whereas, The President of the United States has pledged support for immediate decontrol legislation; and

Whereas, Immediate decontrol of natural gas prices would at least double the price of natural gas and cost California billions of dollars; and

Whereas, Immediate decontrol will have enormous impact on California industries which use natural gas for production and processing, resulting in decreased revenues and investment in the state; and

Whereas, Immediate decontrol will cause direct loss of more than 850,000 jobs nationally next year; and

Whereas, Immediate decontrol will result in higher consumer prices for food, clothing, health care, housing, transportation and other necessities; therefore be it

Resolved, That the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, oppose the immediate or accelerated decontrol of natural gas prices, and urge the California Congressional Representatives to pledge their opposition to any such attempts in Congress.

Referred to Committee on Resolutions.
Adopted, p. 29.

Leo T. McCarthy for Lieutenant Governor

Resolution No. 28 — Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, The State of California is facing a most important election in 1982; and

Whereas, It is of the utmost importance that the State of California have their

Lieutenant Governor an individual who has had many years of experience in serving the people of this State; and

Whereas, Leo T. McCarthy was elected in 1963 to the San Francisco County Board of Supervisors; and

Whereas, He was elected to the California State Assembly in 1968 from the 18th Assembly District (San Francisco-San Mateo); re-elected every two years since; and

Whereas, He was elected Speaker of the Assembly, June 1974, held office until December of 1980; and

Whereas, He was elected Speaker Pro Tempore of the Assembly in January of 1981; and

Whereas, Under six and half years of Leo McCarthy's leadership and with his active support, the State Legislature produced some of the most important laws in California history, including: but not limited to innovative measures to increase housing production and ease the worst housing crisis since World War II; streamlined the permit process to speed up approval of industrial and residential developments; and

Whereas, He has proven time and again that he is completely sensitive to the needs of the working people of this State and has a great labor record; therefore be it

Resolved, That the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, does hereby endorse Leo T. McCarthy for the office of Lieutenant Governor of California.

Referred to Committee on Resolutions. No action, ruled not properly before the convention, p. 50.

Mayor of City of Los Angeles Tom Bradley

Resolution No. 29 — Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, California will be electing a new Governor in 1982; and

Whereas, It is imperative that building trades people in California have a Governor who will listen and respond to our needs and concerns; and

Whereas, It is equally important that appointive positions relating to the construction industry and the enforcement of labor laws be filled by people who have a philosophy consistent with the trade union movement; and

Whereas, We as building trades people

should take the lead in organized labor and recommend our choice as early as possible; and

Whereas, The present Mayor of Los Angeles City has all the qualities of being a well-qualified Governor and also has a great record with organized labor; therefore be it

Resolved, That the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, does hereby endorse the election of Mayor Tom Bradley for Governor of the State of California.

Referred to Committee on Resolutions. No action, ruled not properly before the convention, p. 50.

Lien Laws

Resolution No. 30 — Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, The elected representative of the State of California have established through law, the rights of persons or firms to protect against default in payment of funds due for work, services and materials supplied on construction projects in the State of California; and

Whereas, The statutes allow for a lien to be filed against the property on which work, services or material supplied has not been paid for; and

Whereas, The Lien Laws have been amended to include construction trust funds as having the privilege of lien to protect payment of contributions due for workmen employed on a specific job or jobs; and

Whereas, Those persons and firms involved in performance of work and services and material suppliers have prior knowledge of job location in order to pursue their lien rights; and

Whereas, Trust funds do not have at their disposal the job locations on which workmen are performing work which requires payment of trust fund contributions, as part of the workmen's wages; therefore be it

Resolved, By the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the Legislature of the State of California be requested to amend the present lien law to require that the owner, reputed owner and/or prime contractor be required, upon request by a construction trust fund, to supply the name or names of sub-contractors on

specific jobs where workers have been employed who may have, as part of their wage, trust fund contributions due, in order to permit the trust fund to file the proper lien within the time required for filing when contributions have not been paid.

Referred to Committee on Legislation.
Adopted, p. 26.

Jobs, Economy and the Environment

Resolution No. 31 — Presented by Glass Bottle Blowers No. 82, Fremont.

Whereas, Litter surveys and records have established that litter/recycling laws such as established in Washington, California and other states have proven to encourage recycling of all solid waste and is an effective measure for reducing all types of litter; and

Whereas, The forced deposit experience has eliminated jobs, caused the dismantling of production lines and plant closings resulting in severe continuing unemployment problems; and

Whereas, The forced deposit experience shows a detriment to consumers by limiting their freedom of choice and escalating beverage prices; and

Whereas, The forced deposit law symbolizes a regressive movement consistent with the trend of our administration; and

Whereas, The National AFL-CIO and all of its affiliated unions have consistently opposed regressive, job-destroying beverage container legislation and have strongly promoted resource recovery and other constructive environmental programs consistent with the fundamental doctrines of a free society and the policy against excessive governmental interference; therefore be it

Resolved, That the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, go on record as firmly rejecting the concept of forced deposits and the regressive philosophy which it represents; and be it further

Resolved, That the delegates to this Convention reject the notion that our intelligent answers to our environmental problems are limited to anti-labor, anti-consumer and anti-industry legislation requiring the intrusion of government and curtailment of our freedom; and be it finally

Resolved, That this Convention reaffirms the resolve of the AFL-CIO that it is in the best interests of our society that labor,

industry, government, the public and environmental groups guard against counterproductive negative approaches to solving our environmental problems and that they work together toward positive, constructive, workable programs which will achieve our environmental and other goals without destroying the roots of our economy.

Referred to Committee on Resolutions.
Adopted as amended, p. 12.

Amnesty International

Resolution No. 32 — Presented by San Mateo County Central Labor Council, San Mateo.

Whereas, The 1981 AFL-CIO Convention adopted the following resolution endorsing Amnesty International:

“Whereas, Amnesty International, a prisoner-oriented organization in the human rights field, has worked diligently and impartially to protect trade unionists and others from political imprisonment, torture and execution; and

Whereas, This international organization with affiliates in 41 countries, including the United States, has received many accolades, especially the Nobel Prize for Peace and the United Nations Human Rights award; and

Whereas, The United States affiliate, Amnesty International USA, has worked closely with AFL-CIO affiliated organizations, through its prisoner ‘adoption’ program, Urgent Action Network and campaigns, to free unjustly imprisoned trade unionists throughout the world and protect them from torture by governments seeking to undermine the right of free association; therefore be it

Resolved, That the AFL-CIO commends the useful work of groups such as Amnesty International who seek an end to human rights violations against trade unionists and others;” therefore be it

Resolved, That this Fourteenth Convention of the California Labor Federation, AFL-CIO, concurs in this endorsement of Amnesty International and calls on all affiliates and all California trade unionists to work with Amnesty International in support of human rights.

Referred to Committee on Resolutions.
Adopted, p. 29.

N.A.A.C.P.

Resolution No. 33 — Presented by Inter-

national Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 293, 451, 482, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies Garment Workers No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.-W.U., San Francisco.

Whereas, The National Association for the Advancement of Colored People (NAACP) is the most representative mass membership organization of the black community in the U.S.; and

Whereas, The NAACP has become a constructive force and lasting tradition for unifying action in the black community; and

Whereas, The NAACP has over the years enlisted the cooperation and support of organized labor in activity and program planning; and

Whereas, The NAACP pursues education, legislation and community action to promote civil rights and equal opportunity and to oppose discrimination based on race, color, creed, national origin and sex; therefore be it

Resolved, That this Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, extend its support and cooperation to the NAACP.

Referred to Committee on Resolutions.
Adopted, p. 29.

Imports

Resolution No. 34 — Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 293, 451, 482, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies Garment Workers No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.-W.U., San Francisco.

Whereas, The unemployment rate is now the worst since the Great Depression; and

Whereas, The importation of foreign made products is in effect the exportation of American jobs; and

Whereas, This rapidly rising level of importation is causing the decline and near extinction of many American industries such as steel, automobile, the garment industry and many others; and

Whereas, The level of imports can be controlled by National policy and legislation and the refusal to do so is merely an abrogation of the responsibility our government has to working people's welfare; and

Whereas, The current disastrously high level of imports is also used by multinational corporations to their benefit in that they can more profitably manufacture their goods overseas, thus exploiting cheap non-union labor in foreign lands; and

Whereas, These multinational corporations further demonstrate their irresponsibility to American society by relocating their manufacturing facilities to these foreign countries and further worsen the unemployment of American workers; therefore be it

Resolved, That this Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, support federal legislation to control imports.

Referred to Committee on Resolutions.
Adopted, p. 13.

Full Employment

Resolution No. 35 — Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 293, 451, 482, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies Garment Workers No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.-W.U., San Francisco.

Whereas, The current unemployment rate is the worst since the Great Depression; and

Whereas, It has been shown that rising unemployment causes an increase in crime, alcoholism, suicide, family problems, physical and mental illness and a host of other social problems as well as thwarting any hopes of economic recovery; and

Whereas, Inflation and high interest rates have failed to come down sufficiently to permit a full recovery toward full employment; and

Whereas, The earnings of the average worker have been eroded by inflation to the point where the median family's income and partial employment and its net spendable earnings have both fallen when adjusted for price increase; and

Whereas, The Reagan Administration

has proven itself to be unwilling and uncaring as regards any improvement of the unemployment situation; therefore be it

Resolved, That this Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, support federal legislation to insure full employment.

Referred to Committee on Resolutions.
Adopted as amended, p. 12.

Health Care

Resolution No. 36 — Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 293, 451, 482, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies Garment Workers No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U., San Francisco.

Whereas, Illness, disease, disability—occasional and/or protracted and/or chronic and/or catastrophic — are a major problem of American life; and

Whereas, Health care costs are an intolerable burden on most Americans and are increasing alarmingly; and

Whereas, Health plan coverage achieved through collective bargaining and by other means can neither by itself meet all exigencies nor reach all people's needs; and

Whereas, Present health care systems discriminate against and impose disproportionate costs on the families of minorities, the low income and the working poor; and

Whereas, the primary standard for measuring the success and adequacy of a health care program should be the physical, mental, and financial well-being of the patients; and

Whereas, Federal government umbrella planning and funding is essential to provide adequate health care for all Americans; and

Whereas, Such federal programming should be directed to promoting research, providing health personnel, expanding facilities, and controlling the quality of health care delivery and above all assuring availability of funds to pay for the health needs of every individual American; and

Whereas, Such a program should include preventive as well as remedial medical care; and

Whereas, Such a federal umbrella health plan should involve existing public and private, local and state, health projects and institutions; therefore be it

Resolved, That the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, favor enactment of federal legislation to assure adequate, comprehensive health care for every American.

Referred to Committee on Resolutions.
Adopted, p. 18.

Labor Law Reform

Resolution No. 37 — Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 293, 451, 482, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies Garment Workers No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U., San Francisco.

Whereas, Under present federal labor law, loopholes, deficiencies and shortcomings have permitted employers' unfair interference in and obstruction of workers' rights to freedom of speech, assembly, organization, and collective bargaining; and

Whereas, Employers have all too frequently succeeded in circumventing workers' manifest will to join organizations and bargain collectively; and

Whereas, Repressive employers have found the means to use gimmicks, subterfuges, stalling, intimidation, and spying and other blatantly illegal practices (since the penalties for violating the present law are often milder than the costs of collective bargaining), for flouting the wishes of employees, thwarting union organization and undermining collective bargaining; and

Whereas, Section 14(b) of the Taft-Hartley Act has been a particularly pernicious instrument to prevent workers from bargaining for union security provisions in contracts in some areas by allowing state laws against the union shop to pre-empt federal labor law which provides the opportunity for workers to vote for the union shop; therefore be it

Resolved, That this Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, favor labor law reform.

Referred to Committee on Resolutions.
Adopted, p. 27.

A. Philip Randolph Institute

Resolution No. 38 — Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 293, 451, 482, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies Garment Workers No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.-W.U., San Francisco.

Whereas, A. Philip Randolph's life and work are an historic contribution to and symbol of cooperation of black community and organized labor idealism and practical activism for the advancement of civil rights, human rights and all working people everywhere; and

Whereas, The A. Philip Randolph Institute is an institution which carries on his work through systematic organization, membership of working people and labor leadership concern with the problems of black people and other disadvantaged people; and

Whereas, The A. Philip Randolph Institute works within the councils of the labor movement at every level; therefore be it

Resolved, That this Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, endorse the A. Philip Randolph Institute and urge affiliated unions to cooperate with it in its programs.

Referred to Committee on Resolutions.
Adopted, pp. 29-30.

Labor Council for Latin American Advancement

Resolution No. 39 — Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 293, 451, 482, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies Garment Workers No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.-W.U., San Francisco.

Whereas, The Labor Council for Latin American Advancement (LCLAA) is an authentic voice of the Hispanic-American community in the U.S.; and

Whereas, LCLAA is devoted to the cause of trade unionism as the best hope for Hispanic-American progress; and

Whereas, LCLAA believes in expanding

Hispanic-Americans' participation in the labor movement and its processes for promoting equality, opportunity and dignity for all; and

Whereas, Hispanic-Americans are a numerous and important element in the life of California and the Southwest U.S.; and

Whereas, Hispanic-Americans encounter discrimination and various impediments and barriers to equal access to jobs, education, and housing; and

Whereas, LCLAA believes in working with organized labor as a vital ally in public education, social action, and community cooperation to help Hispanic-Americans and other groups and individuals in America; therefore be it

Resolved, That this Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, applaud the LCLAA for ideals, far-reaching programs and cooperation with trade unionism; and urge affiliated bodies to support its efforts.

Referred to Committee on Resolutions.
Adopted, p. 30.

Jewish Labor Committee

Resolution No. 40 — Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 293, 451, 482, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies Garment Workers No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.-W.U., San Francisco.

Whereas, The Jewish Labor Committee (JLC) has, since its founding in 1933, been unswervingly committed to common goals and shared mutual aspirations with organized labor and cooperated in joint programs with organized labor; and

Whereas, The JLC aids the labor movement in efforts to organize the unorganized; and

Whereas, The JLC has endeavored to enlist community support for labor law reform and other priority projects of organized labor; and

Whereas, The JLC has sought to promote recognition of and reciprocal support for common concerns of community groups and organized labor; and

Whereas, The JLC has supported the U.S. labor movement in its international programs to advance trade unionism and

democracy in every area of the world; and

Whereas, The JLC has backed the free labor movement in its opposition to communism, fascism and other totalitarian and ultra-reactionary movements, institutions and states which stifle free trade unionism, repress democracy and exploit working people; and

Whereas, The JLC leadership, membership, staff and affiliated organizations are drawn from organized labor and labor oriented movements; and

Whereas, The JLC engages in far-flung programs of education, public relations, and social action to advance civil rights, equal opportunity and improved living and working conditions for all; therefore be it

Resolved, That this Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, endorse the Jewish Labor Committee, commend it for its enduring forward-looking philosophy and program, and urge support for its activities.

Referred to Committee on Resolutions.
Adopted, p. 30.

Social Security

Resolution No. 41 — Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 293, 451, 482, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies Garment Workers No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.-W.U., San Francisco.

Whereas, The Social Security System is the cornerstone of economic protection for many elderly, disabled and disadvantaged Americans and their dependents; and

Whereas, Social Security has proven to be the most popular of the programs of the New Deal and of these programs it has been the most effective in demonstrating society's collective compassion and concern; and

Whereas, The proposals of the Reagan Administration to reduce these benefits and tamper with the system are grounded in meanness of spirit and narrowness of purpose; therefore be it

Resolved, That this Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, most strenuously support

the Social Security System's level of benefits and oppose any diminution of them.

Referred to Committee on Resolutions.
Adopted as amended, p. 18.

Coalition of Labor Union Women

Resolution No. 42 — Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 207, 293, 452, 482, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, Ladies Garment Workers No. 215, San Francisco; Southern California District Council, I.L.G.W.U., Los Angeles; and the Pacific Northwest District Council, I.L.G.-W.U., San Francisco.

Whereas, The Coalition of Labor Union Women, (CLUW) has worked for the betterment of working women everywhere; and

Whereas, CLUW is the most representative body of trade union women as a group; and

Whereas, Women constitute an increasing percentage of the work force and union members; and

Whereas, Women have been victims of discrimination in the work force in the past and still suffer injustices in terms of wages and other conditions; and

Whereas, CLUW works towards the elimination of these problems; and

Whereas, CLUW recognizes the importance of comparable worth and child care for working women; therefore be it

Resolved, That this Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, support and encourage membership and participation in CLUW.

Referred to Committee on Resolutions.
Adopted, p. 14.

Patronize Union Dental Offices

Resolution No. 43 — Presented by Dental Technicians and Allied Workers of Northern Calif. No. 99D, Oakland.

Whereas, Most unions now have negotiated dental plans covering their members and dependents; and

Whereas, Many of the union members coming under the coverage of these dental plans still patronize non-union dental offices; and

Whereas, It is the policy of the AFL-CIO

to urge all members to buy union products and use union services; and

Whereas, The Dental Technicians and Allied Workers of Northern California, Local 99D, SEIU, and the Dental Technicians and Assistants Union of Southern California, Local 100D, SEIU, have organized a number of dental offices under contracts providing conditions superior to those in the non-union offices; therefore be it

Resolved, That the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, again urge all unions with dental plans to educate their members to the importance of patronizing union-organized dental offices, and be it further

Resolved, That wherever possible all unions lend their support to the organization of the vast number of low-paid and exploited workers in the non-union dental offices.

Referred to Committee on Resolutions.
Adopted, p. 30.

Support Bilateral Nuclear Weapons Freeze Initiative

Resolution No. 44 — Presented by Glass Bottle Blowers No. 137, Maywood.

Whereas, The increase in both the quantity of nuclear weapons and the effectiveness of the means of deliverance has increasingly put the lives of each of us and that of our families and, indeed, the fate of the world in serious jeopardy; therefore be it

Resolved, That the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, support the California Bilateral Nuclear Weapons Freeze Initiative which will be on the ballot in November and which "Proposes enacting a statute that requires the Governor of California to write a specified communication to the President of the United States and other identified United States officials. This communication would identify the people's concern about the danger of a nuclear war between the United States and the Soviet Union. It would urge that the United States government propose to the Soviet Union government that both countries agree to immediately halt the testing, production and further deployment of all nuclear weapons, missiles and delivery systems in a way that can be checked and verified by both sides."

Referred to Committee on Resolutions.
Filed, p. 50.

Voter Registration Week

Resolution No. 45 — Presented by Glass Bottle Blowers No. 137, Maywood.

Whereas, The working people of our nation are under attack from anti-labor forces who are relentlessly working to reduce our standard of living and our opportunity to even earn a living; therefore be it

Resolved, That the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, designate Labor Day and the week of September 6, 1982 as Voter Registration Week; and be it further

Resolved, That the California Labor Federation, AFL-CIO, initiate and coordinate a massive Registration Drive starting with the above-mentioned Voter Registration Week and continuing on until voter registration ends prior to the November General Election.

Referred to Committee on Resolutions.
Adopted, pp. 30-31.

Conference on Plant Closure

Resolution No. 46 — Presented by Machinists Bay Area District Lodge No. 115, Oakland.

Whereas, The growing internationalization of U.S. capital has led to the export of production and jobs overseas to exploit lower wage foreign labor; and

Whereas, This internationalization of capital has led to a decline in domestic investment, resulting in a massive number of plant shutdowns, especially in California; and

Whereas, These shutdowns have led to massive unemployment and economic hardship for California workers, an erosion of community tax bases and a decline in the quality and quantity of community social services; and

Whereas, This search for profit on an international scale has led to a divergence of private and social costs and benefits and a levelling down of worldwide wages and working conditions; and

Whereas, The California Labor Federation has proposed a pro worker alternative to this economic dislocation crisis as illustrated by Assembly Bill 2839; therefore be it

Resolved, That the Fourteenth Biennial Convention of the California Labor Federation, AFL-CIO, call a statewide conference on the plant closure crisis to educate the State Trade Union movement as

to the causes and solutions to the plant closure problem and that such a conference shall be held no later than January 1, 1983, in order to mobilize the working people of California and other progressive communities to fight for plant closure legislation.

Referred to Committee on Resolutions.
Adopted, p. 31.

Boycott Sparks Nugget

Resolution No. 47 — Presented by Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, The Nevada State AFL-CIO has requested that this Federation support the boycott of John Ascuaga's Sparks Nugget in Sparks, Nevada; and

Whereas, It is appropriate that affiliates of this Federation support this request as an expression of their solidarity with the exploited workers of the Sparks Nugget; and

Whereas, The Coordinating Committee for Labor Solidarity in Northern Nevada having demonstrated that Local 86 of Hotel Employees & Restaurant Employees represented employees of the Sparks Nugget and other hotel-casinos in that area for over 20 years; and

Whereas, In 1974 all such employers simultaneously withdrew recognition of Local 86 and have since engaged in a prolonged struggle with the Local as it sought to regain bargaining rights, the Sparks Nugget being prominent in this group of employers; and

Whereas, Local 86 has won its legal battles against the Sparks Nugget but the effects of seven years of struggle have rendered negotiations of a new contract extremely difficult, especially since the employees have so much lost ground to regain adequate standards; and

Whereas, The proximity of such an anti-union exploitive force so near the border of California has a strongly negative effect upon the standards of members of AFL-CIO affiliates; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, in Convention assembled, go on record in fraternal support of the consumer boycott of John Ascuaga's Sparks Nugget and urges members of all AFL-CIO affiliates in this State to withhold patronage from this establishment for the duration of its dispute with Local 86, Hotel Employees & Restaurant Em-

ployees International Union; be it further

Resolved, That the Executive Council be called upon to place John Ascuaga's Sparks Nugget on the "Do Not Patronize" list of this Federation.

Referred to Committee on Resolutions.
Adopted, p. 31.

Geographical Vice Presidents

Resolution No. 48 — Presented by Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Be It Resolved, That the Constitution of the California Labor Federation, AFL-CIO be amended at Page 9 in the Constitution by revising Article IV, Section 2 as follows:

Commencing immediately after "District No. 7" and prior to "District No. 8," strike:

"District No. 8 (San Mateo, Santa Clara, San Benito, Santa Cruz and Monterey counties) one Vice President," and insert:

"District No. 8 (San Mateo and Santa Cruz counties) one Vice President."

"District No. 9 (Santa Clara, San Benito and Monterey counties), one Vice President."

Article IV, Section 2, Page 10, commencing with District No. 9 "through District No. 14," change:

"District No. 9" to "10";

"District No. 10" to "11";

"District No. 11" to "12";

"District No. 12" to "13";

"District No. 13" to "14"; and delete "District No. 14" and "District No. 15" completely and insert"

"District No. 15 (Humboldt, Del Norte, Mendocino, Lake, Siskiyou, Modoc, Lassen, Plumas, Shasta, Tehema, Trinity and Sierra counties), one Vice President."

Referred to Committee on Constitution.
Adopted, p. 20.

Technical Changes

Resolution No. 49 — Presented by Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, There are certain obsolete provisions in the Constitution that should be corrected; therefore be it

Resolved, That the Constitution be amended at Page 39, Article XIV B. Rep-

resentation, Section 3 (a) by striking in Lines 33 and 34 the words "three hundred and sixty cents" and inserting "four hundred and eighty cents" and by striking completely the paragraph commencing at the bottom of Page 39 and continuing through the top of Page 40, and at Page 40 ARTICLE XIV B. Representation, Section 3(b) line 3 strike "and(c)" and insert "(c) and (d)."

Referred to Committee on Constitution.
Adopted, p. 24.

Joint Political Recommendations

Resolution No. 50 — Presented by Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, Questions have been raised with respect to the method of recommendations being transmitted by Central Labor Bodies; and

Whereas, It is the desire to clarify the existing procedure and eliminate any misunderstandings; therefore be it

Resolved, That the Constitution of the California Labor Federation, AFL-CIO, Article XIV-F be amended by inserting at page 47 before the paragraph commencing "Any recommendation . . ." the following:

"At least thirty days prior to the Special Preprimary Election Convention, or the Pre-General Election Convention, the Executive Secretary-Treasurer of the California Labor Federation COPE shall send a written notice to the respective Central Labor Bodies in an area covered by more than one Central Labor Body informing them of their requirement to meet and confer to secure a joint recommendation if possible. If any Central Labor Body refuses to meet or confer for this purpose, the remaining Central Labor Body or Bodies recommendation will be considered a duly established joint recommendation.

"If a joint recommendation of those councils present is not possible, the Executive Council shall have the exclusive right to recommend a candidate for such office to the Convention.

"The Executive Council shall have the exclusive right to recommend for endorsement to the Convention when a Central Labor Body or Bodies fail or fails to submit a recommendation."

Referred to Committee on Constitution.
Adopted, p. 20.

NLRB Jurisdictional Standards

Resolution No. 51 — Presented by California State Council of Hotel Employees and Restaurant Employees, Santa Monica.

Whereas, It is in the interest of the State of California to maintain full production in its economy; and

Whereas, Strife among employees, employers and labor organizations interferes with full production and is contrary to our State and indeed, our National interest; and

Whereas, Labor disputes can be lessened if the parties involved recognize the legitimate rights of each in their relations with one another; and

Whereas, Congress enacted the National Labor Relations Act to protect the rights of employees and employers and to encourage collective bargaining; and

Whereas, The law is administered and enforced principally by the National Labor Relations Board; and

Whereas, The National Labor Relations Board does not exercise its powers to enforce the Act in all cases; and

Whereas, The Board's requirements for exercising its power or jurisdiction are called "jurisdictional standards"; and

Whereas, These standards are based on the yearly amounts of business done by the enterprise in terms of its sales or of its purchases; and

Whereas, The National Labor Relations Board jurisdictional standard applicable to the affiliates of the California State Council is that the employer motel and hotel total dollar volume of business be at least \$500,000.00 per year before it will take jurisdiction; and

Whereas, In this State, the total annual volume of many businesses and enterprises falls below \$500,000.00; and

Whereas, In actual practice, when the NLRB does not act in cases affecting our affiliates because of its jurisdictional standard and therefore no legal remedy is available on the national level; and

Whereas, In that event there is also no law in California and no legal remedy to encourage collective bargaining; therefore be it

Resolved, That the California Labor Federation declare the need for appropriate state legislation in order to define and protect the rights of employees and em-

ployers in cases where the National Labor Relations Board does not exercise jurisdiction to act.

Referred to Committee on Legislation.
Adopted, p. 28.

Organize the Unorganized

Resolution No. 52 — Presented by California State Council of Hotel Employees and Restaurant Employees, Santa Monica.

Whereas, The trade union movement brings to every worker, security on the job, higher living standards and a voice in the determination of working conditions; and

Whereas, The strength of Labor in California depends on the success of organized labor; and

Whereas, Organized labor in this state is substantially less compared to the total work force; and

Whereas, The unorganized workers of California have had virtually no experience with trade unions and as a result, do not know the benefits to be derived from union membership; and

Whereas, The California State Council of Hotel Employees and Restaurant Employees is affiliated with the AFL-CIO; and

Whereas, The Constitution of the AFL-CIO mandates this organization "to aid and assist affiliated unions in extending the benefits of mutual assistance and collective bargaining to workers"; and

Whereas, The Constitution of the AFL-CIO further mandates this organization "to promote the organization of the unorganized into unions of their own choosing for their mutual aid, protection and advancement"; and

Whereas, The California Labor Federation has created a political climate conducive to organizing the unorganized which is more favorable here than in any other state; and

Whereas, The unorganized are federally guaranteed the right to organize and bargain collectively through their own chosen representatives; therefore be it

Resolved, That the California Labor Federation declare that the major priority of the AFL-CIO should be as it pertains to the California labor movement, to promote the organization of the unorganized and to aid and assist affiliated unions in extending the benefits of collective bar-

gaining to unorganized workers of this State.

Referred to Committee on Resolutions.
Adopted, p. 31.

In Support of Ed Asner

Resolution No. 53 — Presented by Santa Clara County Central Labor Council, San Jose.

Whereas, Brother Asner's activities as a Union leader have exemplified the highest principles of Unionism; and

Whereas, Brother Asner has actively sought to improve relations between Unions in the Industries involved in the entertainment field; and

Whereas, Brother Asner has sought to promote causes of Unionism among his own members; and

Whereas, Brother Asner has through his activities and encouragement of the activity of others, brought to millions of American television viewers a rational perspective of Union workers in the work place through his program, the Lou Grant Show; and

Whereas, The most anti-union reactionary right wing forces in corporate America have sought successfully to remove this excellent program from television; therefore be it

Resolved, That the California Labor Federation, AFL-CIO hereby encourage all affiliated unions to write letters of protest to local television stations which have carried the Lou Grant Show and to the National Network demanding that the Lou Grant Show be returned to the air.

Referred to Committee on Resolutions.
Adopted, p. 31.

Image of Women in Media

Resolution No. 54 — Presented by Musicians No. 47, Hollywood.

Whereas, It is a fact that women are not represented in television portrayals according to their numbers in the population; and

Whereas, It is a fact that continued stereotyping and unrealistic portrayals of women continue in media; and

Whereas, It is a fact that the average American watches at least five hours of television programming per day, and is further affected by film, radio, print, advertising and other means; and

Whereas, It is a fact that media can

serve to influence behavior, appearance, desires, goals, attitudes, and many other aspects of existence; and

Whereas, It is a fact that continued viewing of women as victims, as irresponsible, sex objects, below normal intelligence, incapable of making decisions, and without authority leads viewers to believe that the majority of women possess these qualities and traits; and

Whereas, These conclusions create attitudes and behavior leading to lack of equal access in obtaining employment and further discrimination and harassment while on the job; and

Whereas, It is a fact that these statements and statistics have been noted in government, private and public and in-house surveys; therefore be it

Resolved, That the California Labor Federation support the efforts of women in the entertainment industry union and guilds to achieve fair employment access behind and in front of the camera (or microphone); and

Whereas, Since males and females must spend a lifetime relating to one another and should have the ability to do so with respect, courtesy, and recognition of an individual's talents and intelligence and personality and character, without regard for sex as suggested by media representation; be it further

Resolved, That the California Labor Federation support efforts to achieve realistic and unsteretyped portrayals of men, women and children in media for the purpose of bettering the working lives and relationships of all.

Referred to Committee on Resolutions.
Adopted, p. 31.

Oppose Unloading Foreign Fish

Resolution No. 55—Presented by United Industrial Workers, Service Transportation, Professional & Government of North America, Wilmington.

Whereas, Bumble Bee Seafoods, a major tuna cannery, has petitioned the State Department for a waiver of Nickerson to allow Japanese vessels to unload tuna in Hawaii; and

Whereas, Bumble Bee Seafoods recently closed its San Diego tuna plant thereby throwing 900 cannery workers out of a job, while its Puerto Rican and Hawaiian plants continue to operate; and

Whereas, Any tampering with the Nickerson would further injure cannery workers and fisherman alike; therefore be it

Resolved, That the 14th Convention of the California Labor Federation, AFL-CIO, oppose any action that would change or weaken the present law, by allowing any foreign vessel the right to unload fish in the United States.

Referred to Committee on Resolutions.
Adopted, p. 31.

Caribbean Basic Recovery Act, H.R. 5900

Resolution No. 56—Presented by United Industrial Workers, Service, Transportation, Professional & Government of North America, Wilmington.

Whereas, H.R. 5900 as written has a primary objective of creating a one way free trade zone for eligible Caribbean nations desiring to develop industries for the export of products to the United States; and

Whereas, The act adversely affects the tuna canning industry in the United States which is already having plant closures, layoffs and a general decline in manhours worked in the last year; and

Whereas, A shift of tuna production to the Caribbean area would be stimulated by the proposed act, thus aggravating a very serious unemployment problem in the United States; therefore be it

Resolved, That the 14th Convention of the California Labor Federation, AFL-CIO oppose H.R. 5900 and such position be communicated to the California Congressional Delegation.

Referred to Committee on Resolutions.
Adopted, p. 31.

Procedure for COPE Recommendations

Resolution No. 57—Presented by Machinists Carquinez Lodge No. 1492, Vallejo.

Whereas, The California Labor Federation is dedicated to safeguarding the democratic character of the labor movement. The prestige and success of the Federation is enhanced by open and democratic decision making processes. When Central Labor Councils are unable to arrive at joint recommendations for endorsement at the California Labor Federation COPE Conventions, the rules should insure due process for each Central Labor Council; therefore, be it

Resolved, That the Fourteenth Convention of the California Labor Federation amend the Constitution as follows:

RESOLUTIONS

on page 47, Article XIVF, Section 2, line 28 add:

Provided further, in the event the various Central Labor Bodies do not arrive at a unanimous recommendation, a representative of each affected Central Labor Body shall have the right to attend

the deliberations of the Executive Council in order to speak on the recommendation in question and to observe the deliberations and the vote of the Executive Council.

Referred to Committee on Constitution.
Filed, p. 20.

REPORTS OF OFFICERS

Report of the Executive Council

Anaheim, July 16, 1982

To: The 14th Convention of the California Labor Federation, AFL-CIO

Greetings:

Under the authority of the constitution of the California Labor Federation, AFL-CIO, the Executive Council has met in regular session on seven occasions during the interim period following the September 22-24, 1980 convention in San Francisco and on two other occasions when the Executive Council convened as the Standing Committee on Political Education.

The dates and locations of the regular meetings of the Executive Council were as follows: December 10-11, 1980 at the Airport Hyatt Hotel in Oakland; March 5, 1981 at the Sailors Union of the Pacific Library in San Francisco; June 3-4, 1981 at the Woodlake Inn in Sacramento; December 8-9, 1981 at the Hyatt Regency Hotel in Los Angeles; March 9-10, 1982 at the Oakland Hyatt Hotel in Oakland; June 9-10 at the Villa Hotel in San Mateo; and July 14-16 at the Disneyland Hotel in Anaheim.

The meetings of the Executive Council convened as the Standing Committee on Political Education were held on March 28-30, 1982 at the Jack Tar Hotel in San Francisco and on July 14-16, 1982 at the Disneyland Hotel in Anaheim.

LEGISLATIVE PROGRAM

The Executive Council's Legislative Committee met with its Advisory Committee at the San Francisco Hilton Hotel on Dec. 1, 1980 to develop recommendations on legislative priorities for the 1981 legislative session to be submitted to the Federation's full Executive Council.

Both the Legislative Committee and its Advisory Committee, which had been appointed by the Federation's President and Executive Secretary - Treasurer, were guided in drafting these recommendations by the provisions of the Legislative Review authority granted to the Council by Section 4 of Article VIII of the Federation's

constitution which reads in part as follows:

"Either the Executive Council or its Legislative Committee shall have the authority to review all resolutions adopted by convention action calling for the introduction of legislation, and the Secretary-Treasurer shall cause to be introduced only such legislation as the Executive Council or its Legislative Committee believes desirable and proper at the time the session of the legislature commences; provided that the sponsor or the sponsors of the resolution shall be notified accordingly; provided, further that this limitation shall not apply to any resolution adopted by the convention by at least a two-thirds vote, in which resolution it is expressly provided that such proposed legislation shall be introduced without any further review by the Executive Council or its Legislative Committee."

The Advisory Committee's assistance in determining legislative priorities is in line with a policy statement adopted at the Federation's Fifth Convention in 1964.

The Legislative Committee and its Advisory Committee were confronted with the task of considering the scores of resolutions and policy statements that were adopted at the Federation's 13th Convention and recommending a category of priority for each proposed legislative measure.

Procedurally, the Advisory Committee made its recommendations to the Legislative Committee which in turn made its recommendations to the Federation's Executive Council. The final determination of the Federation's Legislative Program was made by the Executive Council itself.

In instances where the Legislative Committee recommended that legislation should not be introduced even though the resolution under consideration had called for the introduction of legislation, letters were sent to each of the responsible officers of the organization sponsoring the resolution to inform them of the Committee's recommendations and to invite them to appear before the Executive Council at a designated time if they wanted to

oppose the Committee's recommendations.

Sponsors Informed

Sponsors of such resolutions were also informed that if no representation was made before the Executive Council at the time designated, it would be assumed that their organization agreed with the Committee's recommendation to withhold the introduction of legislation.

The Federation's Standing Committee on Legislation presented its recommendations to the Federation's Executive Council at a two-day meeting at the Airport Hyatt Hotel in Oakland December 10-11, 1980.

California trade union officials serving on the Advisory Committee included:

James Van Houten of the Communications Workers of America; Mattie Jackson of the International Ladies Garment Workers Union, James S. Lee of the State Building and Construction Trades Council of California; Charles Reiter of the Laborers' International Union; Anthony Ramos of the State Council of Carpenters; Jerry Cremins of the Los Angeles Building and Construction Trades Council; John T. Schiavenza of the California Conference of Machinists; Timothy Twomey of the Service Employees International Union; John F. Crowley of the San Francisco Labor Council; Raoul Teilhet of the California Federation of Teachers; and Fred Felix of the California State Council of Culinary Workers.

1980 Elections

Before taking up the Legislative Committee's Report, the Federation's Executive Council heard a report on the results of the 1980 general elections.

The conservative victory that swept Ronald Reagan into the White House, the Executive Secretary-Treasurer said, was accompanied by the defeat of four COPE-endorsed Democratic Congressional incumbents while one COPE-endorsed Democratic challenger unseated a Republican incumbent. Thus California's congressional delegation suffered a net loss of three Democratic seats. It is now composed of 22 Democrats and 21 Republicans.

In the State Senate, tradeoffs left the composition of the upper house unchanged with 23 Democrats and 17 Republicans.

In the Assembly the Democrats lost only two seats, retaining control of the lower house by a 48 to 32 margin after Democrat Pat Johnston edged out Republican Adrian Fondse in a recount in the 26th Assembly District in San Joaquin and Stanislaus Counties.

This margin changed to 49 Democrats and 31 Republicans after Assemblywoman Jean Moorhead of Sacramento changed her party affiliation from Republican to Democrat on Feb. 19, 1981.

On the brighter side, U.S. Senator Alan Cranston, the COPE-endorsed candidate, not only out-pollied his Republican opponent Paul Gann, co-author of Prop. 13, to win a third term but also out-pollied Reagan in his home state. Cranston got 4,636,714 (56.6 percent) votes to Gann's 3,036,488 (37.1 percent) while Reagan carried California by a vote of 4,444,044 (52.6 percent) to President Carter's 3,039,532 (36 percent).

Nationally, the elections shifted control of the U.S. Senate to the Republican Party for the first time in 28 years and increased the number of Republican seats in the House of Representatives by 33. It was viewed as the biggest shift in power since 1952 when Eisenhower was elected President and the Republicans won control of the Congress.

Labor Uses Satellite TV

For the first time in history, the AFL-CIO used a satellite TV communications system a week before the election to hold union meetings simultaneously in 10 states to compare notes on voter education and get-out-the-vote efforts.

The telecast, directed by AFL-CIO President Lane Kirkland and Secretary-Treasurer Tom Donahue originated from WETA Studio in Shirlington, VA., and was carried in 29 cities, including San Francisco, Los Angeles, Fresno, San Diego and Eureka.

The Executive Secretary-Treasurer noted that 1.5 million California AFL-CIO endorsement pamphlets were mailed directly into the homes of AFL-CIO union members throughout the state and that the California chapters of the A. Philip Randolph Institute, the Labor Council for Latin American Advancement, Frontlash, and women's and senior citizens' organizations backed by labor were actively involved in labor's get-out-the-vote effort.

The Federation's general election endorsement pamphlet, which was printed in 20 regional variations, highlighted the differences between Carter and Reagan as follows:

"President Carter fought for the labor law reform bill; Reagan opposed it. President Carter signed the highest increase in the minimum wage in history; Reagan wants to cut the wages of the nation's lowest paid workers. President Carter wants tough enforcement of job safety laws; Reagan wants to deprive millions of workers of their protection. President Carter supports ERA; Reagan opposes it. President Carter listens to the labor movement; Reagan draws his advice from the country's most fervent labor-haters, supports 'right-to-work,' and other schemes to reduce wages and weaken unions.

"President Carter seeks advice and support from the labor movement; as Governor Reagan turned over the state's labor agencies to big business, whose cause he espouses."

In retrospect this portrayal of the differences between Reagan and Carter have since been demonstrated to be painfully accurate.

In support of Senator Cranston's reelection, the pamphlet said:

"California workers have confidence in Senator Cranston. Our support helped elect him controller; our support helped send him to the U.S. Senate. In 12 years in the U.S. Senate, he voted with labor 90 percent of the time. He believes in our goals, better working conditions, fair wages, adequate pensions, job security. He supports ERA. He believes in the basic rights of working men and women to organize to obtain recognition and to bargain collectively . . ."

Action on Ballot Props

Four of the eight statewide ballot propositions backed by the California AFL-CIO in the 1980 general election won voter approval. These were:

Prop. 1 — Authorizing a \$285 million bond issue for parks and beaches.

Prop. 7 — Authorizing the legislature to provide that, in valuing real property, the term "newly constructed" shall not include the construction or addition of any active or solar energy system. This is aimed at encouraging the use of solar power.

Prop. 8 — Which wrote into the California Constitution protections for northern California rivers and environmental guarantees for the Sacramento-San Joaquin Delta and San Francisco Bay in case the controversial peripheral canal were built. (This legislation was, subsequently, nullified by voter rejection of Prop. 9, the Peripheral Canal issue, on the June 1982 ballot.)

Prop. 9 — Authorizing a doubling from \$15 million to \$30 million the funds that may be provided to local government to maintain safe drinking water standards. Need for this measure was heightened by the discoveries that chemicals leeching through the ground were contaminating water supplies in some metropolitan areas of California.

The voters also rejected a California AFL-CIO-opposed measure that would have required the designation of smoking and no smoking sections in all enclosed public places and subjected violators to a \$15 fine.

Two other propositions opposed by labor were also approved. These were: **Prop. 6** to let the legislature cut the size of juries in civil cases involving claims of no more than \$15,000; and **Prop. 11** a proposal to change the procedures for setting judges' salaries.

The four labor-backed statewide propositions rejected by the voters were:

Prop. 2 — An \$85 million bond issue to finance the purchase of up to 5,000 undeveloped lots to protect environmental conditions at Lake Tahoe;

Prop. 3 — A measure to let the legislature set up insurance guarantee funds to pay off policy holders if a life insurance company went bankrupt;

Prop. 4 — A measure to give local governments greater flexibility in using bond issues for public services by relieving such local government from some of the restrictions imposed by Proposition 13; and,

Prop. 5 — A measure that would have allowed property owners displaced from their homes by a natural disaster or by government acquisition to rebuild or acquire similar or comparable property without being saddled with higher taxes.

In Congressional races, California AFL-CIO COPE endorsed 37 candidates and 24 won (64.8 percent).

In State Senate races, the California AFL-CIO endorsed 17 candidates and 10 won (58.8 percent).

In the Assembly, the California AFL-CIO endorsed 71 candidates and 49 won or 69.0 percent.

Following the report, the Executive Council reviewed the recommendations of the Legislative Committee and proceeded to adopt a forward looking 1981 legislative program.

It included legislation to:

- ✓ Authorize the negotiation of agency shop agreements between local government employees and their employers;

- ✓ Extend unemployment insurance benefit from 26 to 39 weeks;

- ✓ Provide additional jobless pay benefits for jobless workers with dependents;

- ✓ Include tips as wages in computing unemployment insurance benefits;

- ✓ Authorize the negotiation of collective bargaining agreements with local government employers at the municipal, county and district levels;

- ✓ Bond culinary employers to protect the wages and fringe benefits of culinary workers;

- ✓ Ban compulsory overtime;

- ✓ Outlaw the use of lie detectors;

- ✓ Control toxic substances and toxic wastes;

- ✓ And provide that unfair labor practice strikers or workers who have been locked out shall be immediately eligible for unemployment insurance benefits.

Details of the Federation's 1981 legislative program were publicized in the California AFL-CIO News at the outset of the 1981 legislative session and widely reprinted in labor publications throughout the state.

1980 SESSION

Since the achievements of the 1980 legislative session were not nailed down until after the Federation's 1980 convention in Los Angeles, a brief review of those gains is in order.

A look at the bottom line shows that California workers — union and non-union alike benefited by upwards of \$200 million as a result of California AFL-CIO legislation enacted in 1980.

Despite strong opposition by corporate and other special interest forces, legislation was pushed through the legislature and signed by Governor Brown that substantially increased workers' compensation benefits, authorized public employees to bargain for dental plans; set up a state fund for asbestosis victims; strengthened the protections for garment workers; and assured California workers the right to know when they are exposed to toxic substances.

For the first time since 1976, increases were won in the state's workers' compensation program that increased the maximum weekly benefit for temporary total and permanent total disabilities from \$154 to \$175.

This legislation also raised death benefits for a surviving spouse from \$50,000 to \$70,000 and, for a spouse with one or more dependents, from \$55,000 to \$75,000. These increases are estimated to total more than \$70 million. They apply to disabilities incurred on or after January 1, 1981.

Another long sought goal was attained when legislation that provides for the retroactive payment of the one-week waiting period after 21 days of disability instead of 49 days under the state's employee-financed unemployment disability insurance program covering workers suffering off-the-job injuries or other disabilities was enacted.

Yet another victory was scored with the enactment of legislation requiring manufacturers of hazardous substances to prepare and provide material safety data sheets (MSDS) to all persons or firms who have purchased a hazardous product directly from the manufacturer within the past year. This new law requires employers to make such information available to employees and declares that "employers and employees have a right and a need to know the properties and potential hazards of substances to which they might be exposed."

The legislation to protect garment workers requires all employers engaged in garment manufacturing to register with the State Labor Commissioner. It requires all garment manufacturers to keep adequate records for three years showing names and addresses of all employees, hours worked, daily production sheets, wage rates and wages paid for each payroll period as well as other pertinent information.

Here is a brief summary of the 16 California AFL-CIO measures enacted during the 1980 session:

Workers' Compensation Benefits — AB 2750 (McAlister) raised the maximum weekly benefit for temporary and permanent total disabilities from \$154 a week to \$175. This measure also raised death benefits for a surviving spouse from \$50,000 to \$70,000 and, for a spouse with one or more dependents from \$55,000 to \$75,000.

Asbestos Workers' Compensation Fund — AB 946 (Agnos) created an asbestos workers' compensation fund to deal with the extended legal and health problems of workers afflicted with asbestosis.

Disability Insurance Coverage — AB 3131 (Egeland) authorized collective bargaining units in local public agencies to negotiate for disability insurance by legally permitting local agencies to be considered employers for disability insurance purposes.

Disability Insurance Waiting Period — SB 1857 (Greene) reduce the waiting period for workers to receive unemployment disability insurance benefits for their first week of disability from 49 to 21 days. This bill also eliminated a Labor Code provision that had required the maximum benefits payable to a worker for any continuous period of disability to be reduced by the amount of other disability benefits the worker receives or is entitled to receive.

Employment Discrimination — AB 290 (M. Waters) bars firms from requiring sterility as a condition of employment. It bans all forms of employment discrimination on the basis of reproductive capacity.

Toxic Substances — SB 1874 (Nejedly) requires employers to provide information to all workers on toxic substances produced or handled in their workplace. In certain instances, this legislation also requires employers to provide additional training on the safe handling of such toxic materials.

Disability Waiver — AB 2840 (Kapiloff) removed the legal authority which permitted cities and counties to require as a condition of employment that handicapped workers waive their rights to disability retirement.

Dental Care — AB 1484 (Mori) authorized the state of California to contract through negotiations with state employee

organizations, with carriers of dental plans for dental care coverage for state employees and retirees.

Peace Officers — AB 2977 (Perino) extended various employment civil rights to peace officers.

Direct Reassistance Charges — SB 1622 (Petris) prohibits the assessment of any phone directory assistance charges on the physically disabled or the visually impaired.

Consumer Credit Agencies — SB 1977 (Vuich) requires consumer credit reporting agencies to advise consumers that access to their credit files is available and to provide a written or phoned disclosure of credit records to the consumer on demand.

Childcare — SB 863 (Sieroty) authorizes the state to spend an additional \$9 million upgrading childcare and development services.

Peripheral Canal — SB 200 (Ayala) provided for the construction of the peripheral canal in specified stages. (This legislation was nullified, however, by voter rejection of Proposition 9 on the June 1982 primary ballot.)

Garment Manufacturers — SB 545 (Montoya) requires all employers engaged in garment manufacturing to register with the State Labor Commissioner to facilitate more effective enforcement of fair labor employment standards.

Tax Exemption — SB 1834 (Marks) made permanent the temporary property tax exemption on cargo containers carried by U.S. vessels.

Axle Weight Limitation — SB 1863 (Dills) clarified the axle weight limitation regulation for the California trucking industry.

Force for Progress — 1980

These legislative accomplishments were published in a 28-page booklet titled "Force for Progress 1980" which pointed out that "despite the chilling influence of rising corporate political power, labor advanced workers' causes substantially during the 1980 legislative session and repulsed a series of attacks on programs benefiting California's 11 million workers."

On the defensive side, the Federation succeeded in defeating legislation sought by the state's savings and loan interests

that would have authorized the use of roll over, variable-interest-rate mortgages in California. Such legislation would have added thousands of dollars to the cost of homeownership and, under some conditions, could have increased monthly mortgage payments by over 50 percent.

Lobbyists for the savings and loan industry succeeded in pushing the bill through both houses of the legislature but the California Labor Federation and other progressive forces appealed to Governor Brown to veto the bill and he did.

Other anti-worker bills defeated included measures that would have:

- Eliminated thousands of California firms from Cal/OSHA's protective supervision;
- Created a 50 percent sub-minimum wage for California teenagers;
- Eliminated the "lifeline" utility rates for many consumers;
- Prevented the state minimum wage from ever rising above the national minimum wage;
- Subjected farm workers to the state withholding tax, thereby reducing their already meager take-home wages throughout the year;
- Allowed agricultural employers to determine for themselves whether a prospective worker was unfairly denied membership in a farm labor organization; and
- Allowed union decertification elections under the Agricultural Labor Relations Act to be held before a union that had been chosen earlier to represent the workers had signed a collective bargaining agreement with the employer. Such a provision would have undermined the collective bargaining process because it would have encouraged employers to stall bargaining with the union while the employer sought to encourage a decertification election.
- Allowed an employer to pay a newly hired worker 21 years old and younger a wage rate of 80 percent of the minimum wage for six months. This measure would also have allowed employers to pay teenagers 18 years old and under just 85 percent of the minimum wage.
- Authorized the state legislature to provide for the use of inmate labor in privately owned industries.

1981 SESSION

The three major victories of the 1981 session were the enactment of the agency shop law for local government employees, the permanent item pricing law to protect the right of consumers to compare prices in supermarkets, and the increase in the maximum benefit available under the State's employee-financed unemployment disability insurance program from \$154 to \$175 a week.

Agency shop provisions had been permitted in California until they were struck down by a state court decision handed down in 1975 which required affirmative statutory authority for the negotiation of such provisions. Passage of the 1981 legislation strengthened all unions operating at the local government level, both in bargaining and servicing its membership.

Another breakthrough was achieved when legislation establishing the principle of comparable worth — a state policy of setting salaries for female-dominated jobs on the basis of the comparability of the value of the work — the first in the nation, was enacted.

In addition, Federation-backed legislation to curb the exploitation of young California athletes by requiring athletes' agents to register with the State Labor Commissioner was enacted. This law also requires the State Labor Commissioner's approval of all form contracts between athletes and their agents.

Defensive Victories

But the session was also marked by attempts by lobbyists for employer interests to legislate changes in the state's Industrial Welfare Commission's regulations protecting the overtime rights of California workers, subvert the state's historic collective bargaining law for farm workers, prohibit strikes by public employees, and wipe out the state constitutional ban against letting out convict labor to private employers. All of these measures were successfully defeated.

Another defensive victory was won when legislation backed by insurance interests that sought to restrict workers' rights to sue for injuries suffered on the job in cases where the employer was acting in a dual capacity was also blocked.

The California AFL-CIO position on this issue was affirmed in late November 1981

when the State Supreme Court ruled that a Los Angeles salesman injured in an explosion involving a defective product marketed by his employer was entitled to sue his employer for damages as well as to seek workers' compensation benefits.

The decision held that the doctrine of dual capacity applied because the employer, Industrial Vangas, Inc., of Los Angeles, had the dual positions of employer and manufacturer of a defective product sold to the public.

The Executive Council is proud of the accomplishments — both positive and defensive — made during the 1981 session and wishes to commend the representatives of local unions and central bodies as well as the officers and staff of many national and international unions whose swift action at key points during the legislative process was critical in tipping the scales to win enactment of some of the legislative victories achieved or to defeat anti-worker and anti-union measures.

For the record, a summary of the 13 major measures enacted during the 1981 session follows:

Comparable Worth — SB 459 (Carpenter) established the concept of setting salaries for state service jobs dominated by women on the basis of the value of the work and required the Department of Personnel Administration to undertake "comparable worth" studies.

Police Officers — AB 1131 (Bates) bars law enforcement officers from taking off-duty jobs as private security guards at places where a labor dispute exists.

Agency Shop — AB 1693 (Tucker) allows public agency and local public employee organizations to negotiate agency shop agreements.

State Expenditures — AB 777 (Greene) improves funding for schools by increasing the inflation adjustment from the average of 7.2 percent provided by AB 8 to an average of 8.0 percent.

Asbestos — SB 22 (Marks) authorizes the governing boards of every school district to conduct programs to eliminate health problems caused by asbestos exposure.

Disability Insurance — SB 347 (Greene) raises the maximum disability insurance benefit from \$154 to \$175 a week.

NLRB Orders — AB 1586 (Berman) requires state contracts to carry a state-

ment wherein the contractor swears that there has been no more than one final finding by a court that the contractor has failed to comply with an order by the NLRB within the past two years. This legislation is aimed at barring businesses like J. P. Stevens from dealing with state agencies.

Construction Labor Violations — AB 1095 (McCarthy) requires the use of revenues from construction contract license violations to improve the enforcement of construction contract rules.

Athletes — AB 440 (Lockyer) requires all athletes' agents to register with the State Labor Commissioner, obtain approval of all form contracts and submit disputes to the Labor Commissioner.

Lie Detectors — AB 2126 (Katz) requires employers to inform workers in writing at the time any lie detector or polygraph test is to be administered that workers can refuse to take such tests without retribution.

Item Pricing — AB 65 (Rosenthal) reinstated item-pricing in supermarkets and grocery stores throughout the state to assure consumers the capability of comparing prices.

Highways — SB 215 (Foran) authorizes local gas taxes and increases in vehicle and drivers' fees to raise \$2.7 billion to maintain and improve existing transit systems and complete various highway projects, thereby creating thousands of new jobs.

Steel Preference — SB 92 (Greene) created a California Steel Industry Recovery Commission to identify reasons for the decline of California's steel industry.

Force for Progress — 1981

A report on these and other accomplishments at the 1981 session was published in a 28-page booklet titled "Force for Progress 1981," which was distributed to all Federation affiliates.

This report noted that the foregoing achievements were made despite the fact that "California, like the rest of America, has been rocked by a rising tide of naked corporate power and political reaction" and that "California workers have had to fend off vicious corporate and new right assaults against their labor market protections, social services, occupational

health and safety, and their basic civil rights."

1982 SESSION

Since the Governor has until September 30, 1982 to veto measures passed during the last half of the 1981-82 legislative session, a complete report on worker-oriented legislation enacted this year is not possible in this report.

FURUSETH AND LUNDEBERG HONORED

In order to be on hand to take part in the rededication of monuments to two heroic and historic leaders of the Sailors Union of the Pacific — Andrew Furuseth and Harry Lundeberg — the Executive Council held its March 5, 1981 meeting at the S.U.P. headquarters in San Francisco.

The legibility of the original plaques on the monuments which were first dedicated in 1941 and 1958 respectively, had been eroded by weather and time so they were replaced by two new polished granite plaques.

In his address, Paul Dempster, president and secretary of the S.U.P., noted that the restoration work resulted from a suggestion made by this Federation's Executive Secretary-Treasurer.

The plaque honoring Furuseth, who fought tirelessly throughout his life to improve the conditions of U.S. seamen and was a leader in the long congressional fight leading to the enactment of the La Follette Seamen's Act of 1915, reads:

"You can put me in jail. But you cannot give me narrower quarters than as a seaman I have always had. You cannot give me coarser food than I have always eaten. You cannot make me lonelier than I have always been." — Andrew Furuseth 1854-1938.

Emancipator of Seamen.

Erected by

Sailors Union of the Pacific

Dedicated September 1, 1941

The Lundeberg plaque reads:

HARRY LUNDEBERG

1901-1957

"He was indeed a man who crowded into a short life no glittering promise but unselfish service and general achievement for the cause he called his own."

Erected by

Sailors Union of the Pacific

Dedicated January 28, 1958

REFERRED RESOLUTIONS

In the course of the 1980 convention, a number of resolutions were filed with the subject matter referred to the Executive Council for appropriate consideration and possible action. The subsequent disposition of these resolutions by the Executive Council follows:

Resolution No. 10 — This resolution called for state and federal authorities to be requested jointly to provide an expanded allowable cut on public forest land and a reforestation program to maintain a sustained timber yield. At the Council's December 10-11, 1980 meeting in Oakland, this issue was referred to the Executive Secretary-Treasurer for action.

Resolution No. 11 — This resolution called for action by appropriate agencies to control forest infestation at its source, without regard to whether the infestation occurred on public or private land. It was also referred to the Executive Secretary-Treasurer for action.

Resolution No. 12 — This resolution called on the legislature to provide by law that all boards and commissions appointed by the Governor include representation by labor. The Council referred this matter to the Executive Secretary-Treasurer and directed him to work with the Lumber and Sawmill Workers to achieve the objectives sought.

Resolution No. 6 — This resolution called on the Federation to have legislation introduced to require labor to be equally represented with industry or government on the State Workers' Compensation Appeals Board and the Unemployment Insurance Appeals Board. This resolution was referred to the Council's Standing Committee on Legislation.

Resolution No. 7 — This resolution called for elimination of the purchase of foreign-made automobiles and trucks by state, county and city government entities in California. This was also referred to the Standing Committee on Legislation at the Council's December 10-11, 1980 meeting.

Resolution No. 8 — This resolution related to amendments to the National Labor Relations Act. It was referred to the Executive Secretary-Treasurer for transmittal to the National AFL-CIO.

Resolution No. 9 — This resolution also was concerned with amendments to the

NLRA and was likewise referred to the Executive Secretary-Treasurer for transmittal to the National AFL-CIO at the Council's December 1980 meeting.

Resolution No. 5 — This resolution dealt with several changes in eligibility rules and benefit entitlements under the State Unemployment Insurance and Unemployment Compensation/Disability Insurance programs. It was referred to the Standing Committee on Legislation which subsequently recommended that it be filed and the Council concurred.

Resolution No. 4 — This resolution called for an expansion of media advertising programs. It was referred to the Executive Secretary for action.

Resolution No. 64 — This resolution dealt with the furnishing of uniforms for dental technicians and assistants. It was referred to the Executive Secretary for action.

Resolution No. 67 — This resolution dealt with the establishment of a Public Employees' Department. It was referred to the Executive Secretary for action.

Resolution No. 82 — This resolution dealt with the establishment of a central research and information center. It was referred to the Executive Secretary for appropriate action.

Resolution No. 83 — This resolution dealt with the Cal/OSHA Standards Board. This resolution was filed at the Council's December 10-11, 1980 meeting in Oakland.

Resolution No. 90 — This resolution dealt with the establishment of a labor archive. It was referred to the Executive Secretary for study and appropriate action at the December 10-11, 1980 meeting in Oakland.

SPECIAL ELECTIONS

Only two special elections for congressional, state senate or assembly district seats have occurred since the last Federation convention.

In the 35th State Senatorial District vacated by the retirement of Republican Senator John V. Briggs, the Executive Council endorsed Republican John Seymour, a two-year term mayor of Anaheim, in the special primary election held April 13, 1982. Seymour won a majority of all votes cast in the primary election and thereby replaced Briggs in the 35th senate district.

In the 30th Congressional District, where a vacancy was created early in 1982 after veteran Congressman George E. Danielson resigned to accept an appointment as an appellate court judge, a special primary election was held concurrently with the June 8, 1982, primary election. Assemblyman Matthew "Marty" Martinez, who won the California Labor COPE endorsement at the Pre-Primary endorsement convention held in San Francisco March 31, won the Democratic nomination in both the special primary and the primary election.

To fill Danielson's unexpired term, which runs until January 3, 1983, Martinez defeated Republican Ralph Ramirez in a special run-off election Tuesday, July 13, 1982.

TAX GIVEAWAYS PROTESTED

Recognizing that the so-called "Economic Recovery Tax Act of 1981" that was pushed through Congress by President Reagan amounted to an enormous tax giveaway to the U.S. corporate community at the expense of all U.S. workers because the federal revenues lost would have to be made up by increased consumer taxes and/or further sharp slashes in federal programs that provide for the general welfare of all U.S. citizens, the Executive Council called for action during its December 8-9, 1981 meeting in Los Angeles to repeal one of the most blatant loopholes of the 1981 tax cut law, a provision that allows U.S. corporations to sell their excess tax deductions to other companies for cash and thereby reduce the tax liabilities of the company purchasing them.

This provision, known as the so-called "Safe Harbor Leasing" provision, will drain an estimated \$29 billion out of the U.S. Treasury by 1986.

Here is the text of the Council's statement:

"At a time when federal support of programs vital to the well-being and safety of millions of U.S. workers and their families are either being totally eliminated or slashed to the bone by the Reagan Administration in the name of economy in government, it is totally unconscionable for U.S. corporations to be granted the additional special privilege of being allowed

to sell their excess tax deductions to other companies for cash to reduce the tax liability of the corporation purchasing them.

"This provision has been estimated to cost the U.S. Treasury \$29 billion over the next five years — possibly much more.

"These billions of dollars in corporate tax savings will be taken out of the pockets of middle income wage earners.

"It is one of the welfare-for-the-rich giveaways that will reduce the corporate income tax from the current 21 percent of federal income tax receipts to just 14 percent by 1986. Just 10 years ago corporate income taxes accounted for 27 percent of federal income tax receipts.

"David Stockman, President Reagan's director of the Office of Management and Budget was clearly telling it like it is when he declared in his now famous December 1981 Atlantic Monthly interview that 'the hogs were really feeding' when the 1981 tax law was drafted.

"The California Labor Federation, which represents California's 1.8 million AFL-CIO union members, believes it is now urgent for trade unionists everywhere to demand that their representatives in Congress initiate actions to repeal this outrageous provision immediately."

The provision involved in this giveaway is Section 201(a) of "The Economic Recovery Tax Act of 1981" changes Section 168(f) of the Internal Revenue Service Code dealing with Safe Harbor Lease Election.

Although legislation was subsequently introduced in Congress to repeal this provision, this welfare for the corporate community was still on the books as of the date of this report.

REMOVAL OF BRITISH TROOPS FROM IRELAND URGED

In the wake of the deaths of 10 Irish political prisoners who died in a hunger strike at Long Kesh Prison in 1981 and in consonance with the Foreign Policy statement adopted by delegates to the Federation's 1980 convention, the Executive Council issued the following statement on the Irish question during its March 9-10, 1982 meeting in Oakland:

"WHEREAS hundreds of thousands of

people publicly mourned the death of ten Irish political prisoners who died in a hunger strike at Long Kesh Prison in 1981; and

"WHEREAS these political prisoners gave their lives to win humane demands from British authorities; and

"WHEREAS Prime Minister Margaret Thatcher allowed the deaths of these men rather than recognize their political status and inhuman prison conditions; and

"WHEREAS the fight for Irish independence from Great Britain dates back to 1169 A.D. when England invaded Ireland; and

"WHEREAS the election of Hunger Striker candidates Bobby Sands and Owen Carron to the British Parliament is indicative of the Irish people's desire for national freedom and independence; and

"WHEREAS the Government of Great Britain has been found guilty of torture and brutality of Irish prisoners by the independent European Human Rights Commission; and

"WHEREAS the inevitable violence will continue until such time as Great Britain removes all troops and personnel from Irish soil;

"THEREFORE BE IT RESOLVED that the Executive Council, California Labor Federation, AFL-CIO demand the immediate withdrawal of all British troops and personnel from Ireland."

AID FOR U.S.-JAPANESE INTERNED DURING WW II

In support of efforts to provide compensation for Americans of Japanese ancestry who were interned during World War II in an action that violated their civil rights and cost them more than \$400 million in property losses and great physical and psychological suffering, the Executive Council adopted the following statement on the issue at its March 9-10, 1982 meeting in Oakland:

"WHEREAS, President Carter in the closing year of his administration signed into law the Commission on Wartime Relocation and Internment of Civilians to review and redress whatever wrongs had been imposed on Americans of Japanese ancestry during the Second World War; and,

"WHEREAS, Through the spring months

of 1942 more than 120,000 Japanese were taken from their West Coast homes and placed in misnamed 'Relocation Centers' which were plainly concentration camps in which men, women and children of one ethnic identity were confined as threats to national security; and,

"WHEREAS, From these barbed wire camps came the volunteer soldiers of the Japanese-American 442nd Regimental Combat Team, the most decorated unit in U.S. military history in terms of size and length of service; and,

"WHEREAS, By bitter irony others entered military intelligence where they served in the most trusted capacities; and,

"WHEREAS, While the internees suffered property losses of more than \$400 million, the spiritual agonies were more acute as parents died in the camps while their sons fell in battle under the American flag; and,

"WHEREAS, Not a single case of betrayal or treason was ever filed against any person of Japanese ancestry residing in the United States; and,

"WHEREAS, America has a way of redeeming the wrongs of history in a manner no other country has ever displayed;

"THEREFORE BE IT RESOLVED by the Executive Council, California Labor Federation, AFL-CIO, that the Commission on Wartime Relocation and Internment of Civilians should recommend and the Congress affirm just and adequate compensation to a victim people in the name of the veterans and battlefield dead of the 442nd Regimental Combat Team."

UTILITY EMPLOYEE DISCOUNTS

During the Executive Council's meeting in San Mateo June 9-10, 1982, the Council discussed a recent move by the State Public Utilities Commission that appears to be aimed at interfering with the collective bargaining process.

In the wake of sharp public protests against rate increases authorized by the PUC that have sent consumer utility bills soaring, the PUC has launched a study of the rate discounts provided to utility company employees for many years. The PUC is scheduled to hold hearings on the validity of these discounts some time in August.

A coalition of unions, including the Communications Workers of America, the International Brotherhood of Electrical

Workers, the Utility Workers Union of America and other unions has been set up to seek to prevent the state PUC from interfering with the collective bargaining process since the discounts have long been within the province of collective bargaining.

The Council authorized the Executive Secretary-Treasurer to oppose the PUC investigation of employee discounts as an interference with the collective bargaining process.

PUBLIC HOSPITALS CLOSED

The Reagan administration's decision to shut down the U.S. Public Health Service hospital system that had served the medical needs of merchant seamen for more than 100 years was vigorously opposed by the Executive Council during its meeting in Sacramento June 3-4, 1981.

The P.H.S. hospital system included eight hospitals, including one in San Francisco, and 27 clinics, including those in San Diego and San Pedro.

In letters sent to all 43 members of California's congressional delegation as a result of the Council's action, the Federation said:

"For generations our seafarers have represented a maritime lifeline for our country. In peace and war they have moved cargoes of economic and military survival across the oceans.

"It would be heartless ingratitude for the government of the United States to cast adrift those whose abilities and courage made possible the growth and greatness of America," the letter said.

It also urged Congress "to renounce all proposals to destroy a health service that functions at one-half to one-third the cost of private hospitals" and emphasized that "the federal budget must never be reduced at the expense of the workers of the U.S. Merchant Marine."

In calling on all House members to fight to preserve the nation's marine hospitals, the Federation pointed out that the Public Health hospitals "serve native Americans, Asian refugees, Department of Defense dependents and needy senior citizens as well as U.S. seafarers."

Earlier, the Federation had urged opposition to Reagan administration propos-

als to shift the cost of funding the P.H.S. hospitals from federal to local government level.

The Sailors Union of the Pacific had won a preliminary injunction from a federal district court ordering the federal government to keep the hospitals open and to provide health care for seamen at levels afforded in 1973 until the federal government complied with strict procedures established in 1973 for closing the hospitals or repealed the legislation authorizing those procedures.

Richard S. Schweiker, the Reagan administration's Secretary of Health and Human Services, had unilaterally cancelled a contract program with individual physicians to provide health care to seamen in remote areas on May 8, 1981 in an attempt to save \$8.9 million in the fiscal year ending September 30, 1981.

But U.S. District Court Judge Robert Aguilar granted the preliminary injunction after pointing out that Schweiker's action was, in effect, an attempt to eliminate the program by starving it of funds rather than by complying with the 1973 law.

Ultimately, however, the Reagan administration worked its will and the welfare and medical needs of U.S. merchant seamen became another victim of the incumbent national administration's disregard of its constitutional obligation to provide for the general welfare.

Subsequently, the shutdown, which took effect October 1, 1981 and affected eight Public Health Service hospitals, including one in San Francisco, has posed a grave threat to tens of thousands of U.S. merchant seamen whose medical records are stored at various P.H.S. facilities.

These records are essential to determine each merchant seaman's medical, disability and retirement benefits.

As a result, affected maritime unions like the Sailors Union of the Pacific have appealed to Congress to require these records to be kept where they are for at least a full year to give seamen an opportunity to have their medical records passed on to their own physicians and to obtain abstracts needed to determine their medical, disability and retirement benefits.

UNION BUSTERS

Members of the Executive Council join-

ed more than a thousand San Francisco bay area trade unionists in a demonstration at the Oakland Airport Hilton Hotel on Tuesday, December 2, 1980 to protest a seminar being presented to northern California home builders by the law firm of Littler, Mendelson, Fastiff and Tichy, a firm that has been involved in a number of union-busting efforts in California in recent years.

The law firm has acquired such an unfavorable reputation for union busting among trade unionists that both the Alameda County Central Labor Council and the San Francisco Central Labor Council now automatically grant strike sanction to any union involved in negotiations with any employer represented by the firm.

The firm, which has grown from 20 to more than 60 attorneys during the past decade, has been retained, among many others by:

- Agribusiness interests intent on denying organizational rights of farm workers;

- The Sacramento Municipal Utility District in an arbitration dispute with the International Brotherhood of Electrical Workers;

- Borden Food products in a severance pay dispute involving Teamster Cannery Workers; and,

- The Sacramento Bee in its four-year long dispute with the Mailers Union.

A similar demonstration to protest a conference sponsored by the American Management Association that was aimed at teaching management personnel how to thwart their workers' right to choose their own bargaining representative — even though federal law prohibits interference, intimidation or coercion by management in such worker rights — was held at the Miyako Hotel in San Francisco on Monday, May 11, 1981.

More than 200 trade unionists, including members of the Executive Council, participated in a block-long picket line at the hotel.

Less than a week earlier hundreds of other trade unionists had taken part in a demonstration to protest an all-day program conducted by the West Coast Industrial Relations Association (WCIRA) on "How to Maintain Your Union-Free Status" held at the Marriott Hotel in Santa Clara.

Another California firm that has been identified by the AFL-CIO Department of

Organization and Field Services as having engaged in union-busting tactics on three or more occasions is the firm of Paul, Hastings, Janofsky and Walker of Los Angeles.

Trade unionists who encounter other firms involved in union busting efforts on first-time contract negotiations, decertification procedures, representational elections or other issues are urged to forward the names to AFL-CIO Department of Organizing and Field Services at 815 16th Street, N.W., Washington, D.C., 20006.

Details of the activities of union busting firms may also be obtained from the Department.

In this connection it should also be noted that the AFL-CIO Building and Construction Trades Department announced late last year the publication of a pamphlet by the Center to protect Workers' Rights entitled "Fighting the Union-Busters: A Worker's Guide to Using the Law."

This pamphlet outlines steps workers can take to combat efforts of anti-union employers and union-busting consultants. It is designed to help unions to get information on employer and labor consultant activities and to force the Labor Department to enforce compliance with the law. It includes model complaint forms to be used in requesting copies of reports filed by employers and consultants.

Copies of this pamphlet as well as the Center's two earlier reports titled: "Union-Busting and the Law: From Benign Neglect to Malignant Growth" and "From Brass Knuckles to Briefcases: The Changing Art of Union Busting in America," may be obtained by writing to the Center to Protect Workers' Rights, 815 - 16th Street, N.W., Room 603, Washington, D.C., 20006.

OCCUPATIONAL SAFETY

American workers are not as safe on the job today as they were one year ago, and the probability is they will be even less safe a year from now. By contrast, in California, Cal/OSHA has actively resisted this trend and where lack of federal funds would cripple programs in this state, the state program has redirected available resources to minimize the weakening of the safety protections caused by Reagan administration attacks upon them.

OSHA, the agency charged with protecting worker health and safety on the job has, in the words of AFL-CIO job safety expert Peggy Seminario, lost sight of the "fact that the worker is its client."

The fears raised about candidate Ronald Reagan's stance on job safety and health enforcement have been justified by the performance of President Reagan's Occupational Safety and Health Administration.

Statistical evidence for this claim shows:

- Total OSHA job site inspections are down 21 percent
- Compliance inspections are down 32 percent
- Follow-up inspections are down 33 percent
- Serious citations are down 33 percent
- Willful citations are down 75 percent
- Repeat citations are down 48 percent
- Total penalties are down 48 percent
- Failure to abate penalties is down 78 percent
- Proportion of backlogged complaints is up 189 percent

Two key reasons for this downtrend in OSHA protection of workers are:

✓ It's part of an over-all Reagan Administration effort to "get government off the backs" of business, notwithstanding the threat that might come to workers in this instance, or to consumers in other cases;

✓ It's a function of funding. OSHA's budget was chopped 20 percent by the administration, from \$242 million to \$192 million. There's no way OSHA can do as much as it's supposed to do with \$192 as with \$242 million, any more than an individual could stretch \$192 as far as \$242.

Hardest hit by the budget cutbacks are the enforcement program, the setting of standards for hazardous materials, and worker training and education programs.

The number of safety and health compliance officers is down from 1,683 in 1980 to just about 1,000, a cut of almost 50 percent. Inspections will drop from 63,363 in 1980 to 53,425 in Fiscal Year 1982.

The program for worker training and education on safety and health was slashed by more than 50 percent, from \$13.9 million to \$6.8 million. This will eliminate 40 programs and classroom training for at

least 40,000 workers and vital information and materials for millions of other workers.

A number of OSHA directives have gone into effect, or are proposed, which severely reduce enforcement.

One exempts three-fourths of all manufacturing firms from OSHA general schedule safety inspections, effectively removing protection from 13 million workers in 280,000 work-sites. Cal/OSHA stands as an island of safety for workers among other states, continuing unabated its safety inspection program.

In the area of standards for worker exposure to toxic substances, the word has been retreat. Many standards are subject to elimination, weakening or review. The administration's agenda on standards calls for reworking on cotton dust, lead, chemicals — other dangerous or potentially dangerous materials. OSHA's "right to know" hazard identification plan, which guaranteed information on health effects of certain chemicals, has been withdrawn — 25 million exposed workers are affected.

BACOSH Program Discussed

In the course of the Council's June 9-10, 1982 meeting in San Mateo a financial crisis involving the San Francisco Bay Area Counties Occupational Safety & Health (BACOSH) program was discussed.

BACOSH is seeking grant money to carry on various worker safety programs and is seeking the endorsement of the Federation and the use of the Federation as a consultant in terms of grant planning to link their programs to unions in the area and to health and safety programs.

Following a general discussion of state and national programs involved in OSHA programs and the role of the Federation as an administrator of a union fund to support safety and occupational health programs that are being slashed or eliminated by the Reagan administration, the Executive Council referred the concept of providing consultation and input on the BACOSH proposal to the Federation's Standing Committee on Safety and Occupational Health, and to the secretary-treasurer and officers of Local 1245 of the International Brotherhood of Electrical Workers for study.

SPLIT ROLL INITIATIVE

Recognizing that the impact of the June 1978 property tax initiative, Prop. 13, which the Federation had opposed, would be felt even more heavily in 1982 and future years, both because of the exhaustion of the state's surplus which had provided bailout funds to local governments the first few years and because of the Reagan administration's massive slashes in federal aid to state and local governments, the Executive Council authorized the Executive Secretary-Treasurer to continue to support efforts to place a "split roll" property tax initiative on the ballot at its Dec. 8-9, 1981 meeting in Los Angeles.

This effort, spearheaded by the "Taxpayers for California," a committee set up by the California Tax Reform Assn., is aimed at correcting flaws in Prop. 13 that now force owners of residential and farm property purchased after 1978 to pay up to twice as much or more in property taxes than those who purchased their property prior to 1978.

It is also aimed at reducing the enormous windfall property tax savings that Prop. 13 bestowed on giant oil, gas and other business and commercial properties that reaped two-thirds of the tax relief that Prop. 13 provided.

The initiative would retain the existing Prop. 13 property tax limits on all residential and agricultural property and exempt 50 percent of the increase in the value base on change of ownership of residential property as long as it is occupied by the new owner.

Its approval by the voters would help revitalized California's severely depressed home building industry and improve the hopes of home ownership for millions of California families.

It would also increase the minimum renter's tax credit to \$100 for single persons and to \$200 for couples.

Subsequently, the Federation contributed \$30,000 to the signature gathering campaign and saw to the printing and distribution of thousands of copies of the initiative petitions to Federation affiliates throughout the state.

More than 660,000 signatures were submitted prior to the deadline but the Secretary of State's office said that County Clerks were unable to check the validity of the signatures in time for the measure

to qualify for the November 1982 ballot. A total of 553,790 valid signatures are required.

If the measure does qualify, it will be placed on the June 1984 ballot or on any special statewide election that is called between Nov. 2, 1982 and the June 1984 primary.

AID TO AFFILIATES

Over the past two years the Executive Council has continued to lend every assistance possible to affiliates in strike situations as well as in any other circumstances that affect the social and economic life of California workers.

Some of this aid is reflected in other sections of this report such as "Utility Employee Discounts" and "Exonerations" but such efforts have also included:

- ✓ Providing strong support for the Screen Actors Guild strike against the television networks and studios;

- ✓ Authorizing a fund appeal in behalf of members of OPEIU Local 3, which was involved in a long strike against Blue Shield of California;

- ✓ Providing support for the Professional Air Traffic Controllers strikers.

- ✓ Approving action sought by UFCW Local 1288 in Fresno to seek enactment of effective anti-crime legislation to curb the increasing incidence of crime in retail stores; and,

- ✓ Moving the Federation's accounts out of the Bank of America as a result of that bank's change in policy that resulted in the hiring of janitorial services no longer enjoying the protections of an SEIU contract.

At the June 9-10, 1982 meeting of the Council at the Villa Hotel, San Mateo, California, the Council considered a communication transmitting a resolution from the San Francisco Labor Council concerning labor troubles between Union employees and the City and County of San Francisco. The Council acted to have the Executive Secretary-Treasurer consult with various Union representatives, including officers of Plumbers Local 38.

At the meeting of the Council commencing July 14, 1982, at Disneyland Hotel, the Executive Secretary-Treasurer reported on his contacts with Brother Mazola of Plumbers Local 38 and both he and the General Counsel of the Federation re-

viewed the litigation and its current status. The Executive Council, based on these reports, directed the Federation carry out the intent of the resolution involved by having the General Counsel assist in the appeal in the litigation by filing a Brief Amicus Curiae on legal points selected by him in support of the position of the appellant.

SCHOLARSHIP PROGRAM

As a result of the cooperation of affiliates, the Federation has awarded a total of 76 \$500 scholarships during the past two years to graduating seniors in public, private and parochial schools in California who competed in the California Labor Federation's annual scholarship awards program.

In 1981, 37 scholarships were awarded and this year 39 scholarships were awarded.

In both years, more than 2,400 students applied to take the exam and more than 1,200 actually competed in the two hour exam held in all high schools where applicants had applied.

The contest is sponsored to help high school students obtain a better understanding of the extent of organized labor's involvement in the social, economic and political life of the nation and to help offset the often negative image of organized labor found in many high school text books.

In this regard, it should be pointed out that the Federation in recent years has been working with the state's school officials to provide for the inclusion of sections describing the positive contributions organized labor has made to the improvement of the social, economic and cultural life of U.S. workers.

During the Council's Dec. 10-11, 1980 meeting in Oakland, the policy of not permitting new co-sponsored scholarships to be instituted in the name of an individual was reviewed and changed in the light of repeated requests from potential co-sponsors interested in setting up memorial scholarships to honor distinguished trade unionists.

The new policy permits the creation of new memorial scholarships subject to established criteria that includes the requirement that the person being so honored is deceased and had been a member of the union involved.

The scholarship contest itself as well as the publicity it generates has made a significant contribution toward broadening public understanding of the labor movement, its structure, functions, and goals.

This is attested by letters received from students participating in the contest and from school officials as well.

CONFERENCES

In the field of worker education, the Executive Council has been involved in a number of educational conferences that were sponsored by the Federation during the period covered by this report, including:

✓ The Women-In-The-Work-Force conference held at the Biltmore Hotel in Los Angeles October 17-19, 1980;

✓ A conference on "Labor, the Minorities and the Two-Party System" held at the Biltmore Hotel in Los Angeles December 4, 1980;

✓ A conference on Current Issues Affecting the Social Security Program held at the Oakland Airport Hyatt Hotel January 21, 1981;

✓ A National AFL-CIO conference held in San Francisco March 26-28, 1981 to evaluate labor's goals;

✓ Labor's Joint Legislative conference at the Woodlake Inn in Sacramento April 6-8, 1981 which was sponsored jointly by the Federation and the State Building and Construction Trades Council of California and the State Council of Carpenters;

✓ A conference on employer attempts to weaken the state Industrial Welfare Commission's standards held at the Mansion Inn in Sacramento July 9, 1981;

✓ A political action conference on the AFL-CIO's new approach to political action held at the Sir Francis Drake Hotel in San Francisco July 16, 1981;

✓ A conference held at the Woodlake Inn in Sacramento on September 21, 1981 on "The Problems of the Aging";

✓ The Women-in-the-Work-Force conference held at the Holiday Inn Golden Gateway Hotel in San Francisco October 1-3, 1981;

✓ The conference on Workers' Compensation held at the Jack Tar Hotel in San Francisco October 21-22, 1981;

✓ The Joint Legislative Conference held at the Woodlake Inn in Sacramento May

3-5, 1982 which was co-sponsored by the State Building and Construction Trades Council of California and included a special workshop on plant closures;

✓ The conference on "Labor Unions and Union Pension Funds" held at the Biltmore Hotel in Los Angeles June 16, 1982; and,

✓ A conference on implementing payroll checkoff procedures to get voluntary political funds which was conducted by the National AFL-CIO at the Hyatt Regency Hotel in Los Angeles July 8, 1982.

EXONERATIONS

Since the Federation's last convention, the Executive Council has continued the policy authorized by Section 2 of Article XIV of the Federation's Constitution of granting exonerations in the payment of per capita tax to locals involved in labor disputes or for other good causes.

Aid of this kind was granted in response to requests received from the following Federation affiliates:

✓ Machinists Lodge 1518 of Oakland was exonerated for the months of June through December 1980.

✓ Office and Professional Employees Local 3 of San Francisco was exonerated for the months of December 1980 through April 1981 and for the months of February through July 1982.

✓ Machinists Lodge 284 of Oakland was exonerated for the months of August through December 1980.

✓ Actors Equity of Hollywood was exonerated for the months of November 1980 through April 1981.

✓ Machinists Lodge 562 of San Jose was exonerated for the months of April through June 1981.

✓ Rubber, Cork and Linoleum Workers Local 300 of Norwalk was granted exonerations for the months of February 1981 and that exonerations is still in effect.

✓ Chemical Workers Local 398 of Trona exonerated for the months of March and April 1981.

✓ Department Store Employees Local 1100 of San Francisco was granted exonerations for the months of November 1981 through October 1982.

✓ Cement, Lime and Gypsum Workers Local 48 of Riverside was granted exonerations for the month of May 1981.

✓ Fire Fighters Local 145 of San Diego was granted exoneration for the months of January through June 1982.

✓ Carpenters Local 35 in San Rafael was exonerated for the months of November 1981 through June 1982.

ELECTION OF NEW COUNCIL MEMBERS

In the course of its June 3-4, 1981 meeting in Sacramento, the Council elected Timothy Twomey, executive secretary of Service Employees Local 250 of San Francisco as vice president at large H to replace Fred D. Fletcher who resigned. Twomey was sworn into office at the Council's next meeting December 8 at Los Angeles.

At the outset of the Council's March 9-10, 1982 meeting in Oakland, A. Kendall Orsatti, national secretary of the Screen Actors Guild was elected to replace Chester Migden as vice president in District 3-B. Migden's resignation had been accepted at the December 9-10 meeting in Los Angeles. Just three days after the March meeting, Harry Finks, who had served as a Federation vice president for 36 years, died on March 13.

At the Council meeting commencing July 14, 1982, at Disneyland Hotel, Thomas P. Kenny of Musicians Local 12 was elected as Vice President, District 13, filling the vacancy arising from the death of Brother Finks. At the same meeting, resignations of Vice Presidents Osslo and Garcia were accepted with regret. To fill these vacancies, Richard Robbins of Electrical Workers Local 465, San Diego, was elected as Vice President, District 1, and Charles Lamb of Hotel Employees and Restaurant Employees Local 2, San Francisco, was elected as Vice President, District 9B.

COMMITTEE CHANGES

The Executive Council has been helped in its work since the 1980 convention by its seven regular standing committees. As a result of resignations, the composition of these committees has changed during this period.

The composition of these committees as of the date of this report is as follows:

Legislation

William G. Dowd, Chairman; M. R. Calahan; Richard K. Groulx; Loretta Ma-

honey; Alfred K. Whitehead; and Ray Wilson.

Education

John F. Crowley, Chairman; Val Connolly; Steve Edney; Paul Miller; Justin Ostro; William Robertson; and Raoul Teihet.

Housing

Jerry Cremins, Chairman; Edward Flores; C. A. Green; Richard K. Groulx; Don Hunsucker; Paul Miller; Ray Nelson; and William Ward.

Safety and Occupational Health

Alfred K. Whitehead, Chairman; Jack McNally; Jerry Cremins; John F. Crowley; Paul Dempster; Charles Lamb; Justin Ostro; Anthony Ramos; and William Waggoner.

Civil Rights

Ray S. Mendoza, Chairman; Steven Edney; James P. McLoughlin; Loretta Mahoney; Frank Souza; and Cornelius Wall.

Community Services

Avelino Montes, Chairman; Cass Alvin; Tim Twomey; Lloyd J. Lea; Kendall Orsatti; William Robertson; and William Ward.

Union Labels, Shop Cards and Buttons

Cornelius Wall, Chairman; Edward Flores; Thomas Kenny; James P. McLoughlin; Anthony Ramos; and Frank Souza.

"WE DON'T PATRONIZE" LIST

In the interim since the Federation's 1980 Convention, a number of firms have been added to the Federation's "We Don't Patronize" List.

At the Council's December 10-11, 1980 meeting in Oakland, the Portola and Burney branches of the Bank of America were placed on the list at the request of the Five Counties Central Labor Council.

During the Council's March 5, 1981 meeting in the library of the headquarters of the Sailors' Union of the Pacific in San Francisco, Blue Shield was placed on the list at the request of the San Francisco

Labor Council and Local 3 of the OPEIU, subject to review by the National AFL-CIO.

At its June 3-4, 1981 meeting at Sacramento, the **Italian Gardens** in San Jose was placed on the list at the request of the Santa Clara County Central Labor Council and Local 19 of the Hotel Employees and Restaurant Employees International Union. Little more than six weeks later, however, it was removed from the list after it signed a contract with HEREIU Local 19 on July 20, 1981.

At the same meeting, the placement of the Northern California Savings and Loan Association on the list which had been requested by the Santa Barbara-San Luis Obispo Building and Construction Trades Council as well as the Monterey District Council of Carpenters and the California State Council of Carpenters, was discussed and the Council authorized the Secretary-Treasurer to place the firm on the list following communication with the labor councils within the affected jurisdictions.

During the Council's December 8-9, 1981 meeting in Los Angeles, the placement of Day's Inn in Sacramento on the list was requested by the Sacramento Building and Construction Trades Council and the Council authorized the Secretary-Treasurer to take such action when all necessary clearances were obtained.

At the same meeting, the Council authorized the Secretary-Treasurer to place Sonoma Vineyards on the list after necessary clearances were obtained. This request was initiated by Local 186 of the Winery, Distillery and Allied Workers of St. Helena.

During its March 9-10, 1982 meeting in Oakland, the Council authorized the placement of the **State Farm Insurance Complex in Santa Rosa** on the list in response to a request from the Sonoma, Mendocino, and Lake Counties Central Labor Council and SEIU Local 87.

At the same meeting, the Council reviewed the request for placement of Northern California Savings and Loan Assn. on the list and noted that the request had the support of the Tri-Counties Central Labor Council. But it was also reported that Northern California Savings and Loan is merging into Great Western Savings and Loan and, as a result, the Council authorized the Executive Secretary-Treasurer to place Great Western Savings and Loan on the list after investigation and concurrence by the Central Labor body involved.

The Council also reviewed a communica-

tion from United Paperworkers International Union in Bell, Calif., requesting that the products of the **Consolidated Fiber Glass Products Co.** in Bakersfield be placed on the list. The Council authorized the Secretary-Treasurer to take such action following consultation with the Kern, Inyo, Mono Counties Central Labor Council.

At the same meeting, the Council authorized the placement of **Mervyn's Store** in Ventura on the list. This action was taken in response to a request from the Tri-Counties Central Labor Council and the Ventura County Building and Construction Trades Council.

At the meeting June 9-10, 1982, in Oakland, at the request of the Hotel Employees & Restaurant Employees Union affected, the Council authorized the Secretary-Treasurer to place the Sheraton Plaza la Reina Hotel, near the Los Angeles Airport on the "We Don't Patronize" list when all necessary clearances were obtained.

It should also be noted that since the Federation's last convention, the national AFL-CIO has placed the following firms on the national AFL-CIO Unfair List: **Perdue Poultry Products; New York Air; and Kosmos Cement Products.**

The Executive Council has also strongly supported the ongoing boycotts against **Coors Beer** and **non-union iceberg lettuce.**

J. P. Stevens Boycott Ends

Beyond any doubt the greatest victory of organized labor's boycott efforts in recent years was scored in October 1980 when AFL-CIO President Lane Kirkland announced that the nationwide boycott of J.P. Stevens Products, one of the nation's largest textile manufacturers, was over.

Kirkland pointed out that the Amalgamated Clothing and Textile Workers Union had ratified a collective bargaining agreement covering wages, hours, working conditions, fringe benefits and grievance and arbitration procedures at the J.P. Stevens plants in Roanoke Rapids, N.C.

The agreement culminated a 17-year-long effort during which the J.P. Stevens Co. earned a reputation as the nation's "Number 1 labor law violator" because it has been found guilty of more than a thousand labor law violations and inspired the production of an academy award winning film, "Norma Rae," which featured actress Sally Fields.

The real life "Norma Rae" was Crystal Lee Sutton who was fired from her job at a Stevens plant in Roanoke Rapids in 1973 for what the company called "insubordination."

Here, for the record are unfair firms remaining on the Federation's "We Don't Patronize" List as of the date of this report:

HOTELS & RESTAURANTS

Fresno Area

Fresno Townhouse, 2220 Tulare St., Fresno.

Los Angeles Area

The Grand Hotel at One Hotel Way in Anaheim.

Newporter Inn, Newport Beach.

The Pacifica Hotel at 6161 West Centinela Street in Culver City.

The Sheraton Plaza La Reina Hotel, 6101 West Century Blvd., near the Los Angeles airport.

* * *

The following San Diego area motels:

Bahia Motel and Motor Lodge, Catarman Motor Hotel and Restaurant.

Sacramento Area

Days Inn, 200 Jibboom St., Sacramento.

* * *

Sacramento Inn, Arden Way at Interstate 80, Sacramento.

* * *

Red Lion Motor Inn, 2001 West Point Way, Sacramento.

The Nut Tree and the Coffee Tree Restaurants on Interstate 80 between San Francisco and Sacramento.

San Francisco Bay Area

The following restaurants on Union Street in San Francisco:

Thomas Lords

Mother Lode

Cooperage

Coffee Cantata

Vintners

Hudson Bay West

Perry's

Victoria Station

The Deli

The Godfather

Mingai-Ya

Jim's Grill

Restaurants in Ghirardelli Square, San Francisco:

Magic Pan

The Mandarin

Ghirardelli Wine & Cellar Cafe

Other eating places in San Francisco:

McDonald's Hamburger (all);

Colonel Sanders Kentucky Fried Chicken (all);

H. Salt Esquire Fish & Chips (all);

Jack In The Box (all);

Benihana of Tokyo;

Kau Kau Gardens;

Carol Doda's;

Mabuhay Restaurant; and

The Casbah.

San Jose Area

The following hotels, motels and restaurants in Santa Clara County:

Vagabond Motor Hotel, 1488 North First, San Jose.

Giorgio's Pizza House, 1445 Foxworthy, San Jose.

Holiday Inn - Palo Alto, 625 El Camino Real, Palo Alto.

Cindy's Restaurant, 17025 Condit Road, Morgan Hill.

Sirloin & Brew Unlimited, Restaurant, 12333 Saratoga-Sunnyvale Road, Saratoga.

Shirtail Restaurant, 2515 El Camino Real, Palo Alto.

Hungry Tiger Restaurant, 1010 Sunnyvale-Saratoga Road, Sunnyvale.

Magic Pan Restaurant, 335 S. Winchester Blvd., San Jose.

House of Genji/Cathay Restaurant, 1335 N. First St., San Jose.

William Flaggs Restaurant, Homestead Road and Lawrence Expressway, Santa Clara.

Travelodge, 940 Weddel Drive, Sunnyvale.

Red Baron Restaurant, 2500 Cunningham Ave., San Jose.

International House of Pancakes, 3395 Stevens Creek Blvd., San Jose.

Marriott's Great American Theme Park and Hotel, Santa Clara.

Stockton Area

Stockton Inn Motel and Restaurants, 4219 Waterloo Road at Hwy. 99.

Otto's Place, 7824 Thornton Rd.

Stockton Joe's Restaurant, 1503 St. Mark's Place Plaza.

Vagabond Motor Hotel, 33 N. Center.

Denny's Restaurants, 3950 E. Waterloo Rd. and 642 W. Charter Way.

Sambo's Restaurant, 11 N. Center.

Jolly Tiger Restaurant, 4747 Pacific Ave.

Modesto Area

Holiday Inn, 1612 Dale Road, Modesto.

MANUFACTURING

Charles Manufacturing Co. of Dothan, Ala., which also sells furniture under the name of The Fox Manufacturing Co.

'Conglas' Products, produced by Consolidated Fiber Glass Products Co., 3801 Standard St., Bakersfield.

Coors Beer

Gaffers & Sattler products

Goehring Meat Co., Inc., of Lodi, Calif.

Masonite Corp. plant, Cloverdale, Sonoma County.

Pemko Mfg. Co., Emeryville, Calif.

Rylock Company, Ltd., 1285 Atlantic Ave., Union City.

Sonoma Vineyards products.

Tennessee Plastics of Johnson City, Tennessee.

PRINTING

San Francisco Bay Guardian.

San Rafael Independent-Journal.
Vallejo Times-Herald.

In addition the Federation is supporting such national AFL-CIO sponsored boycotts as those in progress against the Kingsport Press of Kingsport, Tenn., publishers of the "World Book" and "Childcraft" series.

THEATERS

Broadway Theatre, 4th and Broadway, Santa Ana.

Kindair Theater Corporation, operators of the following anti-union theaters in Santa Cruz and Monterey Counties:

Cinema 70 in Monterey;
Steinbeck Theater in Monterey;
Valley Cinema in Carmel Valley;
Globe Theater in Salinas;
Cinema Theater in Sequel; and,
Twin I & II in Aptos.
Sea World, San Diego.

OTHERS

Blue Shield of San Francisco.

Bank of America branches in Portola in Plumas County and Burney in Shasta County.

Doctor's Hospital of San Leandro.

Hertzka and Knowles, San Francisco, architects.

Mervyn's Dept. Store in Ventura.

Montgomery Ward in Redding.

Norbert Cronin & Co., insurance agents, San Francisco.

Non-Union Iceberg Lettuce.

State Farm Insurance Complex in Santa Rosa.

1982 CONVENTION

Selection of Anaheim as the convention city for 1982 was determined by action taken by delegates at the 1980 convention.

Although the Federation's Constitution provides that the biennial convention shall be held in the week of the third Monday of August in even-numbered years, it also contains a provision authorizing the Executive Council to change that date if such action is deemed necessary (Article XV, Section 2(c)).

Due to the extension of the state legislative session into August as well as other factors, the Executive Council at its December 8-9, 1981 meeting in Los Angeles approved a meeting authorizing the convention to be held during the week of July 19-23, 1982 at the Disneyland Hotel in Anaheim.

The Council's pre-convention meeting began at 9:30 a.m. on Wednesday, July 14, 1982 at the Disneyland Hotel which is the headquarters hotel for the Federation's 14th convention.

The convention itself is scheduled to open at 10 a.m. Monday, July 19 at the Disneyland Hotel Convention Center.

Throughout the meeting that started July 14, the Executive Council developed and approved proposed policy statements to be submitted to convention delegates for their consideration and attended to various other pre-convention details, including the consideration of recommendations to be made to convention delegates on the endorsement of candidates for the critical November 2, 1982 general elections and on the positions to be taken on state-wide propositions appearing on that ballot.

Fraternally submitted,
The Executive Council
California Labor Federation,
AFL-CIO
John F. Henning
Executive Secy-Treas.

Albin J. Gruhn
President
Cass Alvin
M. R. Callahan
Val Connolly
Jerry P. Cremins
John F. Crowley
Paul Dempster
William G. Dowd
Steve Edney
Edward Flores
C. Al Green
Richard K. Groulx
Don Hunsucker
Thomas P. Kenny
Charles Lamb
Lloyd Lea
James P. McLoughlin
Jack McNally

Loretta Mahoney
Ray S. Mendoza
Paul Miller
Avelino Montes
Raymond K. Nelson
A. Kendall Orsatti
Justin Ostro
Anthony L. Ramos
Richard Robbins
William R. Robertson
Frank Souza
Raoul Teilhet
Timothy Twomey
William Waggoner
Cornelius Wall
William Ward
Alfred K. Whitehead
Ray Wilson
Vice Presidents

Report of the Executive Secretary-Treasurer

Anaheim

July 19, 1982

To the Fourteenth Convention of the California Labor Federation, AFL-CIO . . .

Greetings:

This report reviews the activities of the Federation for the last two years following the 1980 Convention held in Los Angeles. Federation activities since 1980 have been wide ranging from legislative successes in public employee bargaining and Workers' Compensation to assistance to affiliates in various struggles to protect jobs and improve wages and working conditions.

The Economy

The American working people are reeling from the effects of the most severe national economic crisis since the 1930's. Unemployment, which was 9.5 percent as of June 1982 is at record levels, representing over 10,000,000 jobless workers throughout the nation. If the number of discouraged workers (those workers who gave up job searching because of an inability to find jobs) and those workers involuntarily employed on a part time basis, national unemployment would be in the 14 to 15 percent range; truly depression levels. As U.S. history has so cruelly demonstrated, it is the minorities and women workers who are carrying the brunt of this joblessness.

Interest rates remain at skyhigh levels never before seen in American economic history. As of June 1982, the prime rate of interest, that interest rate banks charge to their best customers, was stuck at 16.5%. With the July 1st tax cut, many economists expect this rate to rise even higher because of increased federal borrowing later this summer. Inflation, which had slowed somewhat because of a lack of national aggregate demand, has suddenly accelerated. As of June 1982, the national consumer price index was increasing at a 12% annual rate while during the previ-

ous 6 months, inflation was averaging only a 6% annual rate.

The development and severity of each of these problems are rooted in the historically specific path of the postwar U.S. economy. These problems are also structural in nature. They cannot be resolved by cosmetic or marginal changes in federal fiscal or monetary policy. What is needed is greater governmental intervention within the U.S. economy in order to channel its current restructuring down a more socially useful direction. For this intervention to be successful and also to have a "human face", greater public participation in corporate economic decisions is also crucial.

Despite the origins of these economic problems, the Reagan Administration has chosen a diametrically opposite perspective as the basis for its economic revitalization program. This program has exhibited four major elements.

1.) Restructuring of federal tax system — Overall taxes have been cut although not within a balanced budget content. More importantly, taxes have been massively shifted away from higher income groups and corporations to the poor and working classes. For the first time in living memory, the tax system is being explicitly re-fashioned towards a less progressive, less equitable income distribution.

2.) Reprioritizing of the federal budget — Intensifying the tax burden on working people has been an expenditure shift away from programs which aid the poor and working people — food stamps, unemployment insurance, medicare and so on — to military expenditures which are massively profitable for the private sector although they create relatively few jobs. This shift has been coupled with at least the intention of substantial reducing government expenditures in the long term.

3.) Restrictive monetary policy — given the belief that inflation is always and everywhere a monetary phenomenon, the Reagan solution to accelerating inflation

is to restrict the amount of money flowing into the economy.

4.) Deregulation of economic activity — Given the act of faith that we live in a basically competitive market economy as defined by economic theory and that such markets are highly efficient in allocating resources, government deregulation is an attempt to increase those competitive forces which generate economic efficiency and growth. Thus, the Reagan Administration has deregulated the airline industry, cut back on OSHA, EEOC and EPA enforcement, continued the deregulation of financial markets and somewhat paradoxically reduced antitrust law enforcement.

The premise running through all these elements is that a free market economy, unfettered by government regulation or a "bloated unproductive" public sector, will effectively restructure itself to compete more effectively both domestically and in international production. The frictional costs or externality difficulties generated by the Reagan program are assumed to be minimal or at worst transitory. For example if less OSHA enforcement increases the amount of industrial cancer, workers will move from firms with higher cancer rates to companies with lower ones. Displaced workers from plant shutdowns are assumed to be able to move costlessly to new jobs, with no economic hardship.

This program has received the now popular rubric of Supply Side Economics (influencing the amount of production by increasing the incentive to invest by tax or other profit incentives to the corporate community and other investors), as opposed to the previously economic policies which influenced the demand side (spurring growth and output by giving consumers increased purchasing power to buy goods and services.)

After two years of implementation, it is now clear that the Reagan program is an utter failure. The tax cut program has effectively redistributed income from the poor to the rich, causing tremendous social and economic carnage among America's working people. Yet this shift has not resulted in the expected increase in investment. The redistribution of federal expenditures has caused similar anguish among America's poor. However, the reallocation of resources to defense has caused various sectoral bottlenecks because of capacity mismatches, mis-

matches which will exacerbate inflationary pressures during the upcoming years. This reallocation is also perceived to be damaging to America's longterm international competitiveness, as skilled personnel and research funds are directed away from industries which must compete on an international basis in consumer and capital goods towards narrower defense products.

These basic expansionary thrusts of Reagan's fiscal policies in turn have been swamped by extremely restrictive monetary policy. This tight money strategy has resulted in stratospheric interest rates. These high interest rates have helped to lower the rate of inflation; although this reduction has resulted largely by reducing general economic activity. Massive levels of unemployment, the collapse of the housing construction industry, the greatest wave of bankruptcies since the 1930's and the eventual destruction of American family agriculture have been the price paid to reduce "inflationary expectations."

Meanwhile, as the economy continues to sink into virtual stagnation, interest rates have refused to come down. Economists understood that an initial policy of tight money would jack up interest rates appreciably. However, the reduced economic activity caused by tight money should have brought interest rates down by the summer of 1982. Instead they have become "stuck" at dangerously high levels. Neither the Supply Side nor the classical economists can explain this new phenomenon of "interest gridlock."

Simultaneously, the Reagan Administration has tried to deregulate vast segments of the economy. Besides increasing the social costs of irresponsible corporate activity — by cutting back OSHA or EPA regulations companies can reduce their production costs and have society pick up the tab for the health costs of occupational diseases and environmental pollution. The wholesale deregulation of the finance and airline industry has increased the short-term economic waste of cut throat economic competition and enhanced the instability of key sectors of the economy. Deregulation has had especially serious consequences for American credit markets although these are not yet well known nor well understood by even the financial institutions themselves.

The Reagan Supply Side program has also had serious adverse consequences for different industries and regions of the

United States. The lack of any national planning has allowed the erosion of our key industrial sectors to continue as U.S. investment has been diverted from these sectors to overseas locations and as firms continue to shift jobs and production away from America's traditional industrial corridor to the sunbelt.

We in organized labor must take the lead in opposing this Supply Side madness and this 19th century fetishism with unrestricted market competition. The labor movement must continue to push and develop more fully its own programs which can cope with the nation's economic problems effectively without having to squeeze the living standards of working people or give tax breaks to the rich.

What is necessary is the development by organized labor of a comprehensive alternative economic management program which is directed towards restoring both the productivity of our economy and the living standards of workers through the maintenance of full employment. Congress must immediately legislate a true longterm commitment to national full employment, establishing the right of every working person in America to employment and a living wage under safe working conditions. To support and enforce such a commitment would require the U.S. Government to implement fundamental reforms in the management of the economy to achieve and sustain full employment and balanced growth. Congress must immediately roll back the massive tax cuts granted to the rich and the corporate sector of the Reagan Administration's first two years. Congress must make a new commitment to America's poor and working people and must reject the "rhetoric of deregulation" in favor of massive but carefully designed federal intervention within the national economy.

To insure adequate enforcement of such pro-worker policies it is necessary for the federal and state governments to coordinate economic activities more closely with the investment decisions made in the private sector. Government must take the lead in redirecting investment expenditures towards the revitalization of the declining but key economic sectors located in America's northern industrial corridor. Past government policies which have encouraged new investment in the lower wage, non-union "Sunbelt" must be reevaluated and in some cases, reversed. Only by such redirection can we avoid the mounting

social costs created by the corporate exodus from decaying central cities and counties in the nation's traditional industrial areas and prevent further economic dislocation caused by sudden and inefficient plant shutdowns.

A continued growth of the purchasing power of workers' wages and salaries is another prerequisite for economic health. Real gains in wages and salaries provide workers with a share in the benefits of economic expansion. An adequate level of consumer expenditure which businesses must have in order to prosper can only be maintained by increases in the real income level of working men and women.

LEGISLATIVE ACTIVITIES

1981 SESSION

California, like the rest of America, has been rocked by a rising tide of corporate power and political reaction. California workers have had to fend off vicious corporate and New Right assaults against their labor market protections, social services, occupational health and safety, and their basic civil rights.

Despite these steady attacks, the state labor movement succeeded in winning passage of major bills that substantially increased unemployment insurance disability benefits, permanently secured item pricing in supermarkets, authorized local government employees to negotiate agency shop provisions, and cleared the path for state workers to bargain over the principle of comparable worth.

The increases in the state's unemployment insurance disability benefits boosted the maximum weekly benefit from \$154 to \$175, a 15 percent increase worth at least \$80 million to California's workers. California is currently one of only five states which has its own disability insurance program.

Legislation to make permanent the requirement that all supermarkets and other food outlets individually price-mark most food commodities ends a struggle which had flared up continuously over the past six years. Finally, consumers are now assured of continued individual price markings when they go food shopping, an essential service for the elderly, the disabled and families in general.

Probably labor's biggest victory of the

session concerned legislation allowing organized local government employees to negotiate agency shop provisions with their respective employers. Such agreements had previously been operative in California until they were struck down by a state court decision in 1975. Passage of this new legislation will strengthen all unions operating at the local government level, both in bargaining and in servicing its membership.

Allied with feminist and other progressive forces, the California Labor Federation and its affiliates broke new ground with the passage of legislation establishing the principle of comparable worth in the wage determination process of local government employees.

The well-known exploitation of young California athletes, many from poor and minority backgrounds, was eliminated by another federation-backed measure requiring registration with the State Labor Commissioner and the Commissioner's approval of all form contracts between athletes and their agents. The Commissioner is authorized to rule on all disputes between athletes and their agents.

California's children will be protected from harmful exposure to asbestos. This federation-sponsored measure authorized the governing boards of every school district to conduct programs to eliminate health problems caused by asbestos exposure and to eliminate or encapsulate asbestos in our public schools.

Another measure assured the continued maintenance of California's extensive highway network for years to come by authorizing local gas taxes and hikes in vehicles and drivers' fees. The \$2.7 billion eventually generated will also be used to improve existing mass transit systems and complete various highway projects, thereby creating thousands of new jobs.

Other measures enacted during the 1981 session include: legislation to increase the inflation adjustment factor for state education expenditures; a bill to require employers to inform workers in writing, at the time any lie detector or polygraph test is to be administered, that workers can refuse such tests without retribution; a measure prohibiting law enforcement officers from taking off-duty jobs as private security guards in places where labor disputes exist within their jurisdiction; a measure barring state contracts to firms that have failed to comply with an NLRB

order within the previous two years; legislation requiring civil penalties collected under the Industrial Relations Construction Industry Enforcement Fund to be used to enforce labor laws governing wage statements and unlicensed contractors; and a bill to institute a California Steel Recovery Commission to identify the reasons for the decline in the California steel industry.

The Federation also succeeded in defeating a number of antiworker measures. The most-publicized victory in this regard was the defeat of legislation which would have amended California's Agricultural Labor Relations Act to conform with the National Labor Relations Act. The much weaker National ~~Walt~~-Hartley law was never designed to safeguard the bargaining and organizing rights of agricultural workers and state conformity would have rights of agricultural workers and state conformity would have erased the six years of gains California farmworkers have enjoyed under the state collective bargaining law.

Despite massive lobbying by corporate and agribusiness interest groups, a coalition of labor, religious, and other progressive organizations prevented the measure from getting out of committee. California farmworkers can still pursue their rights to organize and bargain in a fair, non-coercive manner.

Other anti-worker measures defeated include measures that sought to:

—Drastically reduce the coverage of the state's Industrial Welfare Commission.

—Restrict workers' rights to sue for injuries suffered on the job in cases where the employer was acting in a dual capacity.

—Make building trades unions liable for the work performance of their members.

—Limit the ability of farmworker organizations to collect political contributions from its membership.

—Eliminate the state constitutional ban against private sector use of inmate labor.

The Federation was successful in enacting 13 pro labor measures, in areas as diverse as the public sector to the commercial vitality of our state's economy.

Public Sector

1. Comparable Worth. SB 459 establishes the concept of setting salaries for jobs in state service dominated by women on the basis of the value of the work and re-

quires the Department of Personnel Administration to initiate "comparable worth" studies.

2. Police Officers. AB 1131 prohibits law enforcement officers from taking off-duty jobs as private security guards at places where a labor dispute exists within their jurisdiction. This is aimed at avoiding a possible conflict of interest for peace officers who may become overzealous in protecting their off-duty employer during a strike.

3. Agency Shop. AB 1693 lets public agencies and local public employee organizations negotiate agency shop agreements.

Education

4. State Expenditures. AB 777 improves funding for schools by increasing the inflation adjustment from the average of 7.2 percent provided by AB 8 to an average of 8.0 percent.

5. Asbestos. SB 22 authorizes the governing boards of every school district in the state to conduct programs to eliminate health problems caused by asbestos exposure.

Social Insurance

6. Disability Insurance. SB 347 raises the maximum disability insurance benefit from \$154 to \$175 a week.

Workers' Rights

7. NLRB Orders. AB 1586 requires state contracts to carry a statement wherein the contractor swears that there has been no more than one final finding by a court that the contractor has failed to comply with an order by the NLRB within the past two years. This is aimed at preventing business like J.P. Stevens from dealing with state agencies.

8. Construction Labor Violations. AB 1095 uses revenues from construction contract license violations to improve the enforcement of construction contract regulations.

9. Athletes. AB 440 requires all athletes' agents to register with the State Labor Commissioner, get approval of all form contracts, and submit disputes between athletes and their agents to the Labor Commissioner.

10. Polygraphs. AB 2126 requires employers to inform workers in writing at the time any lie detector or polygraph test is

to be administered that workers can refuse to take such tests without retribution.

Consumers

11. Item-Pricing. AB 65 reinstates item-pricing in supermarkets and grocery stores throughout the state to assure consumers the capability of comparing prices while shopping.

Trade and Commerce

12. Highways. SB 215 authorizes local gas taxes and increases in vehicle and drivers' fees to raise \$2.7 billion to maintain and improve existing transit systems and complete various highway projects, thereby creating thousands of new jobs.

13. Steel Preference. SB 92 would create California Steel Industry Recovery Commission to identify the reasons for the decline in California's steel industry.

Bills Defeated

Attacks on Labor Market Regulations

1. AB 510 would have exempted workers from IWC regulation on overtime or days of work regulations if two-thirds of the affected employees agree.

2. AB 648 would exempt health facilities from Industrial Welfare Commission overtime pay regulations on 12 hour day work schedules for individual workers.

3. SB 956 would have significantly eroded labor protections provided by the state Industrial Welfare Commission, including the provision for premium pay for hours worked in excess of eight hours per day. This bill was sent to interim study.

4. AB 259 would have held construction labor unions liable for the work performance of their members.

5. SB 516 would reduce the time period during which complaints of discrimination could be filed with Fair Employment and Housing Commission.

Public Employee Strikes

6. AB 1622 would have explicitly prohibited strikes by public employees.

Prison Labor

7. ACA 26 would have deleted the state constitutional ban against letting out convict labor to private sector employers.

Workers' Compensation

8. SB 995 would have restricted workers'

rights to sue for injuries suffered on the job in cases where the employer was acting in a dual capacity.

Farm Labor

9. SB 40 would have informed the authority of the United Farm Workers Union or other farm labor organizations to govern their own memberships by amending the State Agricultural Labor Relations Act to conform with the national Taft-Hartley Act.

10. SB 50 would have amended the Agricultural Labor Relations Act to bring it into total conformance with the National Labor Relations Act which was substantially weakened in 1947 when a Republican Congress amended the Taft-Hartley Act into it over President Truman's veto.

1982 LEGISLATIVE SESSION

The 1982 legislative session resumes in August with a number of important pro-labor measures pending action. Among these include AB 2839 by Assemblywoman Maxine Waters, which would provide California workers with the basic rights of advance notification, severance pay, relocation rights and extended health benefits in the event of a plant shutdown. Another key labor bill is AB 2901 by Assemblyman Marty Martinez, which would increase the maximum weekly unemployment insurance benefit by \$20 to \$156. As of January 1, 1983, it represents the greatest single increase in U.I. benefits ever won by California workers. Meanwhile, an extremely anti-worker measure, AB 3154 by Assemblyman Alister McAlister, which would give California employers a \$1 billion break during the greatest recession in California's post war economic history, has passed out of the State Assembly and awaits action in the State Senate. The Federation is fighting the bill vigorously and we are quite hopeful of success.

Meanwhile, extensive negotiations involving the state Federation, the insurance industry and the employer and legal communities continue over the issue of workers compensation benefit increases. Although some of the details remain to be worked out, the prospects for significant and sorely needed increases in permanent

partial, temporary and permanent total benefits look quite bright.

Other proposals which concern the interests of our affiliates as well as protecting work standards and workers rights which have appeared during this Legislative Session include:

Worker Protections:

AB 562 — Would specify level of care staff to patient ratios in State Mental Health facilities.

AB 1822 — Would require new restaurant owners to post a bond equal to two weeks wages and benefits for all employees.

AB 2383 — Would extend the right to refuse polygraph tests without employer reprisal to public employees.

AB 2839 — Is the comprehensive legislation on economic dislocation in the event of a plant shut-down or reduction in operations. AB 2839 calls for advance notification, access to relevant records, extended health and company paid income maintenance benefits, job relocation rights, State economic impact reports and feasibility studies, and good faith offers of sale to communities and unions.

AB 3140 — Would limit the use of strike breakers and prevent private security guards from using tear gas during strikes.

AB 3147 — Would regulate the activities of "Labor-Management Consultants" and "union busters."

AB 3254 — Provides for a 90-day extension of health benefits for workers displaced by plant closures.

Imported Workers:

AB 2309 — Would prohibit state agencies from participation in any federal "guest worker" programs.

SJR 29 — Ask Congress to reject all proposals calling for the institution of "guest worker" programs.

Civil Rights:

AB 2808 — Would prohibit the State from investing in South African corporations and other companies which invest or do business in South Africa.

Women's Rights:

SB 1835 — Would conform the State Equal Pay Act to federal standards, allowing plaintiffs to recover damages and back wages.

AB 1985 — Would prohibit sexual harassment in the work place.

AB 2800 — Would strengthen existing laws prohibiting employment discrimination against pregnant women.

AB 3370 — Would allow men to be eligible for up to four months of paternity leave.

Health and Safety:

AB 726 — Would require employers to respond in writing within 72 hours to any employee request for information regarding whether a work condition is dangerous.

AB 837 — Would prevent employees from being discharged or laid off for refusing to perform work where there is a real or apparent hazard because the employer has not provided safe working conditions.

AB 943 — Would require the Department of Food & Agriculture to adopt regulations calling for informational posting on fields sprayed with pesticides.

AB 2636 — Would prohibit the use of plastic pipe in carrying potable water until an economic impact report is performed.

AB 2756 — Would shift the regulation of agricultural pesticides from the Department of Food Agriculture to CAL/OSHA.

AB 3675 — Would expand public participation in the development of state building codes by private code research consultant groups.

ACR 107 — Would ask local jurisdictions to postpone any authorization to use plastic pipe until its use has been studied more extensively.

Unemployment Insurance:

AB 2901 — Would provide for a \$20 increase in maximum unemployment insurance benefits beginning in 1983.

Workers Compensation:

AB 2477 — Would improve worker benefits and administration of the Asbestos Workers Fund for those workers suffering from asbestosis.

Consumers' Protection:

AB 2007 — Would restrict the use of occupational categories as a factor in determining motor vehicle insurance rates, reducing insurance rates for bartenders, actors, athletes and other occupational groups.

AB 2742 — Would have the Public Utilities Commission regulate cable television

and provide that a percentage of cable programming be allocated to labor and community interests.

Education:

SB 963 — Would reduce the University of California's budget dollar for dollar with any imposition of tuition.

SB 1750 — Would provide a 6.9 percent cost of living adjustment in education expenditures, guaranteed funding in case of any budget deficits and provide for a 20 percent State "pick-up" of special education encroachments on general education funds. This is the major education funding bill.

SB 1751 — Would provide for long-term state funding of education with gradual state assumption of special education fund encroachments on general education funding.

AB 492 — Would delete the authority of school district governing boards to employ credentialed employees in categorically funded projects of indefinite duration.

AB 2967 — Would allow direct Public Employment Relations Board elections for an agency shop in school districts if an impasse is reached in negotiations on the issue.

ACA 48 — Would prohibit the use of State University students as strikebreakers.

Taxation:

AB 2947 — Would impose an oil severance tax on oil produced in California, except for small, independent producers.

Energy:

AB 2931 — Would create a private voluntary "Citizens Utility Board" which would protect consumers from unfair proposed utility rate increases before the State Public Utilities Commission.

AJR 87 — Would ask Congress to reject legislative and administrative proposals to decontrol natural gas prices.

Bills Defeated

The California Labor Federation also fought a number of anti-worker bills and so far has been successful in defeating a number of these measures. Probably the most outrageous piece of anti-labor legislation was SB 817 which would have eliminated the State OSHA program. This bill was defeated in committee as was SB 814 which would have gutted the State Davis Bacon Act and AB 3412 which would have con-

formed the State Agricultural Labor Relations Act to the federal Taft-Hartley legislation, virtually wiping out unionism in California's agricultural industry.

Other anti-worker bills defeated or being vigorously opposed include:

Worker Protection:

SB 956 — Would wipe out overtime pay for hours worked in excess of 8 per day.

Prison Labor:

SCA 35 — Would amend the State Constitution to permit private sector use of prison inmate labor.

AB 2955 — Would institutionalize the private sector employment of convict labor through its supervision by a state bureaucracy a "trailer" bill to SCA 35.

Unemployment Insurance:

AB 3154 would give employer a \$1 billion of U.I. tax cut, draining the U.I. fund during a period of depression level, unemployment in California.

Consumer Protection:

AB 2577 — Would establish a private, off-track betting system in California, reducing jobs for race track employees.

AB 2597 — Which would place a 2.35 percent tax on employee health plans.

Agricultural Labor:

SB 1390 — Would bar union access to non-striking employees during farm labor disputes.

SB 1840 — Would eliminate the "make whole" remedy under the State's Agricultural Labor Relations Act.

Public Employees:

SB 1530 — Would modify the Retirement Act of 1937 to use excess earnings to reduce unfunded liabilities and employer contributions.

Taxation:

AB 55 — Would phase out the State unitary tax on foreign multinational corporations by 1984.

Disappointments

A number of anti-labor initiatives were passed by the California electorate during the June, 1982 primary elections which will have serious implications for California's working people. The inheritance tax was successfully abolished, a fair and equitable

tax whose elimination will provide 70% of its \$300 million annual windfall to 0.1% of the state's population. The so called victim's Bill of Rights also became law, a blatantly unconstitutional measure which will encroach on the civil rights of all law abiding people.

Finally, despite the partisan nature of the initiatives and despite the fact that registered Democrats outnumbered Republicans by 2,000,000, proposals to reject the Democratic designed apportionment plans for the state Assembly and Senate and the national Congress were rejected. The 1982 Assembly and Senate must now go back to the drawing boards in January, 1983 to design new districts, costing the taxpayers thousands of dollars.

Finally, although the Split/Roll property tax initiative most probably received enough signatures to qualify for the ballot, the low number of signatures collected means that it probably will not be put before the voters until June, 1984, instead of the expected date of November, 1982.

Federation Conferences

In continuing our efforts to inform our affiliates of issues important to rank and file workers the Federation has sponsored a number of educational conferences over the past two years, including:

—The Women-In-The-Work-Force conference held at the Biltmore Hotel in Los Angeles October 17-19, 1980;

—A free speech conference on "Labor, the Minorities and the Two-Party System" held at the Biltmore Hotel in Los Angeles, December 4, 1980;

—A conference on current issues affecting the Social Security program held at the Oakland Airport Hyatt Hotel January 21, 1981;

—A National AFL-CIO conference held in San Francisco March 26-28, 1981 to evaluate labor's goals;

—Labor's Joint Legislative conference at the Woodlake Inn in Sacramento April 6-8, 1981 which was sponsored jointly by the Federation and the State Building and Construction Trades Council of California and the State Council of Carpenters;

—A conference on employer attempts to weaken state and industrial welfare com-

mission standards held at the Mansion Inn in Sacramento July 9, 1981;

—A free speech conference on the AFL-CIO's new approach to political action held at the Sir Francis Drake Hotel in San Francisco Thursday, July 16, 1981;

—A Federation-sponsored conference held at the Jack Tar Hotel in San Francisco September 22, 1981 on The Problems of Aging;

—A Women-In-The-Work-Force conference sponsored by the Federation held at the Holiday Inn Golden Gateway Hotel in San Francisco October 1-3, 1981;

—A conference on Worker's Compensation held at the Jack Tar Hotel in San Francisco October 21-22, 1981;

—The Joint Legislative Conference held at the Woodlake Inn in Sacramento May 3-5, 1982 which was jointly sponsored by the Federation and the State Building and Construction Trades Council of California and included a special workshop on plant closures;

—A conference on Labor Unions and Union Pension Funds held at the Biltmore Hotel in Los Angeles June 16, 1982; and

—A conference on implementing payroll checkoff procedures to get voluntary political funds which was conducted by the National AFL-CIO at the Hyatt Regency Hotel in Los Angeles July 8, 1982.

—A free speech conference on AFL-CIO foreign policy to be held at the Biltmore Hotel in Los Angeles in September 1982.

ASSISTANCE TO AFFILIATES AND OUR NONLABOR ALLIES

Public Employees

Affiliates of the Federation from the public sector from the building trades to teachers and clerical workers have been the focus of particular attention by the Secretary-Treasurer. We were active in the struggle to secure necessary pay increases for public employees in the 1981-82 state fiscal budgets. The Federation was a leading force in the successful struggle to win the right for local government employees to negotiate agency shop agreements and in fighting for the right of school employees to conduct agency shop elec-

tions at their own expense in the event of a bargaining impasse. The Federation also contributed financially to the United Professions of California's (AFT) successful organization drive in the State college system's collective bargaining elections.

Farm Workers

During the past two years, the California Labor Federation reaffirmed its total support for the United Farm Workers of America in their drive to achieve just working conditions, a living wage and economic freedom and dignity for some of the lowest paid workers in all of our nation's industries.

In 1981, the Federation was actively involved in defeating a large number of anti-farm labor bills and in supporting the steakmate mushroom farm's boycott, a boycott to force the Ralston-Purina owned company to bargain with the UFW.

The Federation continues to stand with our UFW affiliates in defense of the Agricultural Labor Relations Act, and in fending off the increasing numbers of assaults on this law and on the UFW by agribusiness and its reactionary allies. Constant vigilance is now required to protect those gains and to allow collective bargaining to bring agricultural industrial relations out of the dark ages and into the 1980's.

International Affairs

During the last two years, many foreign visitors representing their countries or their nation's trade union organizations have paid visits to the California Labor Federation offices as part of their study of the American Labor Movement. Between September 1980 and July 1982, we have received visitors from the following countries: Denmark, Sweden, Austria, Brazil, Canada, Japan, New Zealand, Taiwan, United Kingdom, Chile, South Africa, Ghana Seychelles, Botswana, Spain, Venezuela, Italy and Columbia.

Arrangements for most of the foreign visitors were made by members of our foreign service in the U.S. Department of State or by representatives in the U.S. Department of Labor.

The Secretary-Treasurer of the California Labor Federation has been privileged to represent the United States and the

American Labor Movement on a government sponsored goodwill and fact finding mission to New Zealand and Australia. The Secretary-Treasurer also represented our State Federation at the 1981 National AFL-CIO convention and at the National COPE operations conference in January, 1982.

ACTIVITIES OF LEGAL COUNSEL

Report of General Counsel

Charles P. Scully

For the Period August 1, 1980

Through June 30, 1982

I. LITIGATION

A. Amicus Curiae Briefs Filed by The Federation

1. Carryover from 1980 Report

Brody, et al. v. Cory

California Supreme Court No. 24044

Jarvis, et al. v. Cory

California Supreme Court No. 24047

Since the 1980 Report to the Convention, the California Supreme Court under date of December 18, 1980, by a vote of five-to-two, found the legislation to be constitutional. The legislation in question was SB 91, Chapter 192 of the Statutes of 1979, which dealt with salary appropriations.

Pacific Legal Foundation, et al. v. Brown

3 Civil No. 18364

People v. Brown

3 Civil No. 18412

Since the last report in 1980 to the Convention, the California Supreme Court under date of March 12, 1981, by a vote of four-to-two, found the legislation to be constitutional. The legislation in question dealt with collective bargaining for public employees.

2. Filings Made Since the 1980 Report to the Convention

Denny Hayhurst, sole proprietor, dba Denny's Masonry, Plaintiff, v. Allied Masonry Trust Funds, Albert Reyff, Acting Labor Commissioner of the State of California, Department of Industrial Relations, et al and the Department of Industrial Relations of the State of California, United States District Court, Eastern Division, Civil No. 81-403-MLS

Under date of August 5, 1981, I received from Christine Curtis, Council of the Office of the Director of the Department of Industrial Relations, copies of the pleadings filed July 2, 1981 in the above matter. August 10, 1981, I wrote to Executive Secretary-Treasurer Henning, explaining the nature of the litigation which was basically the contention that the provisions of Labor Code § 227, granting the California agencies jurisdiction over the collection of delinquent contributions to so-called Trust Funds, were preempted by the Federal law under ERISA.

Monday, August 24, 1981, we met with representatives of the Agency in my office and discussed possible strategy in handling the matter. We subsequently received copies of various other documents filed in the above matter and a hearing on the request for preliminary injunction was set in Sacramento before the Court on September 22, 1981, but was continued to October 8, 1981. Further hearings were scheduled on November 23, 1981, and in accordance with the suggestion of the Court, it was planned that Motions for Summary Judgment would be filed since it appeared the issue was exclusively a question of law. It subsequently developed that the employer went into bankruptcy and under date of February 4, 1982, a Stipulation signed by the respective parties was filed with the Court dismissing the Complaint and accordingly, the matter was closed without a decision on the merits.

In The Matter Of Cattle Valley Farms, Employer, and United Farm Workers Of America, AFL-CIO, Petitioner, State of California Agricultural Labor Relations Board, Case Numbers 81-RD-2-D and 81-RD-3-EC (Nick J. Canata)

October 29, 1981, we received a memorandum from Executive Secretary-Treasurer Henning with an attached letter dated October 27, 1981, from Administrator Barbara Macri of the United Farm Workers asking that the Federation assist them in attempting to have the blocking charge rule established in accordance with the position of the United Farm Workers in the above matter.

Under date of November 2, 1981, we filed with Jorge Carrillo, Executive Secretary, Agricultural Labor Relations Board in Sacramento, our position that the Board should first investigate all charges that have been filed before proceeding with any decertification election. The Board

issued its decision in Case No. 8 ALRB No. 24 in which it set out the various ground rules for permitting the assertion of the blocking charge procedure but did not apply it in this particular case.

M. Restaurants, Incorporated dba The Mandarin, Plaintiff and Respondent v. San Francisco Local Joint Executive Board Of Culinary Workers, Bartenders, Hotel, Motel and Club Service Workers And Dining Room Employees Union, Local No. 9, Defendants and Appellants, Supreme Court of the State of California, Number 1 Civil 40108

Under date of December 8, 1981, Alan C. Davis, attorney for certain of the parties in the above matter requested Executive Secretary-Treasurer Henning that the Federation file a Brief Amicus Curiae in support of their Petition for Hearing in the California Supreme Court.

Under date of December 14, 1981, we filed with the California Supreme Court our Request for Leave to File Brief as Amicus Curiae in Support of Petition for Hearing by the defendants and appellants, together with our Brief as Amicus Curiae in support of them. On January 27, 1982, the Petition for Hearing was denied in the above Court with Chief Justice Bird and Justice Newman voting to grant the hearing.

To the best of our knowledge, the matter has now become final.

We had reported on this litigation previously in our report to the last Convention of the Federation in 1980 and the issue involved in this particular litigation was the interpretation of the Moscone law and the limitation on the courts to grant injunctions. In the previous litigation, namely, **Kaplan Fruit and Produce Company, Inc. v. The Superior Court of Los Angeles and the United Farm Workers of America, AFL-CIO**, 26 Cal. 3d. 1680, the Court had rejected the contention that the courts were without the jurisdiction and instead ruled that jurisdiction rested in the courts to grant equitable relief.

Mary Ellen Crawford, et al. v. The Board of Education of The City of Los Angeles United States Supreme Court Number 81-38

By memorandum dated December 21, 1981, Executive Secretary-Treasurer Henning forwarded to me a letter dated December 18, 1981, addressed to him by President Raoul Teilhet of the California Federation of Teachers, AFL-CIO, request-

ing that we participate in an amicus curiae brief in the above matter.

On reviewing the matter, it was noted that the time for the filing of the brief expired on December 11, 1981, and accordingly it was not possible for us to make any filing.

Richard B. Spohn, Director of the California Department of Consumer Affairs, Friends of the Earth, Consumer Federation of California, State Building and Construction Trades Council of California, and Aileen Adams, Plaintiffs v. International Association of Plumbing and Mechanical Officials, Defendants.

Superior Court of the State of California, County of Los Angeles, No. C395-294 — Complaint for Injunction and Other Appropriate Relief.

Under date of January 12, 1982, we received a letter from Raymond J. Leonardini, an attorney at law involved with the above litigation, who, at the request of Executive Secretary - Treasurer Henning, asked if it was feasible if the Federation could file a formal letter of support with the Court in this action which involves an attempt to restrict the publication of the Uniform Plumbing Code because of objectionable material contained within it involving plastic pipe, et cetera. Under date of January 18, 1982, I wrote expressing the views as General Counsel of the California Labor Federation, AFL-CIO, in support of the position as requested and authorizing use of the communication before the Court if it was felt appropriate. Subsequently, under date of April 1, 1982, the California Supreme Court granted a Petition for Hearing and as part of the Order stated in part as follows:

"Pending final determination of the appeal herein, distribution within the state of the 1982 edition of the Uniform Plumbing Code is hereby enjoined, unless listings of the varieties of plastic pipe known as PB, PVC and CPVC are omitted, or such listings are accompanied by a warning substantially in the form suggested by the Department of Consumer Affairs with respect to the possible toxicity of, and pending Environmental Impact Report concerning, such varieties of plastic pipe."

The Supreme Court then transferred the appeal to the Court of Appeal Second District, Division Four in Los Angeles.

Michael Rudy Tham v. United States Of America

United States Supreme Court No. 81-1538

We were originally requested to file a Brief Amicus Curiae with the United States Supreme Court. Our office undertook initial drafts of documents in this regard in support of the Petition for Certiorari being filed from the affirmation of the convictions in this matter by the Ninth Circuit Court of Appeal. Counsel for Mr. Tham believed an appearance should be more appropriately made by the Internationals and the National AFL-CIO and accordingly, at their request, any further attempt to file an appearance was abandoned.

Ultimately, the Petition for Certiorari was denied.

United Air Lines, Inc., Plaintiff and Appellant v. the Occupational Safety and Health Appeals Board, Defendant and Respondent, and the Division of Occupational Safety and Health, Real Party in Interest and Respondent.

California Supreme Court No. SF 24396

Under date of January 4, 1982, Attorney Joseph R. Colton of the Law Firm of Norback and Durard, Inc., wrote on behalf of the International Association of Machinists, District 141, requesting the Federation to file a Brief Amicus Curiae in support of the state agencies with the California Supreme Court.

A hearing was granted by the Supreme Court in the above matter and under date of March 11, 1982, I received a contract from Ms. Abby Ginsberg of CAL/OSHA asking if the Federation planned on filing an Amicus Curiae Brief in the above matter.

In accordance with the direction of the Executive Secretary-Treasurer, under date of March 22, 1982, we filed with the Clerk of the Supreme Court of the State of California a Request to File a Brief Amicus Curiae in the above matter, together with the Brief Amicus Curiae in Support of Defendant-Appellants and Real Party in Interest and Appellant.

The request was granted under date of April 1, 1982, and we attended oral argument before the California Supreme Court in San Francisco on Monday, May 3, 1982. As of the time of the preparation of this report, no decision has yet issued.

The issue involved in this litigation is the preemption by the federal government

of all state jurisdiction under the conditions outstanding in this case. The position asserted by the Federation was that safety, both generally and at the workplace was guaranteed by the California Constitution and preemption did not apply.

B. Miscellaneous

Gallardo v. Gallardo, Orange County Superior Court No. D-16-16-87

Since my last report to the 1980 Convention of the Federation, the Court has entered an interlocutory judgment in the above matter under date of March 2, 1981, and allocated the respective interests of the parties in the retirement program provided by the Federation through an Order signed by Judge James Cook, dated February 27, 1981.

II. CONVENTIONS**A. 1980 Convention — September 22-24, 1980, Los Angeles**

Prior to the Convention, I reviewed drafts of policy statements and commented thereon.

I also reviewed the proposed resolutions submitted to the Conventions and their assignments to committee and commented thereon.

In addition, I met with representatives of staff, as well as the President and Executive Secretary-Treasurer, in general preparation for the Convention.

I sorted the resolutions for consideration by the respective committees and attended Standing Committees of the Convention on the following dates:

1. Committee on Legislation — September 19 and 23, 1980.
2. Resolutions Committee — September 20 and 24, 1980.
3. Constitution Committee — September 21, 1980.
4. Rules Committee — September 21, 1980.

I prepared the Committee Reports in cooperation with the Chairmen and staff.

I reviewed and commented on the ballot propositions up for consideration during the November, 1980 election.

Finally, I attended all sessions of the Convention and assisted the Committees in the presentation of the Committee Reports.

B. 1980 COPE Convention — September 24, 1980

I assisted in the preparation for the Convention and attended the Convention during its night session in Los Angeles.

C. 1982 COPE Pre-Primary Convention — March 31, 1982 San Francisco

I met with the Committees as requested and attended the COPE Convention in San Francisco.

D. 1982 Convention — Disneyland — July 19-23, 1982

October 29, 1980, I received a memorandum from Executive Secretary-Treasurer Henning, together with the attached letter dated October 17, 1980 from the Disneyland Hotel, outlining the details with respect to the reservation of rooms, convention facilities, et cetera. I reviewed it and on the same date by memorandum expressed my comments to Executive Secretary-Treasurer Henning in detail.

June 17, 1982, I had an office conference with Mr. Barrett in regard to the facilities at Disneyland.

June 25, 1982, I had a conference in the State Federation office with Executive Secretary-Treasurer Henning and Mr. Barrett regarding the unavailability of certain facilities during the course of the Convention.

June 28, 1982, I received from Executive Secretary-Treasurer Henning materials submitted to him by Supply Contract of Western Scenic Studios, Inc. for execution of a contract as to various services to be performed by them and the various supplies, including desks, chairs, et cetera, to be furnished for the Convention. I reviewed the materials and submitted my comments as to the adequacy of the contract from a legal standpoint.

Presumably, prior to the Convention, I will be receiving copies of the proposed policy statements for review, comment, and conference with the officers and staff, as well as copies of the proposed resolutions to check their committee assignments.

III. EXECUTIVE COUNCIL MEETINGS

Since my report to the last Convention of the Federation, either I or a representative of our office has attended the following meetings of the Executive Council:

1. September 16, 17, 18 and 22, 1980 — Los Angeles.
2. December 10-11, 1980—Oakland.
3. March 5, 1981—San Francisco.
4. June 3-4, 1981—Sacramento.
5. December 8-9, 1981—Los Angeles.
6. March 9-10, 1982—Oakland.
7. March 28, 29 and 30, 1982—San Francisco.
8. June 9-10, 1982—San Mateo.

IV. STANDING AND ADVISORY COMMITTEES ON LEGISLATION

Since my report to the last Convention of the Federation, either I or a representative of our office has attended the following meetings of these Committees:

1. December 1, 1980 — Standing Committee and Advisory Committee on Legislation — San Francisco.
2. December 10, 1980 — Standing Committee on Legislation — Oakland.
3. December 1, 1981 — Standing Committee and Advisory Committee on Legislation — San Francisco.

V. FEDERATION STAFF PENSION PROGRAM

April 22, 1981, I reviewed the details received from the Occidental Life Insurance Company with respect to the contract and found them satisfactory but suggested they be submitted to the Consultant - Actuary, Martin E. Segal Company, for their review and comment from that standpoint.

July 16, 1981, I reviewed the communication received from the carrier by Executive Secretary-Treasurer Henning and suggested that the payment of \$41,385 be made as suggested by Actuary Padro.

July 20, 1981, I reviewed the Federation filing, Form 5500-R and Schedule "A" — 1980, for filing by the California Labor Federation, AFL-CIO, under its Contract Number 5311(N)C, covering staff members and reviewed the letter of June 8, 1981, from Supervisor Stephanie A. Verdugo of the Pension Group Administration of Occidental and the attachments and by letter dated July 20, 1981, found the draft satisfactory and suggested it be signed and filed.

September 30, 1981, I reviewed a memorandum from Executive Secretary-Treas-

urer Henning, together with the attached September 29, 1981 memorandum to him from the Martin E. Segal Company, over the signature of Miguel Padro, A.S.A., Vice President, involving the actuarial calculations of the Staff Pension program. I responded under dated of October 1, 1981, and recommended the past practice be followed with respect to the contributions.

December 31, 1981, I advised Executive Secretary-Treasurer Henning that, after checking the salary material, the census data should be completed and filed with the carrier.

March 15, 1982, I reviewed the material submitted to Executive Secretary-Treasurer Henning by the carrier and found it satisfactory and suggested it be sent to the Consultant-Actuary for review from an actuarial standpoint.

April 12, 1982, I received a memorandum from R. B. Schmechel in regard to the problems involving the payment on deceased Vice President, Harry Finks, under the Staff Pension program under Occidental Life Insurance Company, as reflected in an April 6, 1982 letter from Ida Alahaydoyan of the carrier.

April 13, 1982, I sent a memorandum to Mr. Schmechel regarding my telephone conversation with Steve Couturier, Ms. Alahaydoyan's supervisor at Occidental, and on April 28, 1982, I sent a memorandum regarding my April 27, 1982 conversation with Mr. Couturier.

I received a letter dated April 30, 1982, from Mr. Couturier, and my reply of May 3, 1982 indicated apparently everything has been cleared. On the same date, I so advised Messrs. Henning, Gruhn and Schmechel, enclosing copies of all of the documents.

On May 20, 1982, I received a letter from Attorney David A. Hugo, representing the Finks family, stating they were having all kinds of problems, to which I responded under date of May 24, 1982, with copies to Executive Secretary - Treasurer Henning, et cetera.

May 28, 1982, I received a response from Attorney Hugo, advising he was awaiting the final information.

Finally, by letter dated June 2, 1982 to Attorney Hugo, I confirmed I had discussed the matter with Steve Couturier of Transamerica/Occidental in Los Angel-

es; advised Steve Couturier that Attorney Hugo would be contacting him directly; and that as far as I could see, the matter was now resolved, subject to them deciding the type of payment they wished — lump sum or optional.

There has been no further communication with me to date and I assume the matter is closed.

VI. AFL-CIO UNION LAWYERS' CONFERENCE MINNEAPOLIS, MINNESOTA MAY 5-8, 1982

During the month of September, 1981, President Kirkland of the AFL-CIO requested Executive Secretary - Treasurer Henning to have the Counsel for the Federation attend this conference. In response to such a request from Executive Secretary-Treasurer Henning under date of September 21, 1981, Mr. Don Carroll of our office attended the conference.

A detailed written report has been submitted to the Executive Secretary-Treasurer under date of June 11, 1982, advising what had transpired and the details will not be repeated here since I assume they will be covered in Executive Secretary-Treasurer Henning's report to the Convention.

VII. BALLOT PROPOSITIONS

March 26, 1980, I reviewed and commented on the summaries of the 1980 Ballot Propositions prepared for the Pre-Primary booklet for the COPE Pre-Primary Convention in April, 1980.

February 10, 1982, I reviewed and commented on the State Ballot Propositions One through Twelve set for the Primary Election on June 8, 1982.

VIII. ACCOUNTANTS

As I indicated in some detail in my 1980 Report to the Convention, I had hoped as a result of rather extensive conferences with the independent accountants retained by the Federation that all orderly procedures had been worked out and we were fully in agreement with the reporting by them as to the finances of the Federation.

Unfortunately, however, on May 20, 1981, the accountants for the Federation, Coopers and Lybrand, submitted a letter to Executive Secretary - Treasurer Henning

dealing with the operations of the Federation, as well as the possible taxability of some of its receipts. I disagreed particularly with respect to some of their comments as to the tax status of COPE because of the so-called revisions to the Federation Constitution by virtue of the repeal of the so-called Meany amendment.

I initiated conversations with representatives of the firm and engaged in various correspondence, commencing June 2, 1981, and by letter dated June 11, 1981, specifically requested that they delete a footnote, namely, Footnote One, or that we obtain sufficient clarification. I did not receive any response to that communication and accordingly under date of July 16, 1981, wrote to Executive Secretary-Treasurer Henning, advising him of the absence of any response and stressing that I could not understand the absence of any reply.

To the best of my knowledge, there has been no further development in this matter to date.

IX. CONSTITUTIONAL AMENDMENTS TO FEDERATION CONSTITUTION

A. 1980 Convention

June 23, 1980, I reviewed the proposed 1980 Amendment to the California Labor Federation, AFL-CIO, Constitution calling for the repeal of the so-called Meany Amendment. Subsequent to the adoption of the amendment by the Convention, I reviewed the letter for transmittal to President Lane Kirkland of the AFL-CIO for approval and subsequently, I received a copy of his letter dated October 21, 1980 to Executive Secretary-Treasurer Henning approving it.

B. 1982 Convention

September 29, 1980, I had an office conference with Mr. Barrett with respect to possible future changes to be proposed to the Constitution at the 1982 Convention.

January 20, 1982, I received a copy of a memorandum from Mr. Barrett to Executive Secretary-Treasurer Henning, suggesting the desirability of revising Article XIVB, Section 3(a), regarding per capita tax contribution and obsolete language.

On February 9, 1982, I acknowledged receipt and suggested a conference which was held and thereafter received from him suggested changes. By letter dated

May 21, 1982, I advised Mr. Barrett that I concurred in the suggested changes outlined in his memorandum.

May 21, 1982, at the request of Executive Secretary-Treasurer Henning, I reviewed in detail the provisions of the existing Constitution, and, at his request, submitted to him and to President Gruhn a detailed four page memorandum, outlining suggested amendments, basically updating the Constitution and eliminating obsolete provisions. This, of course, is subject to the policy determinations to be made by the Executive Council of the Federation and I assume it will be discussed and, if agreeable, proposals will be submitted to the 1982 Convention of the Federation.

X. GRAND JURY INVESTIGATION SAN DIEGO - 1981

May 4, 1981, Dick Schmechel sent a memorandum to me, together with attachments, involving a subpoena from the United States District Court for the Southern District of California in regard to the Grand Jury Investigation of possible violations of 18 USC §1954.

May 5, 1981, I had an office conference with Mr. Schmechel and reviewed the background of his previous contacts and on May 5 and 6, 1981, I spoke with Assistant U. S. District Attorney Robert Rose in regard to the request. I had advised Assistant U. S. District Attorney Rose that I would recommend submitting the materials requested by him and accordingly, under date of May 6, 1981, I submitted a detailed memorandum to Executive Secretary-Treasurer Henning outlining the discussion and advising that the materials should be submitted but that any further contact made on the Federation or any of its staff or officers should be referred to our office.

May 13, 1981, upon a further request from the government, I requested certain information from the Federation and, under date of May 13, 1981, received from Doug Barrett a detailed memorandum outlining the dates of all of the conferences and conventions sponsored by the Federation, beginning with the Tenth Convention in 1974 and ending with the Joint Legislative Conference in April, 1981. By letter dated June 1, 1981, I transmitted said list to Special Agent J. E. Colvin, Federal Bureau of Investigation, San Francisco.

June 5, 1981, I was advised by Dick Schmechel that there had been a visit by representatives of the FBI on June 4, 1981 to review the pertinent records of the Federation, but to the best of my knowledge, that was the last contact that we have received from the Federal Government or its representatives.

XI. LEGISLATION

A. General

1. So-Called 1980 Legislation

With respect to this period, I had extensive conversations and correspondence, not only with the officers and staff of the Federation, but with affiliates of ours and sponsors of various legislation. From time-to-time, I commented on proposed legislation as to its merits and prepared amendments or explanations to bills as requested.

2. So-Called 1981-82 Legislation

November 13, 1980, I received a detailed memorandum from Mr. Barrett outlining the proposed legislation requested by the 1980 Convention of the Federation for introduction to the 1981-82 Session of the California Legislature.

On November 13, 1980, I submitted a detailed response to Mr. Barrett's memorandum, with copies to President Gruhn and Executive Secretary-Treasurer Henning.

On November 14, 1980, a conference was held in the office of the Federation with Executive Secretary-Treasurer Henning, President Gruhn and staff representative Charles Jeszeck in regard to the 1981 program.

This was followed on December 1, 1980 by a meeting of the Standing Committee on Legislation of the Federation and the Advisory Committee to that committee at the Hilton Hotel in San Francisco to review the program proposed for the 1981 portion of the Legislative Session.

January 28, 1981, I received a memorandum from Executive Secretary-Treasurer Henning, together with attachments from CTRA, involving the draft of a constitutional amendment to split California property tax rolls, which was to be introduced at the 1981 Session. I reviewed it and submitted a detailed memorandum to Executive Secretary-Treasurer Henning under date of January 29, 1981.

Commencing in January, 1981 and continuing through March 4, 1981, I prepared

and transmitted various proposed bills to be sponsored by the Federation, together with a Summary Index of the 58 bills so drafted.

From time-to-time during the course of this year, there were conferences with representatives of various interests and the Executive Secretary-Treasurer in regard to a possible workers' compensation program, but I will not express the details here, since I assume they will be covered in the report of the Executive Secretary-Treasurer to the Convention.

In addition, I had various contacts with representatives of the government in regard to AB 1985, the Federation's so-called sexual harassment in employment bill and ultimately, the bill became an agreed bill as a result of various amendments.

During the course of the year, there were numerous contacts in regard to specific types of legislation, the details of which I will not report except to give examples such as the contact on March 10, 1981 by way of a memorandum from Executive Secretary-Treasurer Henning with attachments from Vice President Ramos, dealing with a proposed interstate banking bill. I frankly do not know of any further developments in regard to this matter, however.

2a. Public Employee Legislation

January 23, 1981, there was a conference with respect to SB 467 with various representatives of the affiliates, which was preceded by an office conference in the Federation office, at which time were present Executive Secretary-Treasurer Henning, Mr. Carroll of our office and Mr. Jeszeck.

February 2, 1981, our office received various drafts from representatives of the affiliates coming out of the January 23, 1981 conference in Executive Secretary-Treasurer Henning's office.

Under date of February 4, 1981, we submitted our final draft of the bill for sponsorship by the Federation to Executive Secretary-Treasurer Henning.

Subsequently, there was a series of conferences with respect to the proposed Federation bill as follows:

February 12, 1981 — Federation Office — Conference with Police Officer representatives consisting of Executive Secretary-Treasurer Henning, Charlie Jeszeck, Mr. Carroll of our office, Messrs. Phillips, Tracy, Barry, Angele, Ms. Dee and myself.

February 19, 1981 — Federation Office — Conference with Police Officer representa-

tives Wendell Phillips, Mike Tracy, Attorney Stephen Solomon and Ms. Dee, at which time I also was present.

Subsequently, proposed amendments to the bill were submitted by us to Executive Secretary - Treasurer Henning and incorporated in the final draft.

3. So-Called 1982 Legislation

Between January 1 and January 22, 1982, and again on February 19, 1982, I drafted bills requested by the Executive Secretary-Treasurer for introduction at the so-called 1982 Session of the Legislature. Commencing on February 9, 1982 and extending during the months thereafter there were various conferences in the offices of the Federation and in other locations with representatives of the employers, the insurance industry, applicants' attorneys and trial attorneys with respect to the possible resolution of the workers' compensation program. Since Executive Secretary-Treasurer Henning will undoubtedly be reporting on this in his Report to the Convention, I do not set forth the details of those meetings here.

In addition, there were detailed comments submitted by me upon request of Executive Secretary - Treasurer Henning as to specific bills, such as AB 1850, AB 1985, et cetera.

XII. UNEMPLOYMENT INSURANCE

October 31, 1980, at the request of Executive Secretary-Treasurer Henning, I reviewed the Department of Employment Development's proposed changes to be considered at a hearing in Sacramento on December 1, 1980, with respect to the rules and regulations and submitted my detailed comments.

June 1, 1981, at the request of the Director of the Department, I submitted my written views as to the 1981 review of the U. I. tax structure to Director Douglas X. Patino, in response to his request of May 21, 1981.

November 3, 1981, together with Executive Secretary - Treasurer Henning, I appeared before the EDD conference in Sacramento, as requested, to discuss generally U. I. and D. I. matters.

XIII. WORKERS' COMPENSATION

A. Chairman's Advisory Committee on Workers' Compensation

August 5, 1981, I attended a meeting of the Committee in Sacramento at Host International Hotel. There was nothing of special moment to report upon, except the desire of the agency to finance its operation by a tax on the employers, to which it is my understanding the Federation is opposed as a matter of policy.

B. General

October 30, 1980, at the request of Executive Secretary-Treasurer Henning, I reviewed the Department of Industrial Relations, Division of Industrial Accident's notice of public hearing scheduled for Monday, December 8, 1980 in San Francisco and on Friday, December 12, 1980 in Los Angeles, dealing with procedural matters involving the administrative trial judges, as well as informal proceedings with respect to permanent disability ratings and asbestosis. I submitted my detailed review and comments to Executive Secretary-Treasurer Henning by memorandum dated October 31, 1980. On the same date, I submitted my memorandum to Executive Secretary-Treasurer Henning with respect to proposed changes in the rate manual.

December 22, 1980, I received from Executive Secretary - Treasurer Henning a communication he had received from the Division of Industrial Accidents, through its representative, Mr. Becker, and under date of January 12, 1981, submitted a detailed memorandum with my comments to Executive Secretary-Treasurer Henning.

June 15, 1981, I received a memorandum from Executive Secretary-Treasurer Henning and the attached letter of June 2, 1981 from the Division of Industrial Accidents, Workers' Compensation Appeals Board and the various attachments dealing with proposed rules changes. I reviewed them and under date of June 18, 1981, sent a detailed memorandum to Executive Secretary-Treasurer Henning. I again reviewed them on July 26, 1981.

July 23, 1981, I received from Executive Secretary - Treasurer Henning a proposal with respect to the settlement dispute procedures for workers' compensation, received from the agency, and submitted a detailed memorandum in response under date of July 27, 1981.

September 25, 1981, I met with Executive Secretary-Treasurer Henning in the Federation office to review the details of a conference to be held by the Federation during the month of October, 1981, in San Francisco.

October 21-22, 1981, I attended the Federation's Workers' Compensation Conference at the Jack Tar Hotel in San Francisco participated in the discussion; summarized the discussion for the participants; and distributed economic data and drafts of wage-loss legislation to participants who requested it by letters dated October 26, 1981.

November 24, 1981, at the request of Executive Secretary - Treasurer Henning, I responded to the memorandum which he had received from Franklin O. Grady, with respect to the Budget Analysis involving the Division of Industrial Accidents, dated November 12, 1981.

December 15, 1981, I responded to a memorandum received by Executive Secretary-Treasurer Henning involving a notice of interim hearing on the dual capacity and exclusive remedy documents in the Florida wage-loss system under the California Workers' Compensation Law, which hearings were to commence on December 16, 1981 in Sacramento.

March 15, 1982, I submitted a memorandum to Executive Secretary - Treasurer Henning, pointing out the dangers in the proposed change in the compensation manual which would permit deferred premium collection plans. This would allow only ten percent of the obligation to be paid and the rest backed by a promissory note covering the ninety percent of the balance. In view of the economy currently prevailing, it might well be that the premiums would never be collected. Under these circumstances, the proposal would appear to be completely undesirable.

June 28, 1982, I was requested by Executive Secretary - Treasurer Henning to review the letter of Attorney Kathryn E. Ringgold to Honorable John L. Burton, et al., with respect to the difficulty of the procedures under the Longshore and Harbor Workers Act with respect to asbestosis cases. I reviewed the letter and indicated that apparently the position had been adequately expressed and that, in my opinion, no separate expression would be necessary at this time.

XIV. MISCELLANEOUS

During the last two years, since my Report to the 1980 Convention of the Federation, I have been in almost daily contact with the officers of the Federation and the staff in regard to the multiplicity of prob-

lems that arose during that period.

Simply as an example of these contacts, I am setting forth in chronological order a listing of some of those contacts:

On September 12, 1980, I sent a detailed memorandum to Executive Secretary-Treasurer Henning regarding a dispute with Xerox Corporation re the contract for the machine in the Sacramento office of the Federation. That memorandum supplemented my previous memoranda of May 6, 1980. September 29, 1980, I wrote to Mr. Schmechel indicating my understanding that it was to be a cash purchase situation and not an installment purchase and accordingly, the contract should not be signed and payment should be made.

I have heard nothing further and assume the matter is closed.

October 23, 1980, in accordance with the request of Executive Secretary-Treasurer Henning, we obtained copies of the decision in *Johns-Manville Products Corporation v. The Superior Court of Contra Costa County, et al.*, California Supreme Court No. SF 24086, 27 Cal. 3d 465, modified 28 Cal. 3d 194a, which were transmitted to Ludwig Jaffe, New York State AFL-CIO Legislative Director, pursuant to his request.

The October 25, 1980 request for refund from an individual by the name of Edward A. Forbes was transmitted to me by Executive Secretary - Treasurer Henning, to which I responded with a draft response on October 29, 1980 and, subsequently, on November 18, 1980 Mr. Don Carrol of my office submitted a memorandum to Executive Secretary-Treasurer Henning, clearing the draft for transmittal to the individual.

December 30, 1980, Executive Secretary-Treasurer Henning had received contacts from the various affiliates raising questions as to the implications of a recent amendment in the Federal Congress dealing with religious beliefs. I reviewed the matters and submitted a memorandum under that date to Executive Secretary - Treasurer Henning, pointing out that they apparently were discussing HR 4774, which amended the National Labor Relations Act to provide that individuals could in effect object to organization because of conscientious objections to joining labor organizations. I noted that the bill was pending before the President for signature at that time.

May 21, 1981, I transmitted a memorandum to Executive Secretary - Treasurer Henning regarding the request from the

San Francisco Labor Council for a state-wide action against Blue Shield by placing them on the unfair list.

On July 14, 1981, I received Executive Secretary-Treasurer Henning's memorandum and the attached letter of July 10, 1981, addressed to him by Charles Lamb, President of Local #2, complaining about police treatment. I responded under date of July 15, 1981, after reviewing the material, and suggested a meeting between the representatives of the police department and Local #2 might resolve the problem.

On July 23, 1981, I received a memorandum from Executive Secretary-Treasurer Henning regarding Golden Gate University being unfair to OPE Local No. 3 and subsequently, correspondence was transmitted and received among the Federation, the State Bar of California and the California Continuing Education of the Bar, extending through February 23, 1982.

Under date of November 9, 1981, Executive Secretary - Treasurer Henning transmitted to me a memorandum and attachments, involving the Berkeley Federation of Teachers and the California Labor Federation's Scholarship Fund and the suggestion of an alternative method of using properly the funds in question. I submitted a detailed opinion to Executive Secretary-Treasurer Henning on November 17, 1981, with copies to President Gruhn with respect to the legal implications of the collective bargaining agreement between the Berkeley Federation of Teachers and the Berkeley Unified School District and suggested procedures for corrections so there could be the maximum participation in the Scholarship program.

Executive Secretary-Treasurer Henning, by memorandum dated November 17, 1981, wrote to us regarding the solicitation for the University of California San Francisco Medical Center, to which Mr. Carroll of our office responded by memorandum dated November 24, 1981, regarding the implications and necessity of controls with respect to the solicitation.

On March 16, 1982, I met in an office conference with Messrs. Barrett and Callahan regarding Senator Roberti's resolution on California agriculture.

On May 6, 1982, I met in conference with Mr. Callahan regarding AB 3713 involving liability for serving alcoholic beverages.

On June 2, 1982, I met in conference with President Gruhn regarding the Steelwork-

ers' check to Union Committee to Save Our Senate from treasury funds.

It has been a pleasure to serve the Federation and I hope those who read the Report will find it of interest.

RESPECTFULLY SUBMITTED
/s/ Charles P. Scully

Dated: July 6, 1982

CONCLUSION

In the last two years, the Federation has kept abreast with the developments which affect the labor movement in California and our staff has endeavored to respond in a timely and proper manner to problems which continually arise.

While an office in Sacramento is maintained full time for coordinating lobbying efforts of the Federation and affiliates, the headquarters office remains in San Francisco where it has been since the California Labor Federation was created 81 years ago.

As your Secretary-Treasurer, I have continued to serve the interests of California labor in social and economic affairs on the state, national and international level.

I wish to express my sincere appreciation for the supportive activities of the Federation's many affiliates who have provided the essential support for many of our accomplishments.

Further, I wish to acknowledge the able assistance of President Albin Gruhn, and the Federation staff which has been invaluable in meeting the ever increasing demands on our organization as we respond to new issues and maintain a constant vigilance on previous gains.

Fraternally submitted,
JOHN F. HENNING
Executive Secretary-Treasurer

**CALIFORNIA LABOR FEDERATION, AFL-CIO
REPORT ON PER CAPITA PAID MEMBERSHIP**

As of April 30, 1982

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Actors & Artistes of America, Associated		Broadcast Employees & Technicians Nat'l Assn. of	
Actors Equity Association	325	N. A. B. E. T. No. 51	247
A.F.T.R.A.	1875	N. A. B. E. T. Hollywood No. 53 ..	1228
A.F.T.R.A. - San Francisco	325	Carpenters & Joiners of America, United	
Screen Actors Guild	5000	Brotherhood of	
Screen Extras Guild Inc.	3000	Carpenters No. 22	1830
Asbestos Workers, Int'l Assn. of Heat & Frost Insulators and		Pile Drivers No. 34	511
Asbestos Workers No. 5	180	Carpenters No. 35	800
Asbestos Workers No. 18	358	Carpenters & Joiners No. 36	1170
Asbestos Workers No. 20	61	Lathers No. 88	134
Athletes, Federation of Professional		Carpenters & Joiners No. 162	890
Anaheim Rams	66	Carpenters No. 180	923
San Diego Chargers	66	Carpenters & Joiners No. 194	878
Oakland Raiders	66	Millmen No. 262	647
San Francisco 49'ers	66	Carpenters & Joiners No. 268-L	57
San Diego Sockers	16	Lathers No. 300-L	74
Los Angeles Aztecs	16	Carpenters No. 316	2113
San Jose Earthquakes	16	Lathers No. 440	300
Bakery and Confectionary Workers Int'l Union of America		Carpenters No. 454-L	83
Bakers No. 24	1010	Carpenters No. 460-L	59
Bakers No. 85	304	Carpenters No. 483	927
Bakers & Conf. Wrks. No. 119	400	Carpenters No. 586	1201
Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Int'l Brotherhood of		Carpenters & Joiners No. 642	742
Boilermakers No. 6	673	Carpenters & Joiners No. 668	233
Boilermakers No. 10	409	Carpenters No. 701	689
Boilermakers No. 92	800	Cabinet Makers & Millmen No. 721 ..	2483
Boilermakers No. 513	418	Carpenters & Joiners No. 751	801
Boilermakers No. 749	509	Carpenters No. 769	340
Brick & Clay Workers of America, The United		Carpenters No. 844	1037
Brick & Clay Workers No. 774	439	Carpenters No. 848	311
Amal. Brick Makers No. 820	200	Carpenters & Joiners No. 944	724
Brick & Clay Workers No. 824	110	Carpenters & Joiners No. 1062	260
Brick & Clay Workers No. 843	89	Carpenters No. 1109	187
Bricklayers & Allied Craftsmen, Int'l Union of		Carpenters No. 1140	462
Bricklayers No. 8	191	Carpenters No. 1147	899
Bricklayers No. 10	165	Carpenters No. 1240	318
Bricklayers & Stonemasons No. 13 ..	174	Carpenters & Joiners No. 1280	1248
		Carpenters No. 1296	1036
		Shipwrights & Boatbldrs. No. 1300 ..	1245
		Carpenters & Joiners No. 1323	401
		Carpenters No. 1358	244
		Carpenters No. 1400	490
		Carpenters No. 1478	594
		Carpenters & Joiners No. 1490	429
		Millmen No. 1495	600

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Millmen No. 1496	110	Cement, Lime & Gypsum Workers No. 192	250
Carpenters No. 1571	445	Cement, Lime & Gypsum Workers No. 349	295
Carpenters No. 1599	311	Cement, Lime & Gypsum Workers No. 365	133
Carpenters No. 1622	2183	Cement, Lime & Gypsum Workers No. 417	7
Carpenters & Joiners No. 1648	546	Cement, Lime & Gypsum Workers No. 427	84
Carpenters No. 1815	1303	Cement, Lime & Gypsum Workers No. 464	83
Hardwood Floor Layers No. 1861 ..	150	Cement, Lime & Gypsum Workers No. 535	33
Carpenters No. 1869	171	Chemical Workers Union, Int'l.	
Carpenters & Joiners No. 1913	923	Chemical Workers No. 25	107
Carpenters No. 1976	266	Chemical Workers No. 190	112
Carpenters & Joiners No. 2006	1015	Chemical Workers No. 466	88
Carpenters No. 2042	509	Communications Workers of America	
Carpenters No. 2046	2358	Communications Workers No. 9402 ..	749
Carpenters & Joiners No. 2078	967	Communications Workers No. 9403 ..	1063
Carpenters & Joiners No. 2308	544	Communications Workers No. 9404 ..	1212
Carpenters No. 2361	801	Communications Workers No. 9406 ..	626
Carpenters & Joiners No. 2398	967	Communications Workers No. 9407 ..	374
Carpenters No. 2463	399	Communications Workers No. 9408 ..	800
Lumber & Sawmill Workers No. 2505	191	Communications Workers No. 9409 ..	1000
Lumber & Sawmill Workers No. 2561	44	Communications Workers No. 9410 ..	3467
Industrial Carpenters No. 2565	280	Communications Workers No. 9411 ..	633
Lumber & Sawmill Workers No. 2592	685	Communications Workers No. 9412 ..	790
Lumber & Sawmill Workers No. 2688	65	Communications Workers No. 9414 ..	565
Lumber & Sawmill Workers No. 2749	112	Communications Workers No. 9415 ..	1369
Lumber & Sawmill Workers No. 2762	102	Communications Workers No. 9416 ..	939
Lumber & Sawmill Workers No. 2801	227	Communications Workers No. 9417 ..	1118
Lumber & Sawmill Workers No. 2931	143	Communications Workers No. 9418 ..	528
Lumber & Sawmill Workers No. 3074	884	Communications Workers No. 9419 ..	627
Lumber, Prod. & Ind. Workers No. 3088	481	Communications Workers No. 9421 ..	1911
Cement, Lime & Gypsum Workers Int'l. Union, United		Communications Workers No. 9423 ..	2847
Cement, Lime & Gypsum Workers No. 46	157	Communications Workers No. 9424 ..	471
Cement, Lime & Gypsum Workers No. 48	249	Communications Workers No. 9425 ..	83
Cement, Lime & Gypsum Workers No. 49	337	Communications Workers No. 9426 ..	410
Cement, Lime & Gypsum Workers No. 52	133	Communications Workers No. 9428 ..	517
Cement, Lime & Gypsum Workers No. 57	184	Communications Workers No. 9429 ..	280
Cement, Lime & Gypsum Workers No. 89	243	Communications Workers No. 9430 ..	103
Cement, Lime & Gypsum Workers No. 100	126	Communications Workers No. 9431 ..	150
		Communications Workers No. 9432 ..	112
		Communications Workers No. 9490 ..	500
		Communications Workers No. 9495 ..	1222
		Communications Workers No. 9584 ..	122
		Communications Workers No. 11500 ..	5000
		Communications Workers No. 11502 ..	628
		Communications Workers No. 11503 ..	2022
		Communications Workers No. 11504 ..	240
		Communications Workers No. 11505 ..	1882
		Communications Workers No. 11509 ..	1496

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Communications Workers No. 11511	755	Electrical Workers No. 1245	16333
Communications Workers No. 11513	5096	Electrical Workers No. 1682	151
C.W.A. Psych. Tech. No. 11555	711	Electrical Workers No. 1710	580
Communications Workers No. 11571	1643	Electrical Workers No. 2295	500
Communications Workers No. 11573	538	Electrical Workers No. 2328	107
Communications Workers No. 11574	775		
Communications Workers No. 11576	744	Electrical, Radio &	
Communications Workers No. 11581	346	Machine Workers, Int'l., Union of	
Communications Workers No. 11586	657	I.U. Electrical Workers No. 850	185
Communications Workers No. 11587	338	I.U. Electrical Workers No. 854	150
Communications Workers No. 11588	1956	I.U. Electrical Workers No. 1501	248
Coopers Int'l. Union of North America		I.U. Electrical Workers No. 1502	58
Coopers Amalg. No. 2	6	I.U. Electrical Workers No. 1507	178
Distillery, Rectifying, Wine & Allied Workers Int'l. Union of America		I.U. Electrical Workers No. 1511	118
Wine & Allied Workers No. 45	100	I.U. Electrical Workers No. 1514	47
Whse., Wine, Liquor Salesmen No. 151	82	Elevator Constructors, Int'l. Union of	
Sugar Workers No. 174	204	Elevator Constructors No. 8	150
Sugar Workers No. 175	118	Elevator Constructors No. 18	168
Sugar Workers No. 178	209	Engineers, Int'l. Union of Operating	
Sugar Workers No. 182	105	Operating Engineers No. 3	12000
Electrical Workers, Int'l. Brotherhood of		Operating Engineers No. 12	9667
Electrical Workers No. 6	818	Operating Engineers No. 39	1500
Electrical Workers No. 11	4500	Operating Engineers No. 501	1500
Studio Electricians No. 40	200	Farm Workers of America, AFL-CIO, United	
Broadcast TV Engineers No. 45	436	United Farm Workers, AFL-CIO	9000
Electrical Utility Workers No. 47	511	Fire Fighters, Int'l. Assn. of	
Electrical Workers No. 180	267	Lemoore Fire Fighters No. F-102	36
Electrical Workers No. 234	280	Vandenberg Fire Fighters No. F-116	45
Electrical Workers No. 302	742	Presidio Fire Fighters No. F-145	32
Electrical Workers No. 332	989	Treasure Island Fire Fighters No. F-159	24
Electrical Workers No. 340	242	Long Beach Naval Station No. F-213	14
Electrical Workers No. 413	358	Alameda Fire Fighters No. F-15	50
Electrical Workers No. 428	450	China Lake Fire Fighters No. F-32	36
Electrical Workers No. 440	268	San Diego Fire Fighters No. F-33	124
Electrical Workers No. 441	1574	Flight Test Center F.F. No. F-53	55
Electrical Workers No. 442	139	Gr. Sacramento Fire Fighters No. F-57	61
Electrical Workers No. 465	550	Fed. Fire Fighters No. F-85	69
Electrical Workers No. 477	553	Palmdale Fire Fighters No. I-25	112
I.B.E.W. No. 543	1402	Fire Marshals No. S-9	38
Electrical Workers No. 551	312	Oakland Fire Fighters No. 55	490
Electrical Workers No. 569	1297	L.A. City Fire Fighters No. 112	2502
Electrical Workers No. 591	62	San Diego Fire Fighters No. 145	625
Electrical Workers No. 595	1240	Richmond Fire Fighters No. 188	112
Electrical Workers No. 617	613	Long Beach Fire Fighters No. 372	385
Electrical Workers No. 639	191	Sacramento Fire Fighters No. 522	833
Electrical Workers No. 659	100	Eureka Fire Fighters No. 652	42
Electrical Workers No. 684	245	Alameda Fire Fighters No. 689	88
Electrical Workers No. 689	55	Fresno Fire Fighters No. 753	265
Electrical Workers No. 848	220		
I.B.E.W. No. 952	425		
Electrical Workers No. 1023	186		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Burbank Fire Fighters No. 778 ...	114	Pleasanton Fire Fighters No. 1974 .	31
San Francisco Fire Fighters No. 798	1468	Garden Grove Fire Fighters	
Pasadena Fire Fighters No. 809 ...	111	No. 2005	84
San Jose Fire Fighters No. 873 ...	589	Santa Maria Fire Fighters No. 2020	17
Fire Fighters No. 891	176	Santa Barbara Fire Fighters	
L.A. County Fire Fighters No. 1014.	2002	No. 2046	164
Santa Monica Fire Fighters No. 1109	84	Porterville Fire Fighters No. 2169 .	19
Torrance Fire Fighters No. 1138 ...	150	Chula Vista Fire Fighters No. 2180	54
Santa Clara Fire Fighters No. 1165	111	Compton Fire Fighters No. 2216 ...	64
Los Altos Fire Fighters No. 1167 ..	32	Avalon Fire Fighters No. 2295	4
Santa Clara Fire Fighters No. 1171	136	Coalinga Fire Fighters No. 2305 ...	6
Vallejo Fire Fighters No. 1186	73	Vernon Fire Fighters No. 2312	53
Berkeley Fire Fighters No. 1227 ..	138	Yuba Sutter Fire Fighters No. 2321	34
Stockton Fire Fighters No. 1229 ...	199	Barstow Fire Fighters No. 2325 ...	13
Fire Fighters No. 1230	447	Hemet Fire Fighters No. 2342	21
San Joaquin Fire Fighters No. 1243	66	Palos Verdes Fire Fighters No. 2382	16
Salinas Fire Fighters No. 1270	77	Orange City Fire Fighters No. 2384	105
Watsonville Fire Fighters No. 1272	24	San Mateo Fire Fighters No. 2400 .	296
Fontana Fire Fighters No. 1274	96	Oroville Fire Fighters No. 2404	9
Modesto Fire Fighters No. 1289 ...	108	Covina Fire Fighters No. 2415	33
Kern County Fire Fighters No. 1301	456	Westminster Fire Fighters No. 2425	58
Palo Alto Fire Fighters No. 1319 ..	101	Turlock Fire Fighters No. 2434	16
Redlands Fire Fighters No. 1354 ..	31	Indio Fire Fighters No. 2537	18
Merced County Fire Fighters		Healdsburg Fire Fighters No. 2604	7
No. 1396	81	Salinas Rural Fire Fighters	
Santa Rosa Fire Fighters No. 1401	52	No. 2606	28
Petaluma Fire Fighters No. 1415 ..	33	Alpine Fire Fighters No. 2638	6
Ashland Fire Fighters No. 1428 ...	111	Piedmont Fire Fighters No. 2683 ..	18
Ontario Fire Fighters No. 1430	73	Rubidoux Fire Fighters No. 2689 ..	14
Fire Fighters No. 1434	38	Southbay Fire Fighters No. 2716 ..	65
Merced Fire Fighters No. 1479	43	Lemon Grove Fire Fighters	
Newark Fire Fighters No. 1483 ..	27	No. 2728	16
Alhambra Fire Fighters No. 1578 ..	62	Chico Fire Fighters No. 2734	30
Oxnard Fire Fighters No. 1684	72	National City Fire Fighters No. 2744	34
Fremont Fire Fighters No. 1689 ...	111	Redondo Beach Fire Fighters	
Clovis Fire Fighters No. 1695	32	No. 2787	47
Milpitas Fire Fighters No. 1699 ...	35	Gilroy Fire Fighters No. 2805	9
Santa Cruz Fire Fighters No. 1716 .	40	Banning Fire Fighters No. 2816 ...	6
Humboldt Fire District No. 1770 ..	18		
Marin County Fire Fighters		Food & Commercial Workers	
No. 1775	112	Int'l. Union, United	
Sanger Fire Fighters No. 1809	15	U.F.C.W. Leather Workers	
Morro Bay Fire Fighters No. 1855	8	No. L-122	205
Burlingame Fire Fighters No. 1872	47	U.F.C.W. Retail Clerks No. 17	1532
Manteca Fire Fighters No. 1874 ...	15	U.F.C.W. Butchers No. 115	4806
Daly City Fire Fighters No. 1879 ..	63	U.F.C.W. Butchers No. 120	2325
Dublin Fire Fighters No. 1885	23	U.F.C.W. Butchers No. 126	3252
Hayward Fire Fighters No. 1909 ..	95	U.F.C.W. Butchers No. 127	1194
Culver City Fire Fighters No. 1927	63	U.F.C.W. Barbers No. 171	21
Campbell Fire Fighters No. 1939 ..	30	U.F.C.W. Meat Cutters No. 193 ...	478
Union City Fire Fighters No. 1946 .	29	U.F.C.W. Sausage Makers No. 203 .	541
Hollister Fire Fighters No. 1956 ...	7	U.F.C.W. Butchers No. 229-A	1726
Mountain View Fire Fighters		U.F.C.W. Barbers No. 253	18
No. 1965	53	U.F.C.W. Barbers No. 256	134
Calexico Fire Fighters No. 1966 ..	12	U.F.C.W. Provision House Workers	
Le Habra Fire Fighters No. 1968 ..	31	No. 274	6218

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
U.F.C.W. Barbers & Beauticians		Garment Workers of America,	
No. 333	25	United	
U.F.C.W. Retail Store Employees		Garment Cutters No. 45	31
No. 373	251	United Garment Workers No. 125 ..	148
U.F.C.W. Meat Cutters No. 421	3045	United Garment Workers No. 131 ..	425
United Food & Comm Workers		Glass & Ceramic Workers of	
No. 428	8689	North America, United	
U.F.C.W. Meat Cutters No. 439 ...	2500	United Glass & Ceramic Workers	
U.F.C.W. Butchers No. 498	1922	No. 187	59
U.F.C.W. Butchers No. 506	2677	United Glass & Ceramic Workers	
U.F.C.W. Butchers No. 532	754	No. 418	221
U.F.C.W. Retail Clerks No. 541 ...	414	United Glass & Ceramic Workers	
U.F.C.W. Butchers No. 551	3417	No. 474	221
U.F.C.W. Butchers No. 556	776	Glass Bottle Blowers Assn.	
U.F.C.W. Meat Cutters No. 587	600	of the U.S. and Canada	
U.F.C.W. Retail Clerks No. 588 ...	1416	Glass Bottle Blowers No. 2	100
U.F.C.W. Retail Clerks No. 648 ...	4277	Glass Bottle Blowers No. 16	50
U.F.C.W. Retail Clerks No. 775 ...	2735	Glass Bottle Blowers No. 17	573
U.F.C.W. Retail Clerks No. 839 ...	2021	Glass Bottle Blowers No. 19	370
U.F.C.W. Retail Clerks No. 870 ...	3911	Glass Bottle Blowers No. 34	371
U.F.C.W. Retail Clerks No. 905 ...	2833	Glass Bottle Blowers No. 39	310
U.F.C.W. Barbers No. 1000	502	Glass Bottle Blowers No. 53	286
U.F.C.W. Auto Salesmen No. 1095 .	269	Glass Bottle Blowers No. 69	334
U.F.C.W. Retail Store Employees		Glass Bottle Blowers No. 80	135
No. 1100	5350	Glass Bottle Blowers No. 81	343
U.F.C.W. Retail Clerks No. 1119 ..	1410	Glass Bottle Blowers No. 82	124
U.F.C.W. Retail Clerks No. 1179 ..	4128	Glass Bottle Blowers No. 85	246
U.F.C.W. Retail Clerks No. 1288 ..	2234	Glass Bottle Blowers No. 114	423
U.F.C.W. Retail Clerks No. 1442 ..	5912	Glass Bottle Blowers No. 137	1360
U.F.C.W. Retail Clerks No. 1532 ..	2307	Glass Bottle Blowers No. 141	290
U.F.C.W. Leather, Lugg. Workers		Glass Bottle Blowers No. 155	507
No. 213-L	500	Glass Bottle Blowers No. 160	255
U.F.C.W. Beauty Culturists		Glass Bottle Blowers No. 177	362
No. 295-A	374	Glass Bottle Blowers No. 192	208
Furniture Workers of America,		Glass Bottle Blowers No. 224	104
United		Glass Bottle Blowers No. 254	155
Furniture Workers No. 262	778	Glass Bottle Blowers No. 262	523
Furniture Workers No. 1010	639	Glass Bottle Blowers No. 267	86
Garment Workers Union,		Glass Workers Union,	
Int'l. Ladies'		American Flint	
Cloakmakers No. 8	214	American Flint & Glass Workers	
Ladies Garment Workers No. 55 ...	738	No. 139	195
Ladies Garment Workers No. 84 ...	156	Grain Millers,	
Ladies Garment Workers No. 96 ...	653	American Federation of	
Ladies Garment Workers No. 97 ...	91	Federation Grain Millers No. 59 ..	488
Dressmakers No. 101	1734	Federation Grain Millers No. 71 ..	114
Ladies Garment Cutters No. 213 ..	131	Graphic Arts Int'l. Union	
Office & Distribution		Graphic Arts No. 3-B	1058
Workers No. 214	29	Graphic Arts No. 280-L	408
Ladies Garment Workers No. 215 .	119	Horse Shoers of U.S. and Canada,	
Ladies Garment Workers No. 270 ..	84	Int'l. Union of Journeymen	
Ladies Garment Workers No. 293 ..	63	Horseshoers No. 11	14
Ladies Garment Workers No. 451 ..	82		
Ladies Garment Workers No. 482 ..	1170		
Ladies Garment Workers No. 512 ..	346		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Horseshoers No. 12	29	Laborers No. 89	4416
Horseshoers No. 17	15	Hod Carriers & Laborers No. 139 ..	939
Hotel & Restaurant Employees and Bartenders Int'l. Union		Hod Carriers No. 166	394
Hotel & Restaurant Employees		Laborers No. 181	200
No. 2	11833	Laborers No. 185	1742
Hotel & Restaurant Employees		Laborers No. 220	472
No. 11	10675	Laborers No. 261	1362
Hotel & Restaurant Employees		Laborers No. 270	2707
No. 18	786	Laborers No. 283	195
Hotel & Motel Employees No. 19 ..	3041	Laborers No. 291	400
Hotel & Restaurant Employees		Hod Carriers & Laborers No. 294 ..	1467
No. 28	1244	Laborers No. 297	415
Hotel & Restaurant Employees		Laborers No. 300	4944
No. 30	4307	Laborers No. 304	1850
Hotel & Restaurant Employees		Laborers No. 324	1700
No. 49	2371	Laborers No. 326	387
Hotel & Restaurant Employees		Gunite Workers No. 345	274
No. 50	3592	Laborers No. 371	395
Bartenders & Culinary No. 126	747	Const. & Laborers No. 389	700
Hotel, Rest. & Bartenders No. 220 .	244	Laborers No. 439	130
Bartenders & Culinary No. 340	5627	Laborers No. 507	1760
Hotel Workers & Bartenders		Laborers No. 585	1379
No. 483	3050	Laborers No. 591	271
Hotel & Restaurant Employees		Laborers No. 652	4800
No. 550	743	Studio Utility Employees No. 724 .	450
Hotel & Restaurant Employees		Laborers No. 783	692
No. 681	5056	Shipyards Laborers No. 802	1764
Culinary & Bartenders No. 703	800	Laborers No. 806	527
Culinary & Bartenders No. 814	5046	Shipyards Laborers No. 886	500
Insurance Workers Int'l.		Laborers No. 961	493
Union, AFL-CIO		Hod Carriers No. 1082	716
Insurance Workers No. 30	102	Iron & Metal Workers No. 1088 ...	96
Insurance Workers No. 73	68	Laborers No. 1130	878
Insurance Workers No. 83	286	Laborers No. 1184	3000
Insurance Workers No. 194	124	Laborers No. 1222	246
Iron Workers, Int'l. Assn. of		Laborers No. 1276	182
Bridge and Structural		Laborers No. 1464	86
Ornamental		Laundry & Dry Cleaning Int'l.	
Iron Workers No. 155	103	Union, AFL-CIO	
Bridgemen No. 229	191	Laundry Workers No. 3	1823
Iron Workers No. 377	200	Laundry Workers No. 52	750
Structural Iron Workers No. 378 ...	198	Laundry Workers No. 156	28
Iron Workers No. 416	143	Leather Goods, Plastics &	
Iron Workers No. 433	200	Novelty Workers Union, Int'l.	
Shopmen's No. 509	381	Leather, Plastic & Novelty No. 31 .	99
Iron Workers No. 624	57	Machinists & Aerospace	
Shopmen's No. 627	2658	Workers, Int'l. Assn. of	
Shopmen's No. 790	1576	Machinists No. 5	47
Laborers' Int'l Union		Machinists No. 68	1322
of North America		Machinists No. 139	596
Hod Carriers No. 36	100	Machinists No. 238	90
Laborers No. 73	725	Machinists & Aerospace Workers	
		No. 252	527
		Machinists No. 284	2175

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Machinists No. 311	2817	Pacific Astronautics No. 2217	95
Technical & Office Workers No. 322	311	Missiles & Elec. Workers No. 2230	217
Automotive Machinists No. 428	391	Nat'l. Off-Site Base Lodge No. 2242	113
Machinists No. 504	1570	Int'l. Flag Carriers No. 2692	260
Machinists No. 540	90	I.A.M. Lodge No. 720-B	439
Machinists No. 547	352	I.A.M. Lodge No. 720-D	77
Machinists No. 562	2070	I.A.M. Lodge No. 720-E	207
Machinists No. 565	654	I.A.M. Lodge No. 720-J	1028
Machinists & Aerospace Workers No. 597	1206	Machinists & Aerospace Workers No. 727A	839
Machinists No. 620	20	Machinists & Aerospace Workers No. 727B	2544
Machinists No. 706	285	Machinists & Aerospace Workers No. 727C	1637
Naval Aircraft Lodge No. 739	431	Machinists & Aerospace Workers No. 727D	1557
Machinists No. 749	181	Machinists & Aerospace Workers No. 727E	1019
Machinists No. 821	889	Machinists & Aerospace Workers No. 727F	136
Machinists No. 824	1059	Machinists & Aerospace Workers No. 727M	278
Rocket & Missile Lodge No. 946 ...	550	Machinists & Aerospace Workers No. 727P	2007
Machinists & Aerospace Workers No. 1004	1211	Machinists & Aerospace Workers No. 727Q	615
Machinists No. 1047	154	Marine Engineers	
Air Transport Lodge No. 1058	481	Beneficial Assn., National	
Auto Mechanics No. 1101	1919	Marine Engineers Assn.	1289
Machinists No. 1104	80	Marine Engineers Assn., District No. 2	320
Machinists No. 1111	1246	Ca. Assn. Professional Employees .	1389
Machinists No. 1173	917	Engineers & Scientists of Ca.	1192
Machinists No. 1186	2000	Masters, Mates & Pilots Int'l.	
Machinists No. 1213	509	Masters, Mates & Pilots No. 18	65
Machinists No. 1235	268	Masters, Mates & Pilots	970
Auto Machinists No. 1305	1802	Int'l. Org. of Masters, Mates & Pilots	96
Machinists No. 1327	860	San Francisco Bar Pilots	33
Auto & Machinists No. 1397	112	Metal Polishers, Buffers, Platers & Allied Workers	
Auto Mechanics No. 1414	1181	Metal Polishers No. 67	100
Auto Machinists No. 1484	478	Molders & Allied Workers	
Machinists No. 1492	478	Union, AFL-CIO	
Machinists No. 1518	1556	Molders & Allied Workers No. 164 .	325
Auto Machinists No. 1546	4787	Molders No. 374	110
Machinists & Aerospace Workers No. 1571	854	Musicians, American Federation of	
Machinists No. 1596	223	Musicians No. 6	1500
Precision No. 1600	177	Musicians No. 7	191
Machinists & Aerospace Workers No. 1638	122	Musicians No. 12	310
Air Transport Employees No. 1781.	5156	Musicians No. 47	1863
Machinists No. 1785	396	San Jose Musicians No. 53	50
Machinists No. 1824	420		
Pioneer Air Transport Lodge No. 1903	502		
Machinists No. 1932	1266		
Machinists No. 1939	50		
Machinists & Mechanics No. 1983 ..	27		
I.A.M. Lodge No. 2023	32		
I.A.M. Lodge No. 2024	745		
I.A.M. Lodge No. 2025	192		
I.A.M. Lodge No. 2027	8		
Automotive Lodge No. 2182	1065		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Orange Belt Musicians Assn.		Sign & Scene Painters No. 831	60
No. 167	106	Painters & Decorators No. 913	158
Musicians No. 189	103	Painters No. 1026	115
Musicians No. 210	250	Paint & Lacquer Workers No. 1053	424
Musicians Protective Union No. 263	28	Painters No. 1146	142
Musicians No. 292	90	Specialty Painters No. 1176	500
Musicians Assn. No. 325	182	Painters No. 1178	333
Musicians No. 353	100	Painters No. 1226	26
Musicians Protective Union No. 454	48	Carpet, Resil. Flr. Cvg. Workers	
Musicians No. 510	185	No. 1237	303
Musicians Protective Union No. 541	35	Carpet & Linoleum Workers	
Musicians Assn. No. 616	48	No. 1290	273
Musicians Assn. No. 652	22	Painters No. 1336	79
Newspaper Guild, The		Painters No. 1348	552
SF-Oakland Newspaper Guild		Painters No. 1595	414
No. 52	1311	Painters No. 1627	108
L.A. Newspaper Guild No. 69	271	Painters No. 1817	558
Central Ca. Newspaper Guild No. 92	623	Paint Makers No. 1975	533
Newspaper Guild No. 95	807	Painters No. 9254	578
Newspaper Guild No. 98	743	Paperworkers Int'l. Union,	
Newspaper Guild No. 202	151	United	
Office & Professional		United Paperworkers No. 329	98
Employees Int'l. Union		Pattern Makers League of	
Office & Professional Employees		North America	
No. 3	1993	Pattern Makers Association	70
Office Employees No. 29	2500	Plasterers' and Cement Masons'	
Office Employees No. 30	1800	Int'l. Assn. of the U.S. and	
Office Employees No. 174	1022	Canada, Operative	
Hypnotists No. 472	177	Cement Masons No. 25	455
Oil, Chemical & Atomic		Plasterers No. 66	137
Workers Int'l. Union		Plasterers & Cement Fin. No. 73 . .	304
Oil & Chemical Workers No. 1-19..	1023	Plasterers No. 112	215
Oil & Chemical Workers No. 1-128.	4581	Plasterers & Cem. Masons No. 188	149
Oil & Chemical Workers No. 1-534.	105	Plasterers No. 224	127
Oil & Chemical Workers No. 1-547.	934	Plasterers No. 295	79
Painters & Allied Trades,		Plasterers & Cem. Masons No. 337	153
of the U.S. and Canada,		Plasterers & Cem. Masons No. 346	113
Int'l. Brotherhood of		Plasterers & Cem. Masons No. 355	130
Painters No. 4	495	Plasterers & Cem. Masons No. 429	109
L.A. Painters No. 5	336	Plasterers & Cem. Masons No. 489	467
Painters No. 83	125	Cement Masons No. 580	129
Painters No. 95	197	Cement Masons No. 582	409
Painters No. 256	380	Cement Masons No. 594	641
Painters No. 314	107	Cement Masons No. 627	601
Painters No. 388	134	Plasterers & Cement Fin. No. 741 . .	250
Painters No. 487	536	Plasterers & Cem. Masons No. 805	41
Painters No. 507	520	Cement Masons No. 814	92
Sign & Display Crafts No. 510	225	Plasterers & Cem. Masons No. 825	196
Painters No. 560	204	Plumbing & Pipe Fitting	
Painters No. 686	1115	Industry of the U.S. and	
Glaziers & Glass Workers No. 718 .	332	Canada, United Assn. of	
Painters No. 741	250	Journeyman & Apprentices of the	
Painters No. 775	159	Plumbers & Fitters No. 38	2755

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Plumbers No. 78	1448	Printing Specialties No. 460	38
Plumbers & Fitters No. 114	428	L.A. Printing Specialties No. 495 ..	144
Plumbers & Fitters No. 246	61	Printing Specialties No. 522	236
Plumbers No. 343	283	Printing Specialties No. 609	131
Plumbers & Fitters No. 364	600	Printing Specialties No. 618	70
Plumbers & Fitters No. 393	250	Printing Specialties No. 653	85
Plumbers & Fitters No. 398	1081	Printing Specialties No. 659	93
Plumbers & Fitters No. 403	497	Printing Specialties No. 677	174
Plumbers & Pipe Trades No. 437 ..	257	Printing Specialties No. 678	518
Plumbers & Gas Fitters No. 444 ..	900	Printing Specialties No. 706	70
Plumbers & Fitters No. 447	300	Printing Specialties No. 777	735
Plumbers & Fitters No. 460	377		
Plumbers & Fitters No. 467	593	Railway Carmen of the U.S. and	
Plumbers & Fitters No. 471	40	Canada, Brotherhood of	
Sprinkler Fitters No. 483	387	Railway Carmen No. 735	22
Plumbers No. 484	492	Oak Park Railway Carmen No. 1344	56
Plumbers & Fitters No. 492.....	148		
Plumbers No. 494	222	Railway, Airline & Steamship	
Plumbers & Fitters No. 545	560	Clerks, Freight Handlers,	
Plumbing & Piping Ind. No. 582 ...	300	Express & Station Employees,	
Plumbers & Fitters No. 607	118	Brotherhood of	
		Legis. Comm. of Railway Clerks ..	133
		Allied Services Div.—B.R.A.C.	137
Police & Sheriffs,			
California Organization of		Roofers, Damp and Waterproof	
Compton Police Officers No. 26 ...	118	Workers Assn., United Slate,	
Long Beach Police Officers No. 42 .	556	Tile & Composition	
Anaheim Police Officers No. 80 ...	266	Roofers No. 36	914
Burbank Police Officers No. 132 ..	116	Roofers No. 40	304
Sacramento County Deputy Sheriffs		Roofers No. 47	175
No. 133	605	Roofers No. 95	200
Inglewood Police Officers No. 161 ..	91		
Banning Police Officers No. 187 ..	8	Rubber, Cork, Linoleum &	
		Plastic Workers of America,	
Pottery & Allied Workers Int'l.		United	
Operative Potters No. 214	30	Rubber Workers No. 64	165
I.B.O.P.A.W. No. 218	134	United Rubber Workers No. 78	88
Operative Potters No. 223	160	Rubber Workers No. 146	66
Operative Potters No. 307	62	Rubber Workers No. 158	38
		Rubber Workers No. 171	299
Printing & Graphic		Rubber Workers No. 300	61
Communications Union, Int'l.		Rubber Workers No. 451	170
Paper Handlers No. 3	60	Rubber Workers No. 560	277
S.F. Pressmen & Platemakers No. 4	700	Rubber Workers No. 585	81
Ink & Roller Makers No. 5	100	Rubber Workers No. 656	58
Western Graphic Arts No. 14	1347	Rubber Workers No. 657	174
Newspaper Pressmen No. 18	371	Rubber Workers No. 678	3
Paper Handlers No. 24	32	Rubber Workers No. 721	27
Newspaper Pressmen No. 48	96	Rubber Workers No. 766	427
Printing Pressmen No. 60	117	Rubber Workers No. 782	28
Printing Pressmen No. 78	550	Rubber Workers No. 829	14
Printing Pressmen No. 138	84		
Printing & Graphic Comm. No. 140	72	Seafarers Int'l. Union of	
Printing Pressmen No. 285	51	North America	
Printing & Graphic No. 328	35	Advert. & Public Relations Empl.	21
Printing Specialties No. 362	713	United Ind. Workers—Cannery Div.	5589
Printing Specialties No. 382 ...	647	Fishermen's Union of America	793
Printing Specialties No. 388	607		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Marine Firemen	1253	Theatrical & Stage Employees	
Seafarers—Transportation Div. ...	576	No. 90	21
Mortuary Employees No. 9049	40	Theatrical Stage Employees No. 107 ..	60
Sailors Union of the Pacific	3000	Stage Employees No. 122	64
Seafarers—Atlantic & Gulf	1222	Stage Employees No. 134	27
Sugar Workers No. 1	938	M.P. Operators No. 162	133
Service Employees Int'l. Union,		M.P. Projectionists No. 165	283
AFL-CIO		M.P. Operators No. 169	89
Theatrical Janitors No. 9	204	Theatrical Employees No. 216	18
Service Employees No. 22	111	M.P. Machine Operators No. 252 ..	72
S.E.I.U. Jewelry Workers No. 36 ..	89	M.P. Projectionists No. 297	68
Window Cleaners No. 44	94	Theatre Stage Operators No. 409 ..	73
Service Employees No. 77	1879	M.P. Machine Operators No. 420 ..	22
Bldg. Service Employees No. 87 ..	2557	M.P. Projectionists No. 428	17
S.E.I.U. Dental Technicians No. 99 ..	269	M.P. Projectionists No. 431	48
S.E.I.U. Dental Technicians No. 100 ..	153	Stage & M.P. Operators No. 442 ..	15
S.E.I.U. Watchmakers, Jewelry Div.		M.P. Projectionists No. 501	13
No. 101	166	I.A.T.S.E. No. 504	153
S.E.I.U. Jewelry Workers No. 112 ..	13	M.P. Projectionists No. 521	35
Theatrical Janitors No. 121	167	Theat. Stagehands & M.P. Operators	
Hospital & Inst. Workers No. 250 ..	9889	No. 560	63
Cemetery Workers No. 265	254	I.A.T.S.E. No. 564	25
United Public Employees No. 390 ..	3825	Theatrical Stage Employees No. 577 ..	33
L.A. County Employees No. 434 ..	989	I.A.T.S.E. & M.P.M.O. No. 599	46
Service Employees No. 505	349	Stage Employees No. 605	12
Social Services No. 535	933	Stage Hands No. 614	43
L.A. County Service Employees		M.P. Photographers No. 659	300
No. 660	2800	Film Technicians No. 683	1648
Service Employees No. 715	1000	M.P. Sound Technicians No. 695 ..	300
Sheet Metal Workers Int'l. Assn.		M.P. Costumers No. 705	590
Sheet Metal Workers No. 75	300	Make-up Artists No. 706	591
Sheet Metal Workers No. 104	1054	M.P. Crafts Service No. 727	142
Sheet Metal Workers No. 162	478	Studio Electrical Techs. No. 728 ..	418
Sheet Metal Workers No. 206	686	M.P. Set Painters No. 729 ..	300
Sheet Metal Workers No. 252	188	Theatre Stage Operators No. 730 ..	25
Sheet Metal Workers No. 273	232	M.P. Projectionists No. 739	11
Sheet Metal Workers No. 283	157	M.P. First Aid Employees No. 767 ..	133
Sheet Metal Workers No. 309	346	Theatrical Wardrobe No. 768	85
Sheet Metal Workers No. 420	800	M.P. Film Editors No. 776	840
Stage Employees & M.P.		Theatrical Wardrobe No. 784	78
Machine Operators of the U.S.		Studio Art Craftsmen No. 790	61
and Canada, Int'l. Alliance of		Theatre Stage Operators No. 796 ..	28
Theatrical		Theatrical Stage Operators No. 811 ..	21
Amusement Employees No. B-192 ..	457	Scenic Artists No. 816	252
Theatrical Employees No. B-18 ..	128	Publicists Guild No. 818	288
Film Exchange Employees No. B-61 ..	92	M.P. Screen Cartoonists No. 839 ..	1593
Theatrical Employees No. B-66 ..	44	Set Designers No. 847	105
Film Exchange Employees No. F-17 ..	56	Story Analysts No. 854	86
Theatrical Stage Employees No. 16 ..	165	Ticket Sellers No. 857	157
I.A.T.S.E. No. 33	926	Script Supervisors No. 871	120
Property Craftsmen No. 44	2044	Theatrical Wardrobe No. 874	7
Stage Employees No. 50	64	M.P. Art Directors No. 876	160
M.P. Studio Grips No. 80	1000	Studio Teachers No. 884	52

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
State, County & Municipal		San Diego Teachers No. 370 118	
Employees, American Federation of		Oakland-Alameda Teachers No. 771 396	
L.A. County Employees No. 119	281	San Bernardino Teachers No. 832 . . . 23	
A.F.S.C.M.E. No. 143	109	Richmond Teachers No. 866 108	
Oakland Un. School Employees		Fresno Teachers No. 869 13	
No. 257	268	San Jose Teachers No. 957 27	
Univ. of Calif. Employees No. 371	122	Salinas Valley Teachers No. 1020 . . 163	
San Mateo School Employees		United Teachers of L.A. No. 1021 . . 3929	
No. 377	38	Pasadena Teachers No. 1050 120	
East Bay Muni. Employees No. 444	459	San Rafael Fed. of Tchrs. No. 1077 79	
L.A. Superior Court Clerks No. 575	183	Berkeley Teachers No. 1078 360	
State, County & Muni Employees		Santa Barbara Teachers No. 1081 . . . 57	
No. 673	75	S. San Francisco Teachers No. 1119 8	
L.A. County Prob. Officers No. 685	1503	Sequoia Teachers No. 1163 26	
S. San Mateo Pennin. Cities No. 756	61	Long Beach Teachers No. 1263 65	
State & Muni. Employees No. 800	513	Oxnard Teachers No. 1273 153	
State & County Employees No. 809	114	Escondido Teachers No. 1278 35	
San Mateo County Employees		San Leandro Teachers No. 1285 30	
No. 829	90	Stockton Teachers No. 1287 41	
Daly City Muni Employees No. 919	63	Centinela Fed. of Teachers No. 1301 4	
Ca. Labor Commissioners No. 975	48	Shasta County Teachers No. 1320 . . . 11	
Torrance Muni. Employees No. 1117	260	Napa Teachers No. 1336 20	
State, County & Muni. Employees		Culver City Teachers No. 1343 126	
No. 1569	74	Oceanside Teachers No. 1344 15	
Housing Authority Employees		El Camino College Tchrs No. 1388 232	
No. 1577	35	Compton Teachers No. 1413 29	
S.C. County Prob. Dept. No. 1587	350	Riverside Teachers No. 1414 92	
A.F.S.C.M.E. No. 1695	446	Hayward Fed. of Teachers. No. 1423 14	
A.F.S.C.M.E. No. 2019	204	Huntington Beach Teachers No. 1427 31	
A.F.S.C.M.E. No. 2070	343	Covina Valley Teachers No. 1432 . . . 19	
San Bruno City Employees No. 2190	89	Chabot Fed. of Teachers No. 1440 . . . 32	
East Bay Regional Parks No. 2428	195	Clovis Fed. of Teachers No. 1463 . . . 31	
A.F.S.C.M.E. No. 2620	665	Univ. Cncl.—Berkeley No. 1474 95	
Assn. Psych. Social Workers		Early Childhood Teachers No. 1475 537	
No. 2712	162	Amer. Fed. of Teachers No. 1481 . . . 188	
Steelworkers of America,		San Mateo Comm. Coll. Teachers	
United		No. 1493 77	
Steelworkers No. 1069	98	Fremont Fed. of Teachers No. 1494 88	
Steelworkers No. 1304	573	A.F.T. College Guild No. 1521 1112	
Steelworkers No. 1440	599	Alameda Teachers No. 1528 39	
Steelworkers No. 1502	80	State Center Teachers No. 1533 204	
Steelworkers No. 5084	160	Peralta Teachers No. 1603 390	
Steelworkers No. 5261	29	Burbank Teachers No. 1608 64	
Steelworkers No. 5504	221	United Professors of Marin No. 1610 158	
Steelworkers No. 5632	382	N. Santa Barabara Teachers	
Steelworkers No. 5649	102	No. 1617 17	
Steelworkers No. 6849	178	Madera Teachers No. 1694 15	
United Steelworkers No. 7100	667	San Lorenzo Teachers No. 1713 5	
Teachers, American Fed. of		San Juan Teachers No. 1743 41	
United Administrators of S.F.		Simi Fed. of Teachers No. 1773 31	
No. 3	43	Temple City Teachers No. 1791 2	
United Professors of Calif.	3540	La Puente Valley Teachers No. 1792 13	
Sacramento Teachers No. 31	35	Antelope Valley Teachers No. 1793 98	
San Francisco Teachers No. 61	1964	Newport-Mesa Teachers No. 1794 . . . 341	
		Univ. Cncl.—Librarians No. 1795 . . . 6	

International and Local	Per Capita Paid Memmbership	International and Local	Per Capita Paid Memmbership
Newark Teachers No. 1804	70	Fullerton Teachers No. 2291	13
Riverside City Col. Tchrs. No. 1814	33	Tchrs. Union of Fontana No. 2294 ..	19
Ventura County Col. Tchrs. No. 1828	294	Capistrano Teachers No. 2312	29
Elk Grove Teachers No. 1851	5	ABC Fed. of Teachers No. 2317 ...	289
Hebrew Fed. of Teachers No. 1854	21	Tehachapi Teachers No. 2332	8
Beverly Hills Teachers No. 1863 ..	24	St. Marys College Teachers No. 2336	14
Bakersfield Teachers No. 1866	95	Poway Fed. of Teachers No. 2357 ..	384
Petaluma Teachers No. 1881	215	Lakeside Teachers No. 2358	7
Diablo Valley Teachers No. 1902 ..	122	Sanger Teachers No. 2366	9
Or. Coast Col. Tchrs. Guild No. 1911	346	Santa Clara Teachers No. 2393	50
Gilroy Teachers No. 1921	165	Las Virgenes Teachers No. 2410 ...	7
S.D. Comm Coll. Guild No. 1931	65	Turlock Teachers No. 2424	63
Sweetwater Teachers No. 1932	24	KCCFT, Bakersfield Col. No. 2429 .	46
San Diequito Teachers No. 1933 ...	8	Ontario-Montclair Teachers No. 2442	54
Grossmont College Tchrs. No. 1934	27	Tranquility Teachers No. 2443	8
Pajaro Valley Teachers No. 1936 ..	264	Goleta Fed. of Teachers No. 3146 ..	16
Santa Rosa Fed. of Tchrs. No. 1946	34	Comm. College Teachers No. 3148 ..	7
West Valley Teachers No. 1953 ...	28	Lompoc Fed. of Teachers No. 3151	202
Univ. Cncl.—Riverside No. 1966 ..	17	Tustin Fed. of Teachers No. 3152 ..	15
Chaffey Comm. Col. Tchrs. 1971 ..	4	Chula Vista Teachers No. 3157	20
Ventura Teachers No. 1981	10	Ocean View Teachers No. 3174	18
Tamalpais Teachers No. 1985	85	Southwestern Teachers No. 3194 ..	13
Novato Teachers No. 1986	190	Ohlone College Teachers No. 3200	6
U.C.L.A.—A.F.T. No. 1990	37	Palos Verdes Teachers No. 3208 ..	17
Pittsburg Fed. of Teachers No. 2001	27	Palmdale Teachers No. 3210	28
Morgan Hill Teachers No. 2022	234	San Ysidro Fed. of Tchrs. No. 3211	61
Univ. Cncl.—Davis No. 2023	69	Avenal Lemoore Teachers No. 3219	52
Inglewood Teachers No. 2024	58	Barstow Fed. of Teachers No. 3258	7
Santa Rosa Teachers No. 2029	15	Jefferson Fed. of Tchrs. No. 3267 ..	72
Gr. Santa Cruz Teachers No. 2030 .	161	Laguna Salada Teachers No. 3276 ..	30
Univ. Cncl.—San Diego No. 2034 ..	43	Laton Fed. of Teachers No. 3278 ..	12
San Ramon Teachers No. 2052	57	Azusa Fed. of Teachers No. 3298 ..	33
Santa Paula Teachers No. 2071	94	Conejo Fed. of Teachers No. 3299	29
Chino Fed. of Teachers No. 2086 ...	36	San Bruno A.F.T. No. 3330	11
Ojai Fed. of Teachers No. 2119	61	National City Teachers No. 3384 ..	22
S.F. Comm. Col. Teachers No. 2121	512	Glendora Fed. of Teachers No. 3420	11
Univ. Cncl.—Santa Barbara		El Rancho Teachers No. 3467	187
No. 2141	47	Weaver Fed. of Teachers No. 3484	27
Enterprise Teachers No. 2166	35	Compton Comm. College Teachers	
Assn. Classified Fed. of Teachers		No. 3486	51
No. 2189	69	Rescue Union Teachers No. 3581 ..	45
Univ. Cncl.—Santa Cruz No. 2199 ..	20	Evergreen Teachers No. 3688	6
Torrance Teachers No. 2206	76	Butte College Teachers No. 3693 ...	14
Carpenteria Fed. of Tchrs. No. 2216	37	Adobe Fed. of Teachers No. 3762 ..	7
Kings Canyon Teachers No. 2218 ..	7	Stony Creek Fed. of Teachers	
Galt Fed. of Teachers No. 2219	31	No. 3873	10
Corcoran Unified Teachers No. 2220	8	N. Monterey County Tchrs. No. 4008	39
Univ. Cncl.—Irvine No. 2226	58	Cantua Fed. of Teachers No. 4032 .	14
S.F. Archdiocesan Tchrs. No. 2240	99	S. Jacinto-Hemet School Employees	
Coachella Valley Teachers No. 2247	46	No. 4074	6
South Bay Teachers No. 2261	28	Centinela Valley Teachers No. 4097	14
Placer Teachers No. 2267	15	Oakwood Faculty Assn. No. 4128 ..	35
Cutler Orsi Teachers No. 2269 ...	15	Buckley Faculty Assn. No. 4163 ...	17
Glendale College Guild No. 2276 ..	118	Proart Fed. of Teachers No. 4252 ..	1
Los Rios Teachers No. 2279	434	Registerer Nurses Cncl. No. 5020 ..	28

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
United Health Care Pros. No. 5026	67	U.T.U. No. 835	51
San Jose Teachers, Adult Div. No. 957-A	76	U.T.U. No. 986	20
Professional & Technical		U.T.U. No. 1080	51
Engineers, Int'l. Federation of		U.T.U. No. 1200	51
Int'l. Fed. Pro. & Tech. Eng. No. 21	94	U.T.U. No. 1201	102
C.L.E.A.T.E. No. 22	320	U.T.U. No. 1241	51
Telegraph Workers, United		U.T.U. No. 1252	51
United Telegraph Workers No. 34	250	U.T.U. No. 1262	15
United Telegraph Workers No. 208	70	U.T.U. No. 1332	15
Textile Workers of America, United		U.T.U. No. 1336	72
Textile Workers No. 99	411	U.T.U. No. 1422	128
Textile Workers No. 915	130	U.T.U. No. 1469	102
Textile Workers No. 1291	126	U.T.U. No. 1544	66
Theatrical Press Agents		U.T.U. No. 1556	41
Theatrical Press Agents No. 18032	66	U.T.U. No. 1561	66
Transit Union, Amalgamated		U.T.U. No. 1563	511
Amalgamated Transit No. 192	989	U.T.U. No. 1564	562
Amalgamated Transit No. 256	443	U.T.U. No. 1585	434
Amalgamated Transit No. 265	1220	U.T.U. No. 1570	77
Amalgamated Transit No. 276	75	U.T.U. No. 1581	46
Amalgamated Transit No. 1027	144	U.T.U. No. 1604	20
Bus Drivers No. 1222	200	U.T.U. No. 1607	266
Amalgamated Transit No. 1225	1000	U.T.U. No. 1674	20
Amalgamated Transit No. 1277	1522	U.T.U. No. 1694	36
Bus Drivers No. 1309	713	U.T.U. No. 1730	20
Amalgamated Transit No. 1471	462	U.T.U. No. 1732	46
Amalgamated Transit No. 1555	518	U.T.U. No. 1741	72
Amalgamated Transit No. 1575	362	U.T.U. No. 1770	56
Amalgamated Transit No. 1589	246	U.T.U. No. 1785	66
Transport Workers Union of America		U.T.U. No. 1795	56
Transport Workers No. 292	234	U.T.U. No. 1798	36
Air Transport Workers No. 502	413	U.T.U. No. 1801	36
Transport Workers No. 505	200	U.T.U. No. 1804	20
Transport Workers No. 250-A	822	U.T.U. No. 1812	31
Transportation Union, United		U.T.U. No. 1813	46
U.T.U. No. 19	128	U.T.U. No. 1819	20
U.T.U. No. 32	51	U.T.U. No. 1846	36
U.T.U. No. 81	92	U.T.U. No. 1915	36
U.T.U. No. 98	31	Typographical Union, Int'l.	
U.T.U. No. 100	34	Mailers No. 9	250
U.T.U. No. 239	102	Bay Area Typographical No. 21	1365
U.T.U. No. 240	153	Central Valley Typographical No. 46	204
U.T.U. No. 492	128	San Diego Mailers No. M-75	43
U.T.U. No. 694	77	Typographical No. 144	112
U.T.U. No. 771	153	Typographical No. 207	10
U.T.U. No. 811	153	San Diego Typographical No. 221	180
		Bakersfield Typographical No. 439	79
		Monterey Bay Area Typog. No. 651	115
		Typographical No. 667	16
		Typographical No. 738	34
		Typographical No. 899	27
		Ventura Typographical No. 909	36
		Typographical No. 983	21
		Typographical No. 993	30

International and Local	Per Capita Paid Membership	
Upholsterers Int'l. Union of North America		
Upholsterers No. 15	284	
Furniture No. 500	191	

Utility Workers Union of America		
Utility Workers No. 132	1033	
Utility Workers No. 160	53	
Utility Workers No. 259	170	
Utility Workers No. 283	37	
Utility Workers No. 160-C	124	

Woodworkers of America, Int'l.		
Woodworkers No. 3-64	96	
Woodworkers No. 3-86	141	

Building & Construction Trades Council		
Alameda Bldg. Const. Trds. Cncl.		
Contra Costa Bldg. Const. Cncl.		
Fresno Bldg. Const. Trds. Cncl.		
Humboldt Bldg. Const. Trds. Cncl.		
Imperial Bldg. Const. Trds. Cncl.		
Kern Bldg. Const. Trds. Cncl.		
L.A. Bldg. Const. Trds. Cncl.		
Marin Bldg. Const. Trds. Cncl.		
Monterey Bldg. Const. Trds. Cncl.		
Napa-Solano Bldg. Trds. Council		
Northeastern Bldg. Const. Cncl.		
Orange Bldg. Const. Trds. Cncl.		
Sac. Sierra Bldg. Con. Trds. Cncl.		
S. Bernardino Bldg. Const. Cncl.		
San Diego Bldg. Const. Trds. Cncl.		
S.F. Bldg. Const. Trds. Cncl.		
San Joaquin Bldg. Trds. Cncl.		
San Mateo Bldg. Cnst. Trds. Cncl.		
S.B.-S.L. Obis. Bldg. Const. Cncl.		
Santa Clara Bldg. Con. Trds. Cncl.		
Sonoma Bldg. Const. Trds. Cncl.		
Stanislaus Bldg. Const. Cncl.		
Ventura Bldg. Const. Trds. Cncl.		

California State Councils		
Ca. St. Assn. Barbers & Beaut.		
Ca. State Bldg. Const. Trds. Cncl.		
Ca. St. Council of Carpenters		
Ca. State Cncl. of Lumber Wkrs.		
Ca. St. Assn. Electrical Wkrs.		
St. Conf. Operating Engineers		
State Cullinary Alliance		
Ca. State Assn. Letter Carriers		
Cal. Conference of Machinists		
Ca. State Branch UFCW, AFL-CIO		
Calif. Musicians Conference		
Calif. State Conf. of Painters		
Calif. Pipe Trades Council		

Ca. St. Conf. Plast. & Cem. Masons
 Ca. State Council of Roofers
 Ca. St. Council of Service Empls.
 State Employees Trade Council
 Calif. Federation of Teachers
 Calif. State Theatrical Fed.
 C.O.P.S. Intl. Un. of Police Assn.

Central Labor Councils		
Alameda Co. Central Labor Council		
Butte & Glenn Counties C.L.C.		
Contra Costa Cen. Labor Cncl.		
Five Counties Cen. Labor Cncl.		
Fresno/Madera Cen. Labor Cncl.		
Humboldt-Del Norte Cen. Lbr. Cncl.		
Kern Central Labor Council		
Los Angeles Fed. of Labor		
Marin Central Labor Council		
Marysville Cen. Labor Council		
Merced-Mariposa Cen. Lbr. Cncl.		
Monterey Central Labor Council		
Napa-Solano Cen. Labor Council		
Orange County Cen. Labor Cncl.		
Sacramento Cen. Labor Council		
S. Bernardino-Riverside C.L.C.		
S. Diego-Imperial Cntys. C.L.C.		
San Francisco Cen. Labor Cncl.		
San Joaquin Cen. Labor Council		
San Mateo Cen. Labor Council		
Santa Clara Cen. Labor Council		
Santa Cruz Cen. Labor Council		
Sonoma Central Labor Council		
Stanislaus Cen. Labor Council		
Tri-Counties Cen. Labor Cncl.		
Tulare-Kings Cen. Labor Cncl.		

Councils		
CWA No. Calif.-Nevada Council		
CWA Coastal Valley Council		
Southern Calif. C.W.A. Council		
Fed. Fire Fighters of Calif.		
Hollywood AFL Film Council		
S. Cal. Maritime Ports Council		
S.F. Maritime Trades Port Council		
Bay Cities Metal Trades Council		
Fed. Empls. Metal Trades Council		
Indian Wells Vly. Metl. Trds. Cncl.		
Metal Trades Council of S. Ca.		
Fed. Municipal Craft Council		
American Postal Workers Union		
L.A. Allied Printing Trds. Cncl.		
Sacto. Allied Prntg. Trades Cncl.		
San Diego Printing Trds. Cncl.		
S.F. Printing Trades Council		
S.W. States Cncl. Retail Clerks		
W. States Sheet Metal Council		
State & Muni. Empls. Cncl. No. 36		
State & Muni. Empls. Cncl. No. 57		
United Sugar Workers Council		
United Transportation Union		

United Transp. Union Enginemen
 Far Western Typo. Mailer Conf.
 Los Angeles Union Label Cncl.
 Union Label Section of S.F.

District Councils

Dist. Cncl. Brick & Clay No. 11
 Bay Counties Dist. Cncl. Carp.
 L.A. Dist. Council Carpenters
 N. Coast Dist. Cncl. Carpenters
 Orange County Dist. Cncl. Carp.
 Sacto. Dist. Cncl. of Carpenters
 San Bernardino Dist. Cncl. Carp.
 San Diego Dist. Cncl. Carpenters
 San Jose Cnty. Dist. Cncl. Carp.
 Sequoia Dist. Cncl. Carpent. No. 701
 Ventura Dist. Cncl. Carpenters
 Cen. Ca. Dist. Cncl. Lumber Wkrs.
 N. Ca. Dist. Council Lumber Wkrs.
 Redwood Dist. Cncl. Lumber Wkrs.
 Cement Workers Dist. Cncl. No. 3
 C.W.A. Council District No. 9
 C.W.A. Council District No. 11
 Pacific N.W. Dist. Cncl. ILGWU
 S. Ca. Dist. Cncl. Garment Wkrs.
 District Council of Iron Wkrs.
 N. Ca. Dist. Council of Laborers

SF Region Pub. Empls. Dist. Cncl.
 S. Ca. Dist. Council of Laborers
 Golden Gate Dist. Cncl. Lathers
 Machinists District Lodge No. 56
 Machinists District Lodge No. 94
 Machinists District Lodge No. 115
 Machinists District Cncl. No. 120
 Machinists District Lodge No. 141
 Machinists District Lodge No. 190
 Industrial District Lodge No. 720
 Aero. Indust. Dist. Lodge No. 727
 Oil & Chemical Council Dist. No. 1
 Painters District Council No. 16
 Painters District Council No. 33
 Painters District Council No. 36
 Painters District Council No. 48
 Painters District Council No. 52
 Pipe Trades Dist. Council No. 16
 Pipe Trades Dist. Council No. 36
 N. Ca. Dist. Cncl. of Plasterers
 S. Ca. Dist. Cncl. of Plasterers
 N. Ca. Dist. Joint Cncl. Pressmen
 Printing Spec. Dist. Cncl. No. 2

Joint Boards

Jt. Exec. Conf. Electrical Wkrs.
 N. Ca. Jt. Cncl. Serv. Empls. No. 2

New Affiliations

May 1, 1980 through April 30, 1982

International and Local	Date	International and Local	Date
Athletes, Federation of Professional		Plasterers & Cement Masons	
Anaheim Rams	6/ 1/80	Int'l. Assn. of the U.S. and Canada, Operative	
San Diego Chargers	6/ 1/80	Plasterers & Cement Masons	
Oakland Raiders	6/ 1/80	No. 489	10/22/80
San Francisco 49'ers	6/ 1/80	Plumbing & Pipe Fitting Industry	
San Diego Sockers	6/ 1/80	of the U.S. and Canada,	
California Surf	6/ 1/80	United Assn. of Journeymen and	
Los Angeles Aztecs	6/ 1/80	Apprentices of the	
San Jose Earthquakes	6/ 1/80	Plumbers & Steamfitters	
Carpenters & Joiners of America, United		No. 494	7/ 1/81
Carpenter Union No. 2463	1/22/81	Police and Sheriffs,	
Cement, Lime & Gypsum Workers		California Org. of	
Int'l. Union, United		Burbank Police Officers	
Cement, Lime & Gypsum Workers		No. 132	6/ 1/80
No. 565	9/17/81	Sacramento County Deputy	
Communications Workers of America		Sheriffs No. 133 ..	9/ 1/80
Communications Workers		San Diego Confed. of Police	
No. 9425	1/26/82	No. 142	9/ 1/80
Communications Workers		Inglewood Police Officers	
No. 9428	7/ 1/80	No. 161	12/ 1/80
Communications Workers		Banning Police Officers	
No. 11555	4/29/81	No. 187	8/2/81
Coopers Int'l. Union		Service Employees Int'l. Union,	
of North America		AFL-CIO	
Coopers Amalgamated No. 2 ..	3/ 1/81	Service Employees No. 22	6/ 1/81
Fire Fighters, Int'l. Assn. of		Service Employees No. 715 ...	3/ 1/81
Hayward Fire Fighters		Teachers, American Federation of	
No. 1909	7/ 1/80	United Administrators of S.F.	
Redondo Beach Fire Fighters		No. 3	9/ 1/81
No. 2787	9/ 1/80	Paso Robles Fed. of Teachers	
Gilroy Fire Fighters No. 2805 ..	2/ 1/81	No. 3553	2/ 6/81
Banning Fire Fighters No. 2816	2/ 1/81	Evergreen Fed. of Teachers	
Glass & Ceramic Workers		No. 3688 ..	7/ 1/81
of North America, United		San Jacinto-Hemet School Empls.	
Glass & Ceramic Workers		No. 4074	2/ 6/81
No. 519	4/ 1/82	Centinela Valley Fed. of Tchrs.	
Glass Bottle Blowers Assn.		No. 4097 ..	9/ 1/80
of the U.S. and Canada		Oakwood Faculty Assn.	
Glass Bottle Blowers No. 254 ...	3/30/81	No. 4128	11/18/80
Machinists & Aerospace Workers,		Buckley Faculty Assoc. Teachers	
Int'l. Assn. of		No. 4163	3/ 1/81
Int'l. Flag Carriers No. 2692	3/ 1/81	Pro-Art Fed. of Teachers	
Musicians, American Federation of		No. 4252	3/16/82
Musicians Union No. 292	5/15/80	United Health Care Professionals	
		No. 5026	7/10/80
		Transit Union, Amalgamated	
		Amalg. Transit Union No. 1589 .	1/16/81

International and Local	Date
Councils	
S.F. Maritime Trades Port Council	1/14/81
Building and Construction Trades Councils	
Sacramento-Sierra Building & Construction Trades Council	10/ 1/81
District Councils	
I.A.M. & A.W. District Lodge No. 56	4/24/81
California State Councils	
California Org. of Police & Sheriffs State Council	4/21/82
Reinstatements	
May 1, 1980 through April 30, 1982	
Carpenters and Joiners of America, United Brotherhood of Lumber & Sawmill Workers No. 2505	2/ 2/82
Cement, Lime and Gypsum Workers Int'l. Union, United Cement, Lime & Gypsum Workers No. 349	9/29/80
Communications Workers of America Communications Workers No. 9403	3/30/81
Distillery, Rectifying, Wine and Allied Workers Int'l. Union of America Sugar Workers No. 182	10/ 9/80
Fire Fighters, Int'l. Assn. of Alameda Fires Fighters No. 689 Santa Monica Fire Fighters No. 1109	8/ 1/80 4/ 1/81
Healdsburg Fire Fighters No. 2604	3/ 3/82
Piedmont Fire Fighters No. 2683	1/ 8/82
Food and Commercial Workers, United UFCW Leather Workers No. L-122	2/12/80
Hotel and Restaurant Employees and Bartenders Int'l. Union Hotel & Restaurant Employees No. 28	1/29/82
Plasterers and Cement Masons, Int'l. Assn. of the U.S. and Canada, Operative Cement Masons No. 814	7/14/81

International and Local	Date
Pottery and Allied Workers Int'l, Brotherhood of Operative Potters No. 214	10/16/81
State, County and Municipal Employees, American Federation of	
Sonoma State Hospital No. 14 ..	7/ 1/80
Patton State Hospital No. 128 ..	7/ 1/80
Napa State Hospital No. 174	7/ 1/80
Dept. of Corrections No. 179	7/ 1/80
Dept. of Youth Authority No. 479	7/ 1/80
Stockton State Hospital No. 513	7/ 1/80
Mendocino State Hospital No. 519	7/ 1/80
Fairview State Hospital No. 887	7/ 1/80
California Labor Commissioners No. 975	7/ 1/80
State Employees of L.A. Area No. 1406	7/ 1/80
Norwalk State Hospital No. 1492	7/ 1/80
Pacific State Hospital No. 1515	7/ 1/80
Housing Authority Employees No. 1577	10/16/81
San Diego State Employees No. 1676	7/ 1/80
Chino Youth Authority No. 1829 .	7/ 1/80
Hayward State Employees No. 2556	7/ 1/80
Teachers, American Federation of	
Sacramento Teachers No. 31 ..	6/24/81
Sequoia Fed. of Teachers No. 1163	12/17/81
Compton Fed. of Teachers No. 1413	11/ 3/80
A.F.T. College Guild No. 1521 ..	11/ 6/81
Temple City Fed. of Teachers No. 1791	2/ 1/82
Riverside City College Teachers No. 1814 ..	1/2/81
West Valley Fed. of Teachers No. 1953	12/30/81
Chaffey Comm. College Teachers No. 1971	2/ 3/82
Chino Fed. of Teachers No. 2086	3/25/82
South Bay Teachers No. 2261 ...	10/16/81
Barstow Fed. of Teachers No. 3258	4/15/81
Stony Creek Fed. of Teachers No. 3873	5/12/81
North Monterey County Teachers No. 4008	7/30/81

International and Local

Date

San Jacinto-Hemet School Employees
No. 407412/29/81

Typographical Union, Int'l.
Typographical Union No. 207 .. 1/15/81

Joint Boards
Joint Executive Conference
of Electrical Workers11/13/81

Withdrawals

May 1, 1980 through April 30, 1982

**Bakery and Confectionery Workers
Int'l. Union of America**
Bakers Union No. 453 10/23/80

**Broadcast Employees and Technicians,
National Assn. of
Broadcast Employees & Technicians**
No. 54 6/30/80

**Clothing and Textile Union,
Amalgamated**
Clothing & Textile Workers
No. 288 5/ 1/81

**Distillery, Rectifying, Wine and Allied
Workers Int'l. Union of America**
Wholesale Wine & Liquor Salesmen
No. 187 7/22/80

**Fire Fighters, Int'l. Assn. of
United Prof. Fire Fighters**
No. 2274 6/30/81

**Garment Workers Union,
Int'l. Ladies'**
Ladies Garment Workers
No. 271 6/30/80
Ladies Garment Workers
No. 497 6/30/80

Graphic Arts Int'l. Union
Graphic Arts Union No. 63-B ... 7/31/81

Musicians, American Federation of
Musicians Union No. 424 7/ 1/81

**Office and Professional Employees
Int'l. Union**
Office Employees No. 139 3/ 1/81

**Painters and Allied Trades
of the U.S. and Canada,
Int'l. Brotherhood of**
Painters Union No. 388 4/ 1/82
Painters Union No. 190610/ 1/80

**Police and Sheriffs,
California Org. of**
S.F. Police Officers No. 28 2/ 1/82

International and Local

Date

Yolo County Deputy Sheriffs
No. 124 3/ 1/82

San Diego Confed. of Police
No. 142 3/ 1/82

**Pottery and Allied Workers Int'l.,
Brotherhood of**
Operative Potters No. 214 4/ 1/81

**Rubber, Cork, Linoleum and Plastic
Workers of America, United**
Rubber Workers No. 726 6/30/80
Rubber Workers No. 782 6/30/82

**State, County and Municipal
Employees, American Federation of**
Sonoma State Hospital
No. 14 3/26/80
Sonoma State Hospital No. 14 .. 3/26/80
Patton State Hospital No. 128 .. 3/26/80
Napa State Hospital No. 174 ... 3/26/80
Dept. of Corrections No. 179 .. 3/26/80
Dept. of Youth Authority
No. 479 3/26/80
Stockton State Hospital
No. 513 3/26/80
Mendocino State Hospital
No. 519 3/26/80
Fairview State Hospital
No. 887 3/26/80
State Employees of L.A. Area
No. 1406 3/26/80
Norwalk State Hospital
No. 1492 3/26/80
San Diego State Employees
No. 1676 3/26/80
Chino Youth Authority
No. 1829 3/26/80
Hayward State Employees
No. 2556 3/26/80

Teachers, American Federation of
Foothill College Teachers
No. 1676 9/ 1/80

Suspensions

May 1, 1980 through April 30, 1982

**Brick and Clay Workers
of America, The United**
Brick & Clay Workers No. 998 .. 3/ 1/82

**Bricklayers and Allied Craftsmen,
Int'l. Union of**
Bricklayers Union No. 1 5/ 1/81
Bricklayers Union No. 9 2/ 1/82

International and Local	Date	International and Local	Date
Carpenters and Joiners of America, United Brotherhood of Wood, Wire & Metal Lathers		Laborers Int'l. Union of North America	
No. 83	12/ 1/80	Hod Carriers Union No. 234	3/ 1/82
Lathers Union No. 302	12/ 1/80	Musicians, American Federation of Musicians Union No. 367	5/ 1/81
Shinglers Union No. 553	1/ 2/82	Oil, Chemical and Atomic Workers Int'l. Union	
Carpenters & Joiners No. 771 ..	5/ 1/81	Oil & Chemical Workers	
Carpenters & Joiners No. 925 ..	5/ 1/81	No. 1-6	8/ 1/81
Carpenters Union No. 2020	10/ 1/80	Plasterers and Cement Masons Int'l. Assn. of the U.S. and Canada, Operative Plasterers & Cement Masons	
Lumber & Sawmill Workers		No. 481	10/ 1/81
No. 2505	1/ 2/80	Cement Masons No. 814	6/2/81
Lumber, Prod. & Indus. Workers		Plumbing and Pipe Fitting Industry of the U.S. and Canada, United Assn. of Journey men and Apprentices of the Plumbers & Fitters No. 62	12/ 1/80
No. 2907	1/ 2/82	Radio Association, American American Radio Assn.	9/ 1/81
Cement, Lime and Gypsum Workers Int'l. Union, United		Roofers, Damp and Waterproof Workers Assn., United Slate, Tile and Composition	
Cement, Lime & Gypsum Workers		Roofers Union No. 50	7/ 1/81
No. 565	3/ 1/82	Rubber, Cork, Linoleum and Plastic Workers of America, United	
Chemical Workers Union, Int'l.		Rubber Workers No. 141	8/ 1/81
Chemical Workers No. 398	3/ 1/82	Rubber Workers No. 335	8/ 1/81
Clothing and Textile Workers Union, Amalgamated		Service Employees Int'l. Union, AFL-CIO	
Clothing & Textile Workers		Service Employees No. 18	5/ 5/80
No. 278	5/ 1/81	Civil Service Assn. No. 400	9/ 1/80
Clothing & Textile Workers		United Service Employees	
No. 408	5/ 1/81	No. 616	5/ 1/81
Clothing & Textile Workers		Stage Employes and M.P. Machine Operators of the U.S. and Canada, Int'l. Alliance of Theatrical Theatrical Stage Employees	
No. 55-D	5/ 1/81	No. 611 ..	7/ 1/81
Clothing & Textile Workers		I.A.T.S.E. Union No. 656	5/ 5/80
No. 730-C	9/ 1/81	M.P. Machine Operators	
Communications Workers of America Communications Workers		No. 762	2/ 1/82
No. 11575	7/ 1/81	State, County and Municipal Employees, American Federation of	
Distillery, Rectifying, Wine and Allied Workers Int'l. Union of America		Police Dept Employees No. 170 .	2/ 1/82
Sugar Workers No. 179	5/ 1/81	Los Angeles City Employees	
Sugar Workers No. 182	8/ 1/80	No. 347	8/ 1/81
Food and Commercial Workers, United		Housing Authority Employees	
UFCW Leathers Workers		No. 1577	8/ 1/81
No. L-122	12/ 1/80		
UFCW Barbers No. 549	1/ 2/82		
Glass Bottle Blowers Assn. of the U.S. and Canada			
Glass Bottle Blowers No. 29	8/ 1/81		
Hotel, Restaurant Employees and Bartenders Int'l. Union			
Hotel, Restaurant & Bartender			
No. 28	5/ 1/80		
Culinary Workers & Bartenders			
No. 62 ..	8/ 1/81		
Hotel, Restaurant & Bartenders			
No. 531	7/ 1/81		

**International
and
Local**
Date
Steelworkers of America, United
 Steelworkers Union No. 14903 .. 2/ 4/82

Teachers, American Federation of

 Sacramento Teachers No. 31 ... 5/ 1/81
 Monterey Teachers No. 457 9/ 1/81
 Glendale Teachers No. 61012/ 1/80
 Bassett Teachers No. 727 7/ 1/81
 Sequoia Fed. of Teachers
 No. 1163 8/ 1/81
 Compton Fed. of Teachers
 No. 141310/ 1/80
 A.F.T. Foothills Teachers
 No. 1424 9/ 1/81
 A.F.T. College Guild No. 1521 ..12/ 1/80
 Contra Costa College Teachers
 No. 1754 4/ 1/82
 Riverside City College Teachers
 No. 1814 1/ 2/81
 Greater Grossmont Teachers
 No. 1930 1/ 2/82
 Mountain View Teachers
 No. 1937 8/ 1/81
 West Valley Fed. of Teachers
 No. 1953 2/ 1/81
 Chaffey College Teachers
 No. 197110/ 1/80
 Chino Fed. of Teachers
 No. 2086 3/ 1/82
 Milpitas Teachers No. 2140 2/ 1/82
 South Bay Teachers No. 2261 .. 12/ 1/80
 Norwalk-La Mirada Teachers
 No. 2314 .. . 5/ 1/81
 Irvine Fed. of Teachers
 No. 242811/ 1/81
 West Valley College Teachers
 No. 3189 2/ 1/82
 Stony Creek Fed. of Teachers
 No. 3873 3/ 1/81
 North Monterey County Teachers
 No. 4008 3/ 1/81
 San Jacinto-Hemet School Employees
 No. 407412/ 1/81

Councils

 Northern California Council
 of A.F.G.E. Locals .. 8/ 1/81
 Southern California Conference
 Printing Trades Council 8/ 1/81
 Barstow Fed. Rail Employees
 No. 120 5/ 1/81

Joint Boards

 Joint Executive Conference
 of Electrical Workers ... 6/ 1/81

**International
and
Local**
Date
Disbanded

May 1, 1980 through April 30, 1982

Athletes, Federation of Professional
 California Surf (soccer)10/ 1/81

Fire Fighters, Int'l. Assn. of
 Ramona Fire Fighters
 No. 2674 5/ 1/81

Rubber, Cork, Linoleum and Plastic
Workers of America, United
 Rubber Workers No. 100 1/21/81

Service Employees Int'l. Union,
AFL-CIO
 Service Employees No. 411 6/ 1/81

State, County and Municipal
Employees, American Federation of
 Pacific State Hospital No. 1515 . 2/18/82
 Probation Officers No. 270210/ 1/81

Teachers, American Federation of
 Los Alamitos Teachers No. 1972 9/ 1/81
 Travis Fed. of Teachers
 No. 2182 8/ 1/81
 Selma Fed. of Teachers
 No. 219710/ 1/80
 United Catholic Teachers
 No. 344812/31/81

District Councils
 Southern California Council
 of Lathers12/31/80

California State Councils
 State Employees Printing
 Trades Alliance12/31/81

Mergers

May 1, 1980 through April 30, 1982

Carpenters and Joiners of America,
United Brotherhood of
Lathers Union No. 122
 merged with
 Lathers Union No. 144-L 6/ 1/80
 Lathers Union No. 300-L
 merged with
 Carpenters Union No. 743 2/ 1/82
 Carpenters Union No. 2043
 merged with
 Carpenters Union No. 1240 4/ 1/82

Fire Fighters, Int'l. Assn. of
 Lompoc Fire Fighters No. 1906
 merged with
 Santa Barbara Fire Fighters
 No. 2046 6/ 1/81

International and Local	Date
Food and Commercial Workers, United	
UFCW Barbers No. 112 merged with	
UFCW Retail Clerks No. 588 ... 1/	1/82
UFCW Barbers & Beauticians No. 148 merged with	
UFCW Retail Store Employees No. 1100	2/ 1/82
UFCW Bay Area Barbers No. 252 merged with	
UFCW Retail Clerks No. 428 ... 1/	1/82
Graphic Arts Int'l. Union	
Graphic Arts No. 35-B merged with	
Graphic Arts No. 3-B	1/ 1/82
Hotel and Restaurant Employees and Bartenders Int'l. Union	
Hotel & Restaurant Employees No. 268 merged with	
Hotel & Restaurant Employees No. 49	12/ 1/81
Musicians, American Federation of	
Musicians Protective Union No. 113 merged with	
Musicians Union No. 12	1/ 1/82
Railway, Airlines and Steamship Clerks, Freight Handlers, Express and Station Employees, Brotherhood of	
Dining Car Waiters No. 456 changed to new Int'l. and now is	
Allied Services Division— B.R.A.C.	10/ 1/80
Sheet Metal Workers Int'l. Assn.	
Sheet Metal Workers No. 216 merged with	
Sheet Metal Workers No. 104 .. 1/	1/82
Sheet Metal Workers No. 272 merged with	
Sheet Metal Workers No. 104 .. 1/	1/82
Transportation Union, United	
U.T.U. No. 31 merged with	
U.T.U. No. 100	10/ 1/80
U.T.U. No. 1827 merged with	
U.T.U. No. 1801	10/ 1/80

International and Local	Date
-------------------------------	------

EXONERATIONS

May 1, 1980 through April 30, 1982

Actors and Artistes of America, Associated Actors Equity Association	11/ 1/80- 4/30/81
Carpenters and Joiners of America, United Brotherhood of Carpenters Union No. 35	11/ 1/81- 6/30/82
Cement, Lime and Gypsum Workers Int'l. Union, United Cement. Line & Gypsum Workers No. 48	5/ 1- 5/31/81
Chemical Workers Union, Int'l. Chemical Workers No. 398	3/ 1- 4/30/81
Fire Fighters, Int'l. Assn. of San Diego Fire Fighters No. 145	1/ 1- 6/30/82
Food and Commercial Workers United UFCW Retail Clerks No. 17	1/ 1- 4/30/82
Machinists and Aerospace Workers, Int'l. Assn. of Machinists Union No. 284	5/ 1-12/31/80
Machinists Union No. 562	4/ 1- 6/30/81
Machinists Union No. 1518	6/ 1-12/31/80
Office and Professional Employees Int'l. Union Office & Professional Employees No. 3	12/ 1/80- 4/30/81 and 2/ 1- 7/31/82
Oil Chemical and Atomic Workers Int'l. Union Oil & Chemical Workers No. 1-547	3/ 1- 5/31/80
Rubber, Cork, Linoleum and Plastic Workers of America, United Rubber Workers No. 300	2/1/81-present

OFFICERS' REPORTS

SUMMARY OF MEMBERSHIP

May 1, 1980 to April 30, 1982

Labor Unions 5/1/80.....	1229	
Labor Councils 5/1/80.....	140	
	TOTAL	1369
Labor Unions Newly Affiliated to 4/30/82	41	
Labor Councils	4	45
	TOTAL AFFILIATION	1414

MERGERS, SUSPENSIONS, WITHDRAWALS, ETC.

May 1, 1980 to April 30, 1982

Mergers		
Labor Unions	15	
Labor Councils	0	
Suspensions		
Labor Unions	54	
Labor Councils	0	
Withdrawals		
Labor Unions	32	
Labor Councils	0	
Disbanded		
Labor Unions	10	
Labor Councils	2	
	TOTAL UNIONS	111
	TOTAL COUNCILS	2
	TOTAL	113
Labor Unions 4/30/82.....	1159	
Labor Councils 4/30/82	142	
	TOTAL UNIONS AND COUNCILS	1301

REPORT OF AUDITORS

California Labor Federation, AFL-CIO
995 Market Street
San Francisco, California

We have examined the individual and combined statement of cash balances of the California Labor Federation, AFL-CIO and its Standing Committee on Political Education (S. C. O. P. E.) as of June 30, 1982 and the related individual and combined statement of cash receipts and disbursements for the two years then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

As described in Note 2, the Federation and the Standing Committee prepare their financial statements on the cash basis. Accordingly, the accompanying financial statements are not intended to present results of operations in conformity with generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly the individual and combined cash balances of the California Labor Federation, AFL-CIO and its Standing Committee on Political Education as of June 30, 1982 and the individual and combined cash receipts and disbursements for the two years then ended on the basis of accounting described in Note 2, which basis has been applied in a manner consistent with that of the preceding period.

COOPERS & LYBRAND
Certified Public Accountants
San Francisco, California
October 1, 1982

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS**

for the two years ended June 30, 1982

	<u>Federation</u>	<u>S.C.O.P.E.</u>	<u>Combined Total</u>
Cash receipts:			
Per capita payments and membership fees	\$2,257,486	\$ 817,984	\$3,075,470
Interest earned	69,943	84,796	154,739
Conference receipts:			
General	16,765	—	16,765
Legislative	27,763	—	27,763
Voter registration fund receipts	—	78,050	78,050
Scholarship reimbursement	32,300	—	32,300
Other receipts	48,830	1,196	50,026
Total cash receipts	2,453,087	982,026	3,435,113
Cash disbursements:			
Executive salaries	220,000	—	220,000
Expenses and allowances:			
Executives	61,862	6,848	68,710
Geographical and at-large vice presidents	51,857	9,512	61,369
General office salaries	678,513	165,603	844,116
General office staff—expenses and allowances	28,611	26,035	54,646
Assistant director's salary	—	55,717	55,717
Assistant director's allowances and expenses	—	15,812	15,812
Auditing and accounting	38,100	—	38,100
Automobile maintenance	20,401	—	20,401
Conference:			
General	21,163	23,450	44,613

OFFICERS' REPORTS

	Federation	S.C.O.P.E.	Combined Total
Legislative	30,746	—	30,746
Convention	134,398	21,021	155,419
Contributions:			
Charitable	28,091	4,371	32,462
Political - propositions	—	460	460
Political - candidates	—	293,415	293,415
Furniture and office equipment	11,744	—	11,744
Insurance	90,592	16,874	107,466
Legal	105,369	5,002	110,371
Library	12,496	—	12,496
Maintenance	10,408	121	10,529
Newsletters	150,998	—	150,998
Office rent	108,962	—	108,962
Postage and mailing	58,912	36,824	95,736
Printing	67,877	93,838	161,715
Reimbursed lobbyists' expenses	15,926	—	15,926
Retirement plan contributions	82,905	5,068	87,973
Scholarships	55,842	—	55,842
Services	19,247	—	19,247
Stationery and supplies	29,514	—	29,514
Taxes	57,509	16,123	73,632
Telephone and telegraph	57,724	2,176	59,900
General expenses	31,024	20,388	51,412
Voter registration fund	—	121,700	121,700
Federation disbursements made on behalf of S.C.O.P.E. (Note 1)	(265,199)	265,199	—
Total cash disbursements	<u>2,015,592</u>	<u>1,205,557</u>	<u>3,221,149</u>
Excess of cash receipts over cash disbursements (excess of cash disbursements over cash receipts)	437,495	(223,531)	213,964
Cash balances, July 1, 1980	347,370	408,632	756,002
Cash balances, June 30, 1982	<u>\$ 784,865</u>	<u>\$ 185,101</u>	<u>\$ 969,966</u>

The accompanying notes are an integral part of these statements.

**California Labor Federation, AFL-CIO
And Its Standing Committee on Political Education
Statement of Cash Balances, June 30, 1982**

	Federation	S.C.O.P.E.	Combined Total
Office cash fund	\$ 300	—	\$ 300
Deposits	1,130	—	1,130
Hibernia Bank:			
Commercial (interest at 5.25%)	167,969	\$ 78,087	246,056
Commercial—restricted (Note 3)	—	24,258	24,258
Savings (interest at 5.25%)	6,181	100	6,281
Savings—restricted (interest at 5.25%) (Note 3)	—	100	100
Time certificate of deposit (interest at 15.25%)	119,971	—	119,971
Time certificate of deposit (interest at 14.75%)	—	108,092	108,092
Commercial Bank of San Francisco:			
Time certificate of deposit (interest at 15.375%)	—	139,628	139,628
Time certificate of deposit (interest at 14.625%)	124,150	—	124,150
Crocker National Bank:			
Time certificate of deposit (interest at 15.5%)	100,000	—	100,000
Security Pacific Bank:			
Time certificate of deposit (interest at 15.375%)	—	100,000	100,000
Amount due the Federation for disbursements made on behalf of S.C.O.P.E.	265,164	(265,164)	—
	<u>\$ 784,865</u>	<u>\$ 185,101</u>	<u>\$ 969,966</u>

The accompanying notes are an integral part of these statements.

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION**

Notes to Financial Statements

1. General:

The California Labor Federation and its Standing Committee on Political Education (S.C.O.P.E.) receive per capita payments and membership fees from affiliated unions as specified in the constitution of the Federation.

The Federation and S.C.O.P.E. provide operating and administrative services to each other. The net cost of these services, as estimated by management, is reimbursed. During the period from July 1, 1980 through June 30, 1982 the Federation paid a net amount of \$265,199 on behalf of S.C.O.P.E.

2. Basis of Presentation:

The individual and combined statement of cash receipts and disbursements has been prepared from the underlying accounting records, which are maintained on the cash basis. Under such basis cash receipts (revenue) are recorded when received and cash disbursements (expenses) are recorded when the expenditure is made.

The cash basis is an acceptable, comprehensive basis of accounting but varies from generally accepted accounting principles. Under generally accepted accounting principles, the per capita payments and membership fees would be recorded when earned (usually prior to receipt) and expenses would be recorded when due (usually prior to payment).

3. Restricted Cash Balances:

Restricted cash balances as of June 30, 1982 are as follows:

Commercial:	
Voter registration fund	\$24,258
Savings:	
Voter registration fund	\$ 100

4. Surety Bond:

A blanket position surety bond in the amount of \$50,000 was in effect during the period from July 1, 1980 to June 30, 1982.

ROLL OF DELEGATES

This comprises the completed roll of delegates to the 1982 Convention of the California Labor Federation, AFL-CIO

- Actors and Artistes of America, Associated**
Actors' Equity Association (388)
 Edward Weston, 194
 Joseph Ruskin, 194
- American Federation of Television and Radio Artists (2,344)**
 Frank Maxwell, 391
 Bill Baldwin, 391
 Bill Zuckert, 391
 K. T. Stevens, 391
 Corrine Conley, 390
 H. Wayne Oliver, 390
- Screen Actors Guild (6,250)**
 Ken Orsatti, 625
 Edward Asner, 625
 Kent McCord, 625
 Ron Sobie, 625
 Jessica Walters, 625
 Marvin Kaplan, 625
 Sumi Haru, 625
 Michel DeMers, 625
 Yale Summers, 625
 James Nissen, 625
- Screen Extras Guild, Inc. (3,750)**
 Roy H. Wallack, 417
 Lorraine Keeling, 417
 Ken Allen, 417
 Angelina Bauer, 417
 Leland Sun, 417
 Tony Regan, 417
 Jimmie Jue, 416
 Jack Berle, 416
 Dave Armstrong, 416
- Athletes, Federation of Professional**
Anaheim Rams (83)
 Doug France, 42
 Carl Ekern, 41
- San Diego Chargers (83)**
 Doug Wilkerson, 42
 Billy Shields, 41
- Oakland Raiders (83)**
 Doug Wilkerson, 42
 Billy Shields, 41
- San Francisco 49ers (83)**
 Kermit Alexander, 42
 David Meggysey, 10
- San Diego Sockers (20)**
 Kermit Alexander, 10
 David Meggysey, 20
- San Jose Earthquakes (20)**
 Kermit Alexander, 10
 David Meggysey, 10
- Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Int'l. Brotherhood of**
Boilermakers No. 92 (1,000)
 John F. Doore, 334
 Paul D. Davis, 333
 George Paul, 333
- Boilermakers No. 513 (522)**
 Ernest M. King, 522
- Carpenters and Joiners of America, United Brotherhood of**
Lathers No. 88 (167)
 Glen O. Parks, 84
 William Ward, 83
- Carpenters and Joiners No. 162 (1,100)**
 Sam J. Shannon, 550
 Michael V. Dillon, 550
- Carpenters No. 316 (2,642)**
 Rudy Valente, Sr., 1,321
 Donald A. Litz, 1,321
- Carpenters No. 586 (1,501)**
 Jim Larsen, 1,501
- Carpenters No. 701 (861)**
 Robert S. Scott, 431
 Chester McCarter, 430
- Cabinet Makers & Millmen No. 721 (3,104)**
 Frank Gurule', 3,104
- Carpenters No. 769 (425)**
 Stanley Oakley, 213
 Burton Wilber, 212
- Carpenters No. 1147 (1,123)**
 D. H. Van Hooser, 1,123
- Carpenters & Joiners No. 1280 (1,559)**
 Tom Pearl, 780
 Ken Ellis, 779
- Carpenters No. 1296 (1296)**
 Charles E. Luntz, 432
 Jim Sherr, Jr., 432
 Leonard J. Wallace, 432
- Carpenters No. 1300 (1,556)**
 John Loyd, 778
 Ray V. Yepiz, 778
- Carpenters No. 1400 (612)**
 Eugene Hudnall, 306
 Gerald Zurow, 306
- Carpenters and Joiners No. 2308 (690)**
 Andrew Kornuta, 227
 Donald F. Shenk, 227
 Lee Hebert, 226
- Plywood and Veneer Workers No. 2931 (179)**
 Raymond Nelson, 90
 Carl Brandt, 89
- Communications Workers of America**
Communications Workers No. 9402 (936)
 Angi Martin, 936
- Communications Workers No. 9403 (1,329)**
 Wendy L. Cross, 1,329
- Communications Workers No. 9410 (4,333)**
 James L. Imerzel, Jr., 2,167
 Greg Anderson, 2,166
- Communications Workers No. 9421 (2,389)**
 Faye V. Bell, 598
 Peggy L. Blakley, 597
 Michael J. Kingsbury, 597
 Mary L. Robertson, 597
- Communications Workers No. 9430 (128)**
 Angi Martin, 128
- Communications Workers No. 11502 (785)**
 George Pennebaker, 398
 Jim Wood, 392
- Communications Workers No. 11509 (1,870)**
 Douglas J. Woodbury, 624
 E. Louise Rogers, 623
 Patsy Maier, 623
- Communications Workers No. 11511 (944)**
 Richard Critz, 944
- Communications Workers No. 11513 (6,369)**
 Tony Bixler, 6,369
- Communications Workers No. 11576 (931)**
 Eleanor Serena, 931
- Communications Workers No. 11581 (433)**
 Bud Greenwell, 433
- Communications Workers No. 11586 (822)**
 Bud Greenwell, 274
 Felix Peralta, 274
 Mel Davis, 274
- Communications Workers No. 11588 (2,444)**
 Robert E. Summers, 1,222
 John Strickland, 1,222
- Electrical Workers, Int'l. Brotherhood of**
Electrical Workers No. 6 (1,022)
 Franz E. Glen, 341
 Willard H. Olson, 341
 Michael M. Schneider, 340
- Electrical Workers No. 11 (5,625)**
 E. Earl Higgins, 938
 J. S. Harrington, 938
 Ted S. Rios, 938
 Eusebio Herrera, 937
 F. D. Sokol, 937
 Richard Stapleton, 937
- Electrical Utility Workers No. 47 (639)**
 Clifford A. Eldred, 213
 Ken Jackson, 213
 Ray Whiteing, 213
- Electrical Workers No. 302 (927)**
 John A. Hunter, 464
- Electrical Workers No. 382 (1,236)**
 Richard R. Conway, 412
 Everett L. Barrett, 412
 Lynn S. Gunn, 412
- Electrical Workers No. 441 (1,968)**
 E. J. Hansen, 656
 Milledge Wilson, 656
 Steve Igoe, 656
 Richard H. McPeak, 463
- Electrical Workers No. 465 (688)**
 Richard C. Robbins, 344
 David A. Moore, 344
- Electrical Workers No. 569 (1,621)**
 Paul H. Blackwood, 811
 Thomas M. Fridemore, 810
- Electrical Workers No. 595 (1,550)**
 Thomas J. Sweeney, 1,550
- Electrical Workers No. 1245 (20,417)**
 Jack McNally, 3,403
 Howard Stiefer, 3,403
 Tom Dalzell, 3,403
 Ray Friend, 3,403
 Wayne Weaver, 3,403
 Frank Kenney, 3,402
- Electrical Workers No. 1710 (725)**
 Mike M. Morales, 363
 L. W. Troxel, 362
- Elevator Constructors, Int'l. Brotherhood of**
Elevator Constructors No. 8 (188)
 Harry Weisburger, 188

**Engineers,
Int'l. Union of Operating**

- Operating Engineers No. 3
(15,000)
R. P. Marr, 3,750
Dale Marr, 3,750
Gary Fernandez, 3,750
Bob Criddle, 3,750
- Operating Engineers No. 12
(12,083)
William Waggoner, 1,511
William A. Floyd, 1,511
Patrick W. Henning, 1,511
Tony Krcelic, 1,510
Harland Stevenson, 1,510
Harry Stiller, 1,510
Fred Young, 1,510
Pat O'Malley, 1,510
- Operating-Stationary Engineers
No. 39 (1,875)
Art Viat, 1,875
- Operating Engineers No. 501
(1,875)
Robert H. Fox, Jr., 375
Edward Fox, 375
Arthur Brown, 375
Joseph Wetzler, 375
Sam Ferranti, 375

**Farm Workers of America,
AFL-CIO, United**

- United Farm Workers (11,500)
Dolores Huerta, 1,917
Barbara Carrasco, 1,917
Sal Alvarez, 1,917
Sabrina Alvarez, 1,917
Oscar Mondragon, 1,916
David Martinez, 1,916

Fire Fighters, Int'l. Assn. of

- Oakland Fire Fighters No. 55
(613)
Richard F. Cecil, 613
- L.A. City Fire Fighters No.
112 (3,128)
Lyle E. Hall, 626
A. D. Kuljis, 626
E. F. Lane, 626
Frank R. Lunn, 625
Don R. Forrest, 625
- San Francisco Fire Fighters No.
798 (1,835)
James T. Ferguson, 612
Leon D. Bruschera, 612
Ernest C. Aitken, 611
- Los Angeles County Fire
Fighters No. 1014 (2,502)
Alfred K. Whitehead, 501
Dallas Jones, 501
Bruce Beardsey, 500
Larry Simcoe, 500
Walt Meagher, 500
- Ashland Fire Fighters No.
1428 (138)
John Bigelow, 138
- Compton Fire Fighters No.
2218 (80)
W. C. Roberson, 80
- San Mateo Fire Fighters No.
2400 (369)
John K. Stephens, 369

**Food and Commercial Workers
Int'l. Union, United**

- U.F.C.W. Butchers No. 115
(6,008)
Robert Rogers, 3,004
Frank Cambou, 3,004
- U.F.C.W. Butchers No. 120
(2,906)
Wally Riker, 2,906
- U.F.C.W. Butchers No. 126
(4,064)
Mracello Salcido, 2,032
Edwardo Cherizola, 2,032

- U.F.C.W. Butchers No. 127
(1,493)
Austin C. Allen, 747
Gary J. Beebe, 746
- L. A. Leather Handbag, Luggage
& Allied Products Workers
No. 213-L (625)
Max Roth, 313
Mary Medina, 312
- U.F.C.W. Butchers No. 229-A
(2,157)
James L. Sites, 1,079
Albert P. Stegman, 1,078
- U.F.C.W. Provision House
Workers No. 274 (7,773)
Don Holeman, 1,555
Arthur Eaton, 1,555
A. Ed Dominguez, 1,555
Earlie Houston, 1,554
Eloise Corral, 1,554
- Meat Cutters No. 421 (3,807)
Gerald McTeague, 635
Charles Theofilos, 635
Joseph Gilligan, 635
William Mona, 634
Gilbert Olivarez, 634
Dan Castellano, 634
- U.F.C.W. Retail Store Employees
No. 428 (10,861)
George C. Soares, 2,716
David M. Reiser, 2,715
Louis Menacho, 2,715
Stephen J. Stamm, 2,715
- U.F.C.W. Butchers No. 498
(2,402)
Thomas J. Lawson, 801
Alfred Rasmussen, 801
Obie V. Brandon, 800
- U.F.C.W. Meat Cutters No.
439 (3,125)
James S. Bird, 625
Lester D. Harnack, 625
Roy C. Sessions, 625
William Lathrop, 625
Paul Enriquez, 625
- U.F.C.W. Butchers No. 506
(3,346)
William Pelleschi, 670
Stephen Popolizio, 669
Michael Valenti, 669
Isalah Amador, 669
Lawrence Hamilton, 669
- Meat Cutters & Butcher
Workmen No. 532 (942)
Preston T. Epperson, 942
- U.F.C.W. Butchers No. 551
(4,272)
Duane C. "Whitey" Ulrich,
2,136
James H. Richardson, 2,136
- Retail Clerks No. 588 (2,770)
Wynn C. Plank, 590
Donald Johnson, 590
Willie Drain, 590
- U.F.C.W. Retail Clerks No. 648
(5,347)
Joe P. Sharpe, 1,783
James O'Meara, 1,782
Marc Reclus, 1,782
- Retail Clerks No. 775 (3,418)
Lennis A. Ellis, 1,709
Michael N. Botica, 1,709
- Retail Clerks No. 839 (2,527)
Sarah J. Palmer, 2,527
- Retail Clerks No. 1288 (2,793)
Gregory Don Hunsucker, 1,397
John McManus, 1,396
- U.F.C.W. Retail Clerks No. 1442
(7,390)
Michael Straeter, 3,695
Marjorie Caldwell, 3,695
- Furniture Workers of America,
United**
- Furniture Workers No. 1010
(798)
William L. Gilbert, 798

**Garment Workers Union,
Int'l. Ladies**

- Cloakmakers No. 8 (268)
Willie R. March, 268
- Ladies Garment Workers No.
55 (922)
Louise Slayden, 922
- Ladies Garment Workers No. 84
(195)
Cornelius Wall, 195
- Ladies Garment Workers No. 96
(817)
Cornelius Wall, 817
- Ladies Garment Workers No. 97
(114)
Cornelius Wall, 114
- Dressmakers No. 101 (2,168)
Myrtle M. Banks, 1,804
Mattie J. Jackson, 1,804
- Ladies Garment Cutters No. 213
(164)
Willie R. March, 164
- Office & Distribution Workers
No. 214 (36)
Myrtle M. Banks, 36
- Ladies Garment Workers No.
215 (149)
Willie R. March, 149
- Ladies Garment Workers No. 270
(106)
Louise Slayden, 105
- Ladies Garment Workers No. 293
(79)
Frank Monti, 79
- Ladies Garment Workers No. 451
(103)
Louise Slayden, 103
- Ladies Garment & Access.
Workers No. 482 (1,463)
Kathy Fields, 1,463
- Ladies Garment Workers No. 512
(432)
Frank Monti, 432
- Glass Bottle Blowers' Assn. of
the United States and Canada**
- Glass Bottle Blowers No. 2
(125)
Burl Smith, 63
Darrel Darr, 62
- Glass Bottle Blowers No. 19
(462)
Ida McCray, 231
Irene Deverell, 231
- Glass Bottle Blowers No. 34 (464)
Matthew DeLeon, 232
Joe Van Pool, 232
- Glass Bottle Blowers
No. 39 (388)
Bernard McCormack, 194
Ted Hawthorne, 194
- Glass Bottle Blowers No. 69 (418)
Joe Cardona, 209
Eileen G. Mitchell, 209
- Glass Bottle Blowers No. 81 (428)
Wanda Logan, 214
Raymond Munion, 214
- Glass Bottle Blowers No. 82
(155)
Mary Slocum, 78
Joe Vanpool, 77
- Glass Bottle Blowers No. 137
(1,701)
Isabel Verver, 341
Wanda Betty Brown, 340
Oscar Haynes, 340
Leonard Taylor, 340
James A. Davis, 340
- Glass Bottle Blowers No. 155
(634)
Ray Barnes, 212
Marcellus Matthews, 211
Christopher Hanzo, 211

- Glass Bottle Blowers No. 160 (318)
James M. Thompson, 318
- Glass Bottle Blowers No. 177 (452)
Fred Walter, 226
William Wheelus, 226
- Glass Bottle Blowers No. 192 (259)
Wesley Bromberg, 130
Clifford Valenciana, 129
- Glass Bottle Blowers No. 224 (130)
Bob Broomfield, 65
Phillip Wallick, 65
- Graphic Arts Int'l. Union**
Graphic Arts No. 3-B (1,322)
Rudy S. Meraz, 1,322
- Hotel Employees & Restaurant Employees Int'l. Union**
Hotel & Restaurant Employees & Bartenders No. 2 (14,792)
Charles Lamb, 1,480
Lawrence Tom, 1,480
Sherri Chiesa, 1,479
Jeri Powell, 1,479
Joe Garcia, 1,479
Chong Luk Powell, 1,479
Lee Esther Lovingood, 1,479
Bob Jacobs, 1,479
Maya Luckmann, 1,479
Jackie Walsh, 1,479
- Hotel & Restaurant Employees & Bartenders No. 11 (13,344)
Andrew Allan, 3,336
William Welch, 3,336
Fred Felix, 3,336
Helen Anderson, 3,336
- Hotel, Motel & Restaurant Employees & Bartenders No. 18 (982)
Loretta Mahoney, 982
- Hotel, Motel & Restaurant Employees & Bartenders No. 19 (3,801)
Frank C. Marolda, 3,801
- Hotel & Restaurant Employees & Bartenders No. 28 (1,556)
Frank Van Kempen, 1,556
- Hotel & Restaurant Employees & Bartenders No. 30 (5,384)
Marco J. LiMandri, 1,795
Loretta Proctor, 1,795
Herbert Schiffman, 1,794
- Hotel & Restaurant Employees & Bartenders No. 49 (2,964)
Phillip D. Dulaney, 2,964
- Hotel & Restaurant Employees and Bartenders No. 50 (4,490)
Patricia Groulx, 4,490
- Bartenders & Culinary Workers No. 126 (933)
Nick Georgedes, 933
- Bartenders & Culinary Workers No. 340 (7,034)
Val Connolly, 2,345
Harry Young, 2,345
Dolores Parlatto, 2,344
- Hotel, Restaurant & Bartenders No. 483 (3,812)
Robert S. Gamberg, 1,906
Leonard P. O'Neill, 1,906
- Hotel & Restaurant Employees and Bartenders No. 681 (6,820)
David L. Shultz, 703
Millard B. Hill, 703
Maurine Y. Triboie, 702
M. R. Callahan, 702
Steve Beyer, 702
Johnie Goodnight, 702
Doris A. George, 702
Rita Seja, 702
Helen Worley, 702
- Culinary Alliance & Bartenders No. 703 (1,000)
Ted Zenich, 1,000
- Culinary Workers & Bartenders No. 814 (6,308)
Lloyd D. Davis, 902
Dominic S. De Leese, 901
Paul Meister, 901
Jose F. Ortiz, 901
Enoch L. "Nick" Starnier, 901
Victor A. Valenzuela, 901
Vincent J. Sirabella, 901
- Insurance Workers Int'l. Union**
Insurance Workers No. 194 (155)
Cleveland F. Stevenson, 155
- Iron Workers, Int'l. Assn. of Bridge, Structural and Ornamental**
Iron Workers No. 433 (250)
Ray McElvain, 250
- Laborers' Int'l. Union of North America**
Laborers No. 73 (906)
W. J. Billingsly, 906
Hod Carriers & Common Laborers No. 139 (1,174)
Al Deorsey, 1,174
Hod Carriers No. 166 (493)
Walter Green, 247
Leon Davis, Sr., 246
Hod Carriers & Common Laborers No. 181 (250)
Albin J. Gruhn
Laborers No. 185 (2,177)
Joseph Karan, 545
Bill McCain, 544
Paul Radford, 544
Audrain Weatherl, 544
Laborers No. 220 (590)
Johnny Wiley, 590
Construction & General Laborers No. 261 (1,703)
George Ando, 568
Mario de la Torre, 568
George Evankovich, 567
Construction & General Laborers No. 270 (3,384)
Gregorio B. Aguilar, 1,128
Robert H. Medina, 1,128
Leo S. Valdez, 1,128
Hod Carriers & Gen. Laborers No. 291 (500)
George Goodfellow, 500
Hod Carriers & General Laborers No. 294 (1,833)
Chester Mucker, 917
Billy R. Leonard, 916
Laborers No. 297 (519)
George E. Jenkins, 260
Thomas Scardina, 260
Laborers No. 300 (6,181)
Mike Quevedo, Jr., 1,546
Carlos Cerna, 1,545
Tom Pinuelas, 1,545
Roger Fisher, 1,545
Laborers No. 324 (2,125)
Charles Evans, 709
Paul Jones, 708
Jesse R. Duran, 708
Gunite Workers No. 345 (342)
Boyd McDougall, 342
Hod Carriers & Gen. Laborers No. 783 (865)
Jerry E. Payne, 494
Construction & General Laborers No. 389 (876)
John L. Infusino, 292
Willie McMiller, 292
Robert Visser, 291
Laborers' No. 439 (163)
James E. Keyes, 82
Frank W. Rodgers, 81
Laborers No. 507 (2,200)
Connie E. Gilmore, 2,200
- Laborers No. 585 (1,724)
Edward H. Flores, 431
Orestes C. Ruiz, 431
Abelardo Martinez, 431
Vincent C. Ruiz, 431
Laborers No. 652 (6,000)
Marcelino Duarte, 1,600
Armando Lopez, 1,500
Paul Sandoval, 1,500
Ray Mendoza, 1,500
Studio Utility Employees No. 724 (563)
Patrick M. Bray, 282
Frank A. Dickenson, 281
Hod Carriers & Gen. Laborers No. 783 (865)
Jose F. Rivera, 865
Shipyard Laborers No. 802 (2,204)
William R. McCain, 2,204
Laborers No. 806 (659)
Joe M. Leon, 220
Gabriel M. Leon, 220
Michael J. Leon, 219
Shipyard & Marine Shop Laborers No. 886 (625)
Harold T. Lumsden, 313
Joe Massey, 312
Laborers No. 1082 (894)
Isidro H. Rocha, 894
Industrial Iron & Metal Processing Workers No. 1088 (119)
C. D. Parker, 60
Don E. Hightower, 59
Laborers No. 1130 (1,097)
Louis F. Miller, 1,097
Laborers No. 1184 (3,750)
John L. Smith, 3,750
- Laundry and Dry Cleaning Int'l. Union**
Laundry, Dry Cleaning, Government & Industrial Service No. 3 (2,279)
Robert Luster, 760
Jesse Cooksey, 760
L. Thompson, 759
- Longshoremen's Assn. AFL-CIO, Int'l.**
Int'l. Organization of Masters, Mates & Pilots (1,088)
Captain D. S. Grant, 1,088
Masters, Mates & Pilots No. 18 (81)
Capt. Donald S. Grant, 81
San Francisco Bar Pilots (41)
Arthur J. Thomas, 21
Theodore Filipaw, 20
- Machinists and Aerospace Workers Int'l. Assn. of**
Machinists No. 68 (1,653)
John F. Palmer, 1,653
Machinists and Aerospace Workers No. 311 (3,522)
Edgar "Joe" Kochakji, 1,761
Mike Perez, 1,761
Machinists & Aerospace Workers No. 727-A (1,048)
Justin Ostro, 524
Jim Quillin, 524
Machinists No. 727-C (2,046)
James A. Byard, 2,046
Machinists No. 727-P (2,508)
A. E. Charlie Brown, 2,508
Machinists No. 1186 (2,500)
D. Layton, 1,250
R. Escarcega, 1,250
Automotive Machinists No. 1305 (2,262)
J. B. Martin, 2,252
Machinists No. 1327 (1,075)
Raymond Cabellos, 1,075

- East Bay Automotive
Machinists No. 1546 (5,984)
R. V. Miller, 998
Nick E. Antone, 998
Jim Edwards, 997
Craig Andrews, 997
Bill Sweno, 997
Bernie Tolentino, 997
- Machinists & Aerospace Workers
No. 1571 (1,067)
A. S. Bert Givens, 1,067
- Air Transport Employees No.
1781 (6,444)
R. D. Anderson, Jr., 2,215
E. F. Heinrich, 2,215
F. W. Perkins, 2,214
- Machinists & Aerospace Workers
No. 1785 (494)
Donald Meredith, 247
Paul Engle, 247
- Automotive Lodge No. 2182
(1,331)
Edward R. Crouse, 1,331
- Marine Engineers, Beneficial
Assn., Nat'l.**
- Calif. Assn. of Professional
Employees (1,736)
Larry Dolson, 348
J. Kelly Irving, 347
Blaine J. Meek, 347
Alyex Rubalcava, 347
Steve Robertson, 347
- Engineers and Scientists of
California (1,491)
Peter Bartolo, 746
Ben Hudnall, 745
- M.E.B.A., Pacific Coast District
No. 1 (1,611)
Clyde Dobson, 537
James Ross, 537
J. C. DeIullo, 537
- Marine Engineers Beneficial
Assn., Dist. No. 2 (400)
Gus Guzelian, 400
- Metal Polishers, Buffers,
Platers and Allied Workers
Int'l. Union**
- Metal Polishers No. 67 (125)
George Patti, 68
Clarence Clingman, 62
- Musicians of the United States
and Canada,
American Federation of
Musicians No. 6 (1,875)**
William J. Catalano, Sr., 938
Vernon Alley, 937
- Musicians No. 7 (239)
Robert W. Stava, 120
B. Douglas Sawtelle, 119
- Musicians No. 12 (388)
Thomas P. Kenny, 388
- Musicians No. 210 (313)
Margaret Bettencourt, 313
- Musicians No. 510 (231)
William J. Castro, 231
- Newspaper Guild, The
San Francisco-Oakland
Newspaper Guild No. 52
(1,639)**
Lou G. Webb, 1,639
- Office & Professional Employees
Int'l. Union**
- Office & Professional Employees
No. 3 (2,511)
John F. Henning, 628
Kathleen Kinnick, 628
Lee Kutnick, 628
Frances Merriman, 627
- Office & Professional Employees
No. 29 (3,125)
Edith Withington, 1,563
Kua Patten, 1,562
- Office Employees No. 30 (2,250)
D. "Mitzi" Rodriguez, 2,250
- Oil, Chemical and Atomic
Workers Int'l. Union**
- Oil, Chemical & Atomic Workers
No. 1-19 (1,279)
Ed Huhn, 427
Bob Johnston, 426
Pete Hambaroff, 426
- Oil, Chemical & Atomic
Workers No. 1-128 (5,727)
W. F. "Bill" Braughton, 955
Bill Harris, 955
Kenneth Lord, 955
Mary Marsh, 954
Bill Perry, 954
Chuck Spinosa, 954
- Painters & Allied Trades of
the U.S. & Canada,
International Brotherhood of
Painters No. 256 (475)**
Robert Baxter, 475
- Sign, Display & Allied Crafts
No. 510 (281)
Michael E. Hardeman, 141
Robert L. Owen, 140
- Painters Union No. 686 (1,393)
J. T. Cox, 465
Rollie Tackett, 464
Louis H. Ames, 464
- Glaziers & Glass Workers No.
718 (415)
Carl Dahl, 415
- Painters & Allied Trades No.
1146 (177)
Rayna B. Lehman, 177
- Painters No. 1226 (33)
Dave Fishman, 33
- Painters No. 1348 (689)
Ray Camacho, 689
- Painters No. 9254 (722)
John Zagajeski, 722
- Pattern Makers League
of North America**
- Pattern Makers Association (88)
Michael J. Prokop, 88
- Plasterers' and Cement Masons'
Int'l. Assn. of the United States
and Canada, Operative**
- Cement Masons No. 25 (569)
Chris Hernandez, 569
- Plasterers No. 66 (171)
John J. Moylan, 171
- Plasterers & Cement Finishers
No. 73 (381)
Con O'Shea, 381
- Plasterers & Cement Masons
No. 346 (141)
Robert J. McHenry, 141
- Plasterers & Cement Masons
No. 429 (137)
C. A. Green, 137
- Plasterers & Cement Masons
No. 489 (584)
Theodore C. Salceda, 292
Bill A. H. Gallardo, 292
- Plumbing and Pipe Fitting
Industry of the U.S. and
Canada, United Assn. of
Journeyman and Apprentices
of the**
- Plumbers & Pipefitters No. 38
(3,448)
Joseph P. Mazzola, 1,722
Larry Mazzola, 1,721
- Plumbers & Steamfitters No. 398
(1,352)
David H. Liskey, 383
Kent D. Wright, 338
Charles McCune, 338
James M. Hurst, 338
- Plumbers & Gas Fitters No.
444 (1,125)
G. A. Hess, 282
G. L. Stacy, 281
S. M. Bachman, 281
H. M. Sheridan, 281
- Plumbers & Steamfitters No.
467 (742)
Thomas J. Hunter, 742
- Police Associations,
Int'l. Union of**
- Burbank Police Officers Assn.
No. 132 (145)
Al Angele, 145
- Printing and Graphic
Communications Union, Int'l.**
- Newspaper Pressmen No. 18
(464)
Dwain D. Wilcox, 232
John A. Sullivan, 232
- Printing Pressmen No. 60 (146)
Robert McCann, 146
- Offset Workers, Printing
Pressmen & Assistant's No.
78 (688)
William J. Anderson, 344
Sam Riccio, 344
- Printing & Graphic No. 328 (44)
Bill Reed, 44
- Printing Specialties No. 382-
(809)
Lenore Frigaard, 809
- Printing Specialties & Paper
Products No. 388 (758)
Carmen Plantadosi, 379
Bernard Sapiro, 379
- Railway, Airline and Steamship
Clerks, Freight Handlers,
Express and Station Employees
Brotherhood of**
- Allied Services Division—BRAC
(171)
James Franklin, 171
Calif. State Legislative Comm.
Rail-Air-Steamship Clerks
(167)
George W. Falltrick, 167
- Rubber, Cork, Linoleum &
Plastic Workers of America**
- Rubber Workers No. 678 (4)
Tony Rodriguez, 2
Albert Hernandez, 2
- Seafarers Int'l. Union
of North America**
- Advertising & Public Relations
Employees (27)
William Barrett, 14
R. G. Shannon, 13
- Fishermen's Union of America
(991)**
Terry R. Hoinsky, 991
- Marine Firemen's Union (1,567)
Henry Disley, 314
B. C. Shoup, 314
Robert Iwata, 313
Bernie Carpenter, 313
Solomon Ayooob, 313
- Sailors Union of the Pacific
(3,750)
Paul Dempster, 625
Jack Ryan, 625
Ms. Lou Webb, 625
Clarence Hin, 625
Charles Russo, 625
William Ahia, 625
- Seafarers—Atlantic and Gulf
Division (1,528)**
Ed Turner, 306
George McCartney, 306
Buck Mercer, 306
Mike Worley, 305
Scott Hanlon, 305

ROLL OF DELEGATES

- Seafarers/Transportation Division (719)**
John Ravnik, 719
- United Industrial Workers Cannery Division (6,986)**
Steve Edney, 1,165
Delbert Zwolle, 1,165
Richard Woodroof, 1,164
Herberto Perez, 1,164
Alex Marinkovich, 1,164
Frank Gil, 1,164
- Service Employees, Int'l. Union, AFL-CIO**
- Service Employees No. 77 (2,349)**
Elmer Buchanan, 470
Tony Silveira, 470
Charles Perkel, 470
Bill Redigan, 470
Andy Hermosillo, 469
- Dental Technicians & Allied Workers No. 99 (336)**
Leo J. Turner, 168
Marjorie Miller, 168
- Dental Technicians, Southern California No. 100 (192)**
Donald E. Clemons, 96
Frank Green 96
- S.E.I.U. Watchmakers No. 101-W (208)**
Harris V. Call, 208
- Theatrical Janitors No. 121 (208)**
Roscoe W. Nannings, 208
- Hospital & Institutional Workers No. 250 (12,361)**
Timothy J. Twomey, 6,181
John Ring, 6,180
- United Public Employees No. 390 (4,782)**
Paul Varacalli, 1,594
Art Carter, 1,594
Joe Pasqualini, 1,594
- Los Angeles County Employees No. 434 (1,236)**
Woody Fleming, 1,236
- Service Employees No. 535 (1,167)**
Andrew Goldenkranz, 1,167
- Service Employees No. 660 (3,600)**
Steve Sampley, 500
Sol Fingold, 500
Sally Ramirez, 500
Sandra Delahoussaye, 500
Steve Coony, 500
Guy Smith, 500
Jack Roberts, 500
- Service Employees No. 715 (1,250)**
Michael Harvey Baratz, 1,250
- Stage Employees and Moving Picture Machine Operators of the United States and Canada, Int'l. Alliance of Theatrical**
- Theatrical State Employees No. 18, (207)**
Edward C. Powell, 207
- I.A.T.S.E. No. 83 (1,157)**
Joseph Doucette, Jr., 1,157
- Theatrical Employees No. B-66 (56)**
William B. Gamper, 28
Ronald H. Finks, 28
- Theatrical Stage Employees No. 134 (33)**
Roger McMinn, 33
- M.P. Machine Operators, No. 162 (166)**
Henry Meyer, 83
Chas. Moran, 83
- Amusement Area Employees No. B-192 (571)**
Linda Paquette, 571
- M.P. Machine Operators No. 262 (90)**
Leslie E. McMillin, 90
- Motion Picture Projectionists No. 431 (60)**
Harold Price, 30
Richard Perry, 30
- I.A.T.S.E. No. 504 (191)**
Walter H. Blanchard, 96
Jack T. Payne, 95
- I.A.T.S.E. No. 614 (53)**
Carl Reitz, 27
Raymond Graeber, 26
- Motion Picture Set Painters No. 729 (375)**
Carmine A. Palazzo, 375
- Theatrical Wardrobe Attendants No. 768 (106)**
Ann Kelleher, 106
- State, County and Municipal Employees, American Federation of**
- San Mateo Classified School Employees No. 377 (48)**
Dennis P. Miller, 24
Keith E. Uriarte, 24
- Los Angeles County Probation Officers No. 685 (1,879)**
Richard Shumsky, 376
Michael Schaffer, 376
Ann Beth Vinetz, 376
Flo Weber, 376
Jim McAfee, 375
- So. San Mateo Penn. Cities No. 756 (77)**
Les Chisholm, 77
- Steelworkers of America United United Steelworkers No. 1304 (717)**
Cass Alvin, 717
- Teachers, American Federation of**
- Teachers No. 61 (2,455)**
James Ballard, 2,455
- San Bernardino Fed. Teachers No. 832 (28)**
Ralph Brady, 28
- L. A. Federation of Teachers No. 1021 (4,911)**
Michael B. Bennett, 819
Judy Solkvits, 819
Bill Zimmerman, 819
John Perez, 818
Roberta Leap, 818
David Solkovits, 818
- Univ. Council—Berkeley No. 1474 (119)**
Joan Braconi, 119
- AFT College Guild No. 1521 (1,390)**
Cedric Sampson, 695
Marty Hittelman, 695
- Newport-Mesa Fed. of Teachers No. 1794 (426)**
Maya Decker, 213
Sheryl Pettitt, 213
- Univ. Council—Librarians No. 1796 (8)**
Laurel Burley, 8
- UCLA, AFT No. 1990 (47)**
Jack Blackburn, 24
Gloria Busman, 23
- Pittsburg Fed. of Teachers No. 2001 (33)**
Mary Bergan, 33
- Univ. Council—Irvine No. 2226 (73)**
Joel Westman, 73
- ABC Fed. of Teachers No. 2317 (361)**
Frank Adriaance, 181
Walter Zvaleko, 180
- El Rancho Fed. of Teachers No. 3467 (284)**
Olivia Luna, 117
Jennie Salazar, 117
- Oakwood Faculty Assn. No. 4128 (43)**
Gordon Alexandre, 22
Christina Adams, 21
- United Professors of California (4,425)**
Carol Wallisch, 1,107
Jose Cuervo, 1,106
Anne Peters, 1,106
Tim Sampson, 1,106
- Transit Union, Amalgamated Amalgamated Transit Workers No. 1277 (1,902)**
Carlos Curile, 961
Bruno Falcon, 961
- Amalgamated Transit No. 1575 (458)**
Charles R. Cook, 227
Anthony Withington, 226
- Amalgamated Transit No. 1589 (307)**
Marvin R. Lemke, 154
Larry Bess, 153
- Transport Workers Union of America**
- Transport Workers No. 250-A (1,028)**
John E. Hepburn, 343
Paul Bellazain, 343
Bobbie L. Brown, 343
- Transport Workers No. 292 (293)**
Lawrence B. Martin, 293
- Air Transport Workers No. 502 (517)**
Willie C. Ward, 517
- Transport Workers No. 505 (250)**
Dale M. Pendleton, 125
John Marazzi, 125
- Transportation Union, United U.T.U. No. 19 (160)**
Dennis Disinger, 160
- U.T.U. No. 32 (64)**
Charles Clark, 64
- U.T.U. No. 81 (115)**
Dorse Dixon, 115
- U.T.U. No. 98 (38)**
Dennis Disinger, 38
- U.T.U. No. 100 (42)**
Dennis Disinger, 42
- U.T.U. No. 239 (128)**
J. Glenn Yates, 128
- U.T.U. No. 240 (192)**
J.P. Jones, 192
- U.T.U. No. 492 (160)**
Roger E. Willeford, 160
- U.T.U. No. 694 (96)**
Dorse Dixon, 96
- U.T.U. No. 771 (192)**
Don Richardson, 192
- U.T.U. No. 811 (192)**
J.L. Evans, 192
- U.T.U. No. 835 (64)**
Lawson Chadwick, 64
- U.T.U. No. 986 (26)**
Lawson Chadwick, 26
- U.T.U. No. 1080 (64)**
T.J. Morgan, 64
- U.T.U. No. 1201 (128)**
Mike Anderson, 128
- U.T.U. No. 1241 (64)**
T.J. Morgan, 64
- U.T.U. No. 1336 (89)**
J.P. Jones, 89
- U.T.U. No. 1422 (160)**
Don Richardson, 160
- U.T.U. No. 1469 (128)**
Mike Anderson, 128

- U.T.U. No. 1544 (83)
Charles Clark, 83
- U.T.U. No. 1561 (83)
Roger E. Willeford, 83
- U.T.U. No. 1563 (639)
J.L. Evans, 639
- U.T.U. No. 1564 (703)
J.P. Jones, 703
- U.T.U. No. 1565 (543)
Kenneth Farris, 543
- U.T.U. No. 1570 (96)
Mike Anderson, 96
- U.T.U. No. 1604 (26)
Dorse Dixon, 26
- U.T.U. No. 1607 (332)
J.L. Evans, 332
- U.T.U. No. 1674 (26)
Don Richardson, 26
- U.T.U. No. 1741 (89)
Roger E. Willeford, 89
- U.T.U. No. 1770 (70)
Kenneth Farris, 70
- U.T.U. No. 1785 (83)
Charles Clark, 83
- U.T.U. No. 1795 (70)
Kenneth Farris, 70
- U.T.U. No. 1812 (38)
Lawson Chadwick, 38
- U.T.U. No. 1846 (45)
J. Glenn Yates, 45
- U.T.U. No. 1915 (45)
J. Glenn Yates, 45
- Typographical Union, Int'l.**
Bay Area Typographical No. 21
(1,706)
Donald Abrams, 427
Leon Olson, 427
Ed Nielsen, 426
Morris Goldman, 426
- Utility Workers Union
of America**
Utility Workers No. 132 (1,292)
Sam Weinstein, 646
Jim Bjorling, 646
- Building and Construction
Trades Councils**
Alameda Bldg. & Construction
Trades Council (2)
William Ward, 1
Robert Skidgel, 1
Contra Costa County Bldg. &
Const. Trades Council (2)
Warren Jackman, 1
Orange County Bldg. &
Construction Trades Council
(2)
Alfred R. Gray, 1
James R. Lairmore, 1
San Francisco Bldg. &
Construction Trades Council
(2)
Stanley M. Smith, 1
Sonoma, Mendocino & Lake
Counties Bldg. & Const.
Trades Council (2)
Al Deorsey, 1
Frank Morabito, 1
Ventura County Building &
Const. Trades Council (2)
Robert A. Guillen, 1
- California State Councils**
Carpenters, California State
Council (2)
Anthony L. Ramos, 1
Robert L. Hanna, 1
Culinary, State Alliance (2)
F. C. Felix, 1
Loretta Mahoney, 1
Food and Commercial Workers,
California State Branch (2)
Oliver W. Holmes, 1
- Machinists, California
Conference of (2)
James L. Quillin, 1
Operating Engineers, State
Conference of (2)
Ron Wood, 1
William G. Dowd, 1
Pipe Trades, California State
Council (2)
Thomas Egan, 1
Service Employees, California
State Council of (2)
Bill Dougherty, 1
State Bldg. & Const. Trades
Council (2)
James S. Lee, 1
Jerry P. Cremins, 1
Teachers, California Fed. of (2)
Raoul Teilhet, 1
Theatrical Federation, Calif.
State (2)
Edward C. Powell, 1
- Central Labor Councils**
Alameda County Central Labor
Council (2)
Richard K. Groulx, 1
Steven K. Martin, 1
Butte & Glenn Counties Central
Labor Council (2)
Duane A. Long, 1
Communications Workers,
Southern California Council
(2)
Robert G. Smith, 1
Contra Costa County Central
Labor Council (2)
Steven A. Roberti, 1
Tony Cannata, 1
Fresno and Madera Counties
Central Labor Council (2)
Ray Shilling, 1
Margaret Bettencourt, 1
Humboldt-Del Norte Counties
Central Labor Council (2)
Wendy L. Cross, 1
Kern, Inyo & Mono Counties
Central Labor Council (2)
Bob Carter, 1
Jack Brigham, 1
Los Angeles County
Federation of Labor (2)
William R. Robertson, 1
J. J. Rodriguez, 1
Marin County Central Labor
Council (2)
Michael Barret, 1
Charles Weers, 1
Marysville Central Labor
Council (2)
A. A. Cellini, 1
Monterey County Central Labor
Council (2)
Sarah Palmer Amos, 1
Orange County Central Labor
Council (2)
Mary L. Yunt, 1
Michael J. Carmody, 1
Sacramento Central Labor
Council (2)
Thomas P. Kenny, 1
San Bernardino-Riverside
Counties Central Labor
Council (2)
Mary H. Curtin, 1
Michael Sgambati, 1
San Diego-Imperial Counties
Central Labor Council (2)
Joseph S. Francis, 1
Tom Vandeveld, 1
San Francisco Labor Council (2)
John F. Crowley, 1
San Joaquin & Calaveras
Counties Central Labor
Council (2)
Lou Colatrina, 1
- San Mateo Central Labor
Council (2)
Richard Holober, 1
Robert D. Anderson, 1
Santa Clara County Central
Labor Council (2)
Peter Cervantes-Gautschi, 1
Michael Harvey Baratz, 1
Tri-Counties Central Labor
Council (2)
Charles J. Regis, 1
Tulare-Kings Counties Central
Labor Council (2)
Bernard W. Smothers, 1
Becky McDaniel, 1
- Councils**
Federated Fire Fighters of
California (2)
Daniel A. Terry, 1
Robert Greenwood, 1
Hollywood Film Council (2)
H. O'Neil Shanks, 1
Los Angeles Union Label
Council (2)
Marilyn Vergara, 1
Richard Wendt, 1
Maritime Trades Dept. So.
Calif. Ports Council (2)
Clyde E. Dodson, 1
Mike Worley, 1
Metal Trades Council of
So. Calif. (2)
William H. Lassley, 1
Municipal Crafts, Federated (2)
L. A. Parker, 1
M. Gallegos, 1
Printing Trades Council, San
Diego Allied (2)
Sandra Boyer, 1
Retail Clerks, Southwestern
States Council of (2)
Frank G. Kuberski, 1
Charles J. Regis, 1
State & Municipal Employees
Council No. 36 (2)
Andrew Baron, 1
Vernon Watkins, 1
United Transportation Union (2)
J. L. Evans, 1
- District Councils**
Aeronautical Industrial Dist.
Lodge No. 727 (2)
A. E. Brown, 1
J. A. Byard, 1
Carpenters Bay Counties
District of (2)
Russ Pool, 1
Carpenters, L.A. County Dist.
Council (2)
Paul Miller, 1
Carpenters, Santa Clara County
Dist. Council (2)
Harvey H. Landry, Jr., 1
Carpenters, Ventura County
Dist. Council (2)
Samuel Heil, 1
Communications Workers Dist.
No. 9 (2)
A. B. Montes, 1
J. M. Van Houten, 1
Communications Workers Dist.
No. 11 (2)
William C. Demers, 1
Bill Quirk, 1
Laborers, Northern Calif. Dist.
Council (2)
Thomas S. Clarke, 1
Laborers, Southern California
Dist. Council (2)
Ray M. Wilson, 1
Louie Bravo, 1
Ladies Garment Workers, Pacific
Northwest Dist. Council (2)
Mattie J. Jackson, 1

ROLL OF DELEGATES

Ladies Garment Workers, So.
Calif. Dist. Council (2)

Frank Monti, 1
Max Mont, 1

Machinists Automotive Trades
District Lodge No. 190 (2)
Frank Souza, 1

Painters District Council No.
36 (2)

Ray DeNamur, 1

Pipe Trades, Southern Calif.
Dist. Council No. 16 (2)
Ray Foreman, 1

Printing Specialties Dist.
Council No. 2 (2)

Carmen Piantedosi, 1
Bernard Sapiro, 1

INDEX TO PROCEEDINGS

A

A. Philip Randolph Institute

Resolution No. 38 — A. Philip Randolph Institute	29-30, 105
SEE ALSO Civil Rights, Discrimination and Fair Employment	

Addresses and Remarks to the Convention

Asner, Ed	17
Becerra, Gloria	32
Bird, Rose Elizabeth	17
Bradley, Tom ..	41-43
Brown, Edmund G., Jr.	21-24
Brown, Willie L., Jr.	11-12
Collins, Ed	32-33
Frank, Abraham	33
Gruhn, Albin J.	5-8
Gulbransen, LaMar	37
Henning, John F.	14-16
Kennedy, Jim	7
Lee, James	25
Mara, John	19
Pollard, William	24-25
Riles, Wilson	27
Unsworth, Barrie	19-20
Upshaw, Gene	26
Vial, Donald	31-32
Wallace, Edward	33-34

Affiliates, California Labor Federation

Executive Council's Report	
Aid to Affiliates	127
Exonerations	128-129
Secretary-Treasurer's Report	
Assistance to Affiliates and Our Nonlabor Allies	142-143

Agency Shop

Secretary-Treasurer's Report	
Public Sector	138

Agricultural Labor

Policy Statement XIII — Agricultural Labor	27, 54, 74-75
Secretary-Treasurer's Report	
Agricultural Labor	141
Farm Workers	142

Air Traffic Controllers

Resolution No. 5 — Support of PATCO	27, 89
---	--------

Amnesty International

Resolution No. 32 — Amnesty International	29, 102
---	---------

Apprenticeship, see Wallace, Edward W., Chief, State Division of Apprenticeship Standards

Asbestos

Secretary-Treasurer's Report	
Education	138

Asner, Ed, President, Screen Actors' Guild	17
Resolution No. 53 — In Support of Ed Asner	31, 110

Athletes

Secretary-Treasurer's Report	
Workers' Rights	138

Auditors' Report, California Labor Federation	175-177
--	---------

B**BACOSH (Bay Area Counties Occupational Safety and Health)**

Executive Council's Report	126
----------------------------------	-----

Ballot Propositions

Pre-General Election Convention Recommendations	45-50
Executive Council's Report	
Action on Ballot Props	115-116
Split Roll Initiative	126-127

Becerra, Gloria, Director, California State Department of Industrial Relations	32
---	----

Bird, Rose Elizabeth, Chief Justice, California State Supreme Court	17
--	----

Bonding, Culinary

Secretary-Treasurer's Report	
Worker Protections	139

Boycotts and Picketing

Executive Council's Report	
"We Don't Patronize" List	129-132
J. P. Stevens Boycott Ends	130-131
Resolution No. 47 — Boycott Sparks Nugget	31, 108

Bradley, Tom, Mayor, City of Los Angeles. Address	41-43
Resolution No. 29 — Mayor of City of Los Angeles Tom Bradley	50, 101

Brown, Edmund G., Jr., Governor of California. Address	21-24
Resolution No. 26 — Edmund G. Brown, Jr. for U.S. Senate	50, 100

Brown, Willie L., Speaker, California State Assembly	11-12
---	-------

Building and Construction Trades Industry

Secretary-Treasurer's Report	
Workers' Rights	138
Bills Defeated	138
Resolutions	
No. 6 — Union Funds Investment	30, 89
No. 30 — Lien Laws	26, 101-102
SEE ALSO Lee, James, President, California State Building and Construction Trades Council	

C**CAL-OSHA**

Executive Council's Report	125-126
----------------------------------	---------

California Labor Federation, AFL-CIO

Executive Council's Report
 Aid to Affiliates 127
 Exonerations 128-129
 Election of New Council Members 129
 Committee Changes 129
 1982 Convention 132
Secretary-Treasurer's Report
 Assistance to Affiliates and Our Nonlabor Allies 142-143
 Membership Statistics 37, 153-174
 Auditors' Report 175-177
Resolutions
 No. 48 — Geographical Vice Presidents 20, 108
 No. 49 — Technical Changes 24, 108-109
 No. 50 — Joint Political Recommendations 20, 109

California League of Cities

Resolution No. 18 — California League of Cities 30, 97

Cannery Workers

Resolutions
 No. 55 — Oppose Unloading Foreign Fish 31, 111
 No. 56 — Caribbean Basic Recovery Act, H. R. 5900 31, 111

Child Care

Resolution No. 13 — Child Care 30, 92-93

Civil Rights, Discrimination and Fair Employment

Policy Statement XV — Civil Rights 29, 55, 76-77
 Secretary-Treasurer's Report
 Bills Defeated 138
 Civil Rights 139
Resolutions
 No. 33 — N.A.A.C.P. 29, 102-103
 No. 38 — A. Philip Randolph Institute 29-30, 105
 No. 39 — Labor Council for Latin Advancement 30, 105
SEE ALSO Human Rights

Coalition of Labor Union Women (CLUW)

Resolution No. 42 — Coalition of Labor Union Women 14, 106
SEE ALSO Women Workers

Collins, Ed, Regional Administrator Region 6, AFL-CIO 32-33

Committee on Political Education (COPE)

Pre-General Election Convention 37-51
 Report and Recommendations of the Executive Council to the
 Pre-General Election Convention of the California Labor
 Federation, AFL-CIO 38-50
 Address: LaMar Gulbransen, Regional Director, Region 6,
 AFL-CIO, COPE 37
Resolutions
 No. 7 — Procedure for COPE Recommendations 20, 89-90
 No. 22 — Support Resolution No. 7 — Procedure for COPE
 Recommendations 20, 98
 No. 50 — Joint Political Recommendations 20, 109
 No. 57 — Procedure for COPE Recommendations 20, 111-112
SEE ALSO Political Action

Committees (of the Convention) 8-9

Community Concern and Service

Policy Statement XXI — Community Concern and Service 29, 56, 85-86

Comparable Worth

Secretary-Treasurer's Report

Public Sector 137-138

SEE ALSO **Women's Rights**

Conferences, see **Labor Education**

Constitution, California Labor Federation

Resolutions

No. 48 — Geographical Vice Presidents 20, 108

No. 49 — Technical Changes 24, 108-109

No. 50 — Joint Political Recommendations 20, 109

No. 57 — Procedure for COPE Recommendations 20, 111-112

Constitution, Committee on

Committee Members 8

Committee Reports 20, 24

Consumer Protection

Policy Statement XI — Consumer Protection 19, 54, 71-72

Secretary-Treasurer's Report 138, 140, 141

Resolution No. 25 — Interest Rates 25, 99

Convention City 35-36

Credentials, Committee on

Committee Members 8

Committee Reports 7, 34, 37

SEE ALSO **Delegates, Roll of**

D

Delegates, Roll of 178-184

Dental Technicians

Resolution No. 43 — Patronize Union Dental Offices 30, 106-107

Disability Insurance, see **Unemployment Disability Insurance**

Disabled

Policy Statement XXII — Rights of the Disabled 30, 56, 86-87

Drivers' Licenses

Resolution No. 2 — Senior Citizens' Drivers' Licenses 30, 88

Economic Conditions and Policies

Policy Statement I — The Economy 12, 52, 57-59

Secretary-Treasurer's Report ... 134-136

Resolution No. 31 — Jobs, Economy and the Environment 12, 102

Education

Policy Statement XVII — Education 29, 55, 80-81

Executive Council's Report

Scholarship Program 127-128

Secretary-Treasurer's Report 138, 140

Election and Installation of Federation Officers

Nomination and Election of Federation Officers	34-35
Installation of Officers	36

Elections

Executive Council's Report	
1980 Elections	114-116
Special Elections	121
Resolutions	
No. 21 — November 1982 Election	50, 98
No. 26 — Edmund G. Brown, Jr. for U.S. Senate	50, 100
No. 28 — Leo T. McCarthy for Lieutenant Governor	50, 100-101
No. 29 — Mayor of City of Los Angeles Tom Bradley	50, 101
No. 44 — Support Bilateral Nuclear Weapons Freeze Initiative	50, 107
No. 45 — Voter Registration Week	30-31, 107

Employment and Unemployment

Resolutions	
No. 20 — Unemployment	12, 97-98
No. 31 — Jobs, Economy and the Environment	12, 102
No. 35 — Full Employment	12, 103-104

Endorsements, Support and Commendations

Resolutions	
No. 5 — Support of PATCO	27, 89
No. 22 — Support Resolution No. 7 — Procedure for COPE	
Recommendations	20, 98
No. 26 — Edmund G. Brown, Jr. for U.S. Senate	50, 100
No. 28 — Leo T. McCarthy for Lieutenant Governor	50, 100-101
No. 29 — Mayor of City of Los Angeles Tom Bradley	50, 101
No. 32 — Amnesty International	29, 102
No. 33 — N.A.A.C.P.	29, 102-103
No. 38 — A. Philip Randolph Institute	29-30, 105
No. 39 — Labor Council for Latin American Advancement	30, 105
No. 40 — Jewish Labor Committee	30, 105-106
No. 42 — Coalition of Labor Union Women	14, 106
No. 44 — Support Bilateral Nuclear Weapons Freeze Initiative	50, 107
No. 53 — In Support of Ed Asner	31, 110

Energy

Policy Statement XIX — Energy	29, 55, 83-84
Secretary-Treasurer's Report	140
Resolution No. 27 — Oppose Natural Gas Decontrol	29, 100

Environment

Policy Statement XVIII — The Environment	29, 55, 81-83
Resolution No. 31 — Jobs, Economy and the Environment	12, 102

Escort Committees

Chief Justice Rose Bird	16-17
Governor Edmund G. Brown, Jr.	20
Superintendent of Public Instruction Wilson Riles	27

Executive Council, California Labor Federation

Executive Council Membership Listed	Inside Front Cover, 132-133
Report to the Convention	
Legislative Program	113-116
Sponsors Informed	114
1980 Elections	114-116
Labor Uses Satellite TV	114-115
Action on Ballot Props	115

1980 Session	116-118
Force for Progress	117-118
1981 Session	118-120
Defensive Victories	118-119
Force for Progress	119-120
1982 Session	120
Furuseth and Lundeberg Honored	120
Referred Resolutions	120-121
Special Elections	121
Tax Giveaways Protested	121-122
Removal of British Troops from Ireland Urged	122
Aid for U.S.-Japanese Interned During WW II	122-123
Utility Employee Discounts	123
Public Hospitals Closed	123-124
Union Busters	124-125
Occupational Safety	125-126
BACOSH Program Discussed	126
Split Roll Initiative	126-127
Aid to Affiliates	127
Scholarship Program	127-128
Conferences	128
Exonerations	128-129
Election of New Council Members	129
Committee Changes	129
“We Don’t Patronize” List	129-132
J. P. Stevens Boycott Ends	130-131
1982 Convention	132
Resolution No. 48 — Geographical Vice Presidents	20, 108
Exonerations	
Executive Council’s Report	128-129
Membership Report	173-174
F	
Financing, see Loans, Social Security	
Fire Fighters	
Resolution No. 18 — California League of Cities	30, 97
Fishing Industry	
Resolutions	
No. 55 — Oppose Unloading Foreign Fish	31, 111
No. 56 — Caribbean Basic Recovery Act, H. R. 5900	31, 111
Force for Progress — 1980 and 1981	117-118, 119-120
Foreign Policy, Foreign Trade and Foreign-Made Products	
Policy Statement III — Foreign Policy	12-13, 52, 61-63
Resolutions	
No. 34 — Imports	13, 103
No. 55 — Oppose Unloading Foreign Fish	31, 111
No. 56 — Caribbean Basic Recovery Act, H.R. 5900	31, 111
Frank, Abraham, Executive Director, Israel Histradrut, Inc.	33
Furuseth, Andrew	120

CALIFORNIA LABOR FEDERATION

191

G

Greetings to the Convention
 Official Welcome and Introduction of Honored Guests5

Gruhn, Albin J., President, California Labor Federation, AFL-CIO.
 Opening Address 5-8

Guestworkers
 Secretary-Treasurer's Report
 Imported Workers 139

Gulbransen, LaMar, Regional Director, Region 6, AFL-CIO, COPE 37

Guns
 Resolution No. 23 — Handgun Registration 26, 98-99
 SEE ALSO Ballot Propositions

H

Handicapped, see Disabled

Health Care
 Policy Statement IX — Health Care 18, 54, 68-69
 Executive Council's Report
 Public Hospitals Closed 123-124
 Resolution No. 36 — Health Care 18, 104

Henning, John F., Executive Secretary-Treasurer, California Labor Federation, AFL-CIO
 Report to the Convention 14-16
 Introduction of Governor Edmund G. Brown, Jr. 20-21
 Motion to Condemn Mayor Wilson's Social Security Stand 20-21

Highways
 Secretary-Treasurer's Report
 Trade and Commerce 138

Hospitals, see Public Hospitals

Housing
 Policy Statement XVI — Housing 29, 55, 78-80
 Resolutions
 No. 6 — Union Funds Investment 30, 89
 No. 25 — Interest Rates 25, 99

Human Rights
 Resolution No. 32 — Amnesty International 29, 102
 SEE ALSO Civil Rights, Discrimination and Fair Employment

I

Imports
 Resolution No. 34 — Imports 13, 103
 SEE ALSO Foreign Policy, Foreign Trade and Foreign-Made Products

In Memoriam 4, 37-38

Industrial Welfare Commission	
Secretary-Treasurer's Report	
Bills Defeated	138
Interest Rates, see Housing	
International Affairs	
Secretary-Treasurer's Report	142-143
Investments, see Loans	
Ireland	
Executive Council's Report	122
Item-Pricing	
Secretary-Treasurer's Report	
Consumers	138
J	
Japanese-American Internment	
Executive Council's Report	122-123
Jewish Labor Committee	
Resolution No. 40 — Jewish Labor Committee	30, 105-106
K	
Kennedy, Jim, Executive Assistant to Secretary-Treasurer, AFL-CIO	7
L	
Labor Council for Latin American Advancement	
Resolution No. 39 — Labor Council for Latin American Advancement	30, 105
Labor Education	
Executive Council's Report	
Conferences	128
Secretary-Treasurer's Report	
Federation Conferences	141-142
Resolution No. 46 — Conference on Plant Closure	31, 107-108
Labor Law Reform	
Resolution No. 37 — Labor Law Reform	27, 104
Labor Legislation (Federal)	
Policy Statement XII — Labor Legislation	19, 54, 72-74
SEE ALSO Employment and Unemployment; Labor Law Reform; Taft-Hartley Act	
Labor Legislation (State)	
Policy Statement XII — Labor Legislation	19, 54, 72-74
Executive Council's Report	
Legislative Program	113-116
1980 Session	116-118
1981 Session	118-120
1982 Session	120
SEE ALSO National Labor Relations Board; Unemployment Insurance	
Lee, James, President, California State Building and Construction Trades Council...	25

Legal Counsel (Federation)
 Secretary-Treasurer's Report 143-152

Legislation, Committee on
 Committee Members 8-9
 Committee Reports 25-26

Legislation (Federal), see Child Care; Fishing Industry; Health Care; Housing; Imports; Natural Gas

Legislation (State), see Child Care; Executive Council, California Labor Federation; Force For Progress, 1980 and 1981; Guns; Housing; Lien Laws; Telephone Monitoring

Lien Laws
 Resolution No. 30 — Lien Laws 26, 101-102

Littler, Mendelson, Fastiff and Tichy
 Executive Council's Report
 Union Busters 124-125

Loans
 Resolution No. 6 — Union Funds Investment 30, 89

Lundeberg, Harry 120

M

Mara, John, Secretary-Treasurer, Union Label and Service Trades Department, AFL-CIO 19

McCarthy, Leo T.
 Resolution No. 28 — Leo T. McCarthy for Lieutenant Governor 50, 100-101

Media
 Resolutions
 No. 8 — Image of Women in Media 13, 90
 No. 53 — In Support of Ed Asner 31, 110
 No. 54 — Image of Women in Media 31, 110-111
 Executive Council's Report 114-115

Membership Statistics, Federation
 Membership Report Presented 37
 Report on Per Capita Paid Membership 153-174

Memorials, see In Memoriam

Monitoring, see Telephone Monitoring

N

National Association for the Advancement of Colored People
 Resolution No. 21 — N.A.A.C.P. 29, 102-103

National Labor Relations Board
 Secretary-Treasurer's Report
 Workers' Rights 138
 Resolution No. 51 — NLRB Jurisdictional Standards 26, 109-110

Natural Gas

Resolution No. 27 — Oppose Natural Gas Decontrol 29, 100

Nuclear Weapons Freeze

Resolution No. 44 — Support Bilateral Nuclear Weapons Freeze 50, 107

SEE ALSO **Ballot Propositions**

O**Occupational Safety and Health**

Executive Council's Report 125-126

Secretary-Treasurer's Report 140

SEE ALSO **BACOSH (Bay Area Counties Occupational Safety and Health)**

Organizing

Resolution No. 52 — Organize the Unorganized 31, 110

P

PATCO, see **Air Traffic Controllers**

Per Capita Tax

Report on Per Capita Paid Membership 153-174

Resolution No. 49 — Technical Changes 24, 108-109

Plant Closure

Resolution No. 46 — Conference on Plant Closure 31, 107-108

Secretary-Treasurer's Report

Worker Protections 139

Police Officers

Secretary-Treasurer's Report

Public Sector 138

Policy Statements and Convention Action

- I. The Economy 12, 52, 57-59
- II. Taxation 12, 52, 59-61
- III. Foreign Policy 12-13, 52, 61-63
- IV. Workers' Compensation 13, 53, 63
- V. Unemployment Insurance 13, 53, 63-64
- VI. Unemployment Compensation Disability Insurance 13, 53, 64-65
- VII. Women's Rights 13, 53, 65-66
- VIII. Social Security 18, 53, 66-68
- IX. Health Care 18, 54, 68-69
- X. Welfare 18, 54, 69-71
- XI. Consumer Protection 19, 54, 71-72
- XII. Labor Legislation 19, 54, 72-74
- XIII. Agricultural Labor 27, 54, 74-75
- XIV. Public Employees 27, 54, 75-76
- XV. Civil Rights 29, 55, 76-78
- XVI. Housing 29, 55, 78-80
- XVII. Education 29, 55, 80-81
- XVIII. The Environment 29, 55, 81-83
- XIX. Energy 29, 55, 83-84
- XX. Reclamation Law 29, 56, 84-85
- XXI. Community Concern and Service 29, 56, 85-86
- XXII. Rights of the Disabled 30, 56, 86-87

Political Action

Resolutions

No. 7 — Procedure for COPE Recommendations..... 20, 89-90
 No. 21 — November 1982 Election ... 50, 98
 No. 26 — Edmund G. Brown, Jr. for U.S. Senate 50, 100
 No. 28 — Leo T. McCarthy for Lieutenant Governor 50, 100-101
 No. 29 — Mayor of City of Los Angeles Tom Bradley 50, 101
 No. 44 — Support Bilateral Nuclear Weapons Freeze Initiative 50, 107
 No. 45 — Voter Registration Week 30-31, 107
 No. 50 — Joint Political Recommendations 20, 109
 No. 57 — Procedure for COPE Recommendations 20, 111-112
SEE ALSO Committee on Political Education (COPE)

Pollard, William, Director, AFL-CIO Department of Civil Rights..... 24-25

Polygraphs

Secretary-Treasurer's Report
 Workers' Rights 138
 Worker Protections 139

Pre-General Election Convention

Address: LaMar Gulbransen, Regional Director, Region 6, AFL-CIO, COPE 37
 Proceedings: Third Day Evening Session 37-51
 Report and Recommendations of the Executive Council to the
 Pre-General Election Convention of the California Labor
 Federation, AFL-CIO 38-50

Prison Labor

Secretary-Treasurer's Report 138, 141

Proceedings, Convention (Daily)

First Morning 5-11
 First Afternoon 11-17
 Second Morning 18-25
 Second Afternoon 11-17
 Third Morning 29-33
 Third Afternoon 33-36
 Third Day's Evening Session 37-51

Public Employees

Policy Statement XIV — Public Employees 27, 54, 75-76
 Executive Council's Report
 Utility Employee Discounts 123
 Secretary-Treasurer's Report 137-138, 141

Public Hospitals

Executive Council's Report 123-124

Public Utility Workers

Executive Council's Report 123

R

Reclamation

Policy Statement XX — Reclamation Law 29, 56,84-85

Resolutions

Resolutions Presented to the 1982 Convention: Text and Action 88-112
 Late Resolutions 12
 Resolutions referred from the 1980 Convention 120-121

Resolutions, Committee on	
Committee Members	9
Committee Reports	12-14, 18-19, 27, 29-31, 50-51
Riles, Wilson, Superintendent of Public Instruction	27
Rules and Order of Business, Committee on	
Committee Members	9
Committee Reports	10-11

S

Safety, see Occupational Health and Safety

Sailors Union of the Pacific

Executive Council's Report	
Furuseth and Lundeberg Honored	120

Satellite TV, see Media

Scholarship Awards, Federation

Executive Council's Report	127-128
----------------------------------	---------

Secretary-Treasurer, California Labor Federation (John F. Henning)

Report of the Executive Secretary-Treasurer	
The Economy	134-136
Legislative Activities	
1981 Session	136-139
Public Sector	137-138
Education	138
Social Insurance	138
Workers' Rights	138
Consumers	138
Trade and Commerce	138
Bills Defeated ..	138-139
1982 Legislative Session	139-142
Worker Protections	139
Imported Workers	139
Civil Rights	139
Women's Rights	139-140
Health and Safety	140
Unemployment Insurance	140
Workers' Compensation	140
Consumers Protection	140
Education	140
Taxation	140
Energy	140
Bills Defeated	140-141
Workers Protection	141
Prison Labor	141
Unemployment Insurance	141
Consumer Protection	141
Agricultural Labor	141
Public Employees	141
Taxation	141
Disappointments	141
Federation Conferences	141-142
Assistance To Affiliates and Our Nonlabor Allies	142-143
Public Employees	142
Farm Workers	142
International Affairs	142-143

CALIFORNIA LABOR FEDERATION

197

Activities of Legal Counsel	143-152
Conclusion	152
Sergeants-at-Arms	51
Seniors, see Drivers' Licenses	
Social Security	
Policy Statement VIII — Social Security	18, 53, 66-68
Resolutions	
No. 4 — Opposing Social Security Cuts	18, 88-89
No. 24 — Restoring Financial Solvency to the Social Security Fund ...	18, 99
No. 41 — Social Security	18, 106
SEE ALSO Henning, John F., Executive Secretary Treasurer,	
California Labor Federation, AFL-CIO	
Solidarity Day II	
Resolution No. 21 — November 1982 Election	50, 98
Sparks Nugget	
Resolution No. 47 — Boycott Sparks Nugget	31, 108
Split Roll Initiative	
Executive Council's Report	126-127
Steel Preference	
Secretary-Treasurer's Report	
Trade and Commerce	138
Stevens, J. P.	
Executive Council's Report	130-131
Strikebreakers	
Secretary-Treasurer's Report	
Worker Protections	139
Surveillance	
Resolution No. 19 — Telephone Monitoring	26, 97
T	
Taft-Hartley Act	
Resolution No. 1 — Repeal of Taft-Hartley Act (14B).....	19, 88
Taxes and Taxation	
Policy Statement II — Taxation	12, 52, 57-61
Executive Council's Report	121--122, 126-127
Secretary-Treasurer's Report	140, 141
Telephone Monitoring	
Resolution No. 19 — Telephone Monitoring	26, 97
Television, see Media	
Trade and Commerce	
Secretary-Treasurer's Report	138

U

Unemployment Disability Insurance

Policy Statement VI — Unemployment Compensation	
Disability Insurance	13, 53, 64-65
Secretary-Treasurer's Report	
Social Insurance	138

Unemployment Insurance

Policy Statement V — Unemployment Insurance	13, 53, 63-64
Secretary-Treasurer's Report	140, 141
Resolutions	
No. 9 — Raise Taxable Wage Structure	25, 90-91
No. 10 — Amend Sections 1253 C - 1257 C of Unemployment Insurance Code	25, 91
No. 11 — Variable Disqualifications	25-26
No. 12 — Revise Partial System in California Administrative Code	26, 92
No. 17 — Amend Sections 3503, 3504, 3552 and 3652 of the Unemployment Insurance Code, Relating to Unemployment Insurance	26, 94-97

Union Busters

Executive Council's Report	124-125
Secretary-Treasurer's Report	
Workers Protections	139

Union Label, see **Mara, John, Secretary-Treasurer, Union Label and Service Trades Department, AFL-CIO**

Unsworth, Barrie, Secretary, Labor Council of New South Wales, Australia 19-20

Upshaw, Gene, President, National Football League Players Association 26

Utility Workers, see **Public Utility Workers**

V

Vial, Donald, Director, California State Department of Industrial Relations 31-32

Vice Presidents, see **California Labor Federation, AFL-CIO; Executive Council, California Labor Federation**

Voter Registration

Resolution No. 45 — Voter Registration Week	30-31, 107
---	------------

Vice Presidents, Federation

Resolution No. 48 — Geographical Vice Presidents	20, 108
SEE ALSO Election and Installation of Federation Officers	

W

Wallace, Edward W., Chief, State Division of Apprenticeship Standards 33-34

"We Don't Patronize" List

Executive Council's Report	129-132
----------------------------------	---------

Welfare

Policy Statement X — Welfare	18, 54, 69-71
------------------------------------	---------------

Women Workers

Policy Statement VII — Women's Rights 13, 53, 65-66
Secretary-Treasurer's Report 139-140
Resolutions
No. 8 — Image of Women in Media 13, 90
No. 14 — Participation of Women in Unions 14, 93
No. 16 — Acute Impact of Cuts in Social Support Programs
on Women Workers 14, 93-94
No. 42 — Coalition of Labor Union Women 14, 106
No. 54 — Image of Women in Media 31, 110-111

Workers' Compensation

Policy Statement IV — Workers' Compensation 13, 53, 63
Secretary-Treasurer's Report 138, 140

Workers' Rights

Secretary-Treasurer's Report 138

