

Proceedings

21st Convention

July 29-31, 1996



Los Angeles

**CALIFORNIA LABOR FEDERATION
AFL-CIO**

**EXECUTIVE COUNCIL
CALIFORNIA LABOR FEDERATION, AFL-CIO**

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

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Twenty-first Convention

**Los Angeles
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LABOR
FEDERATION,
AFL-CIO**



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In Memoriam

John A. Despol

*United Steelworkers No. 2018,
Los Angeles
California Industrial Union Council, CIO
California Labor Federation, AFL-CIO*

Richard Dial

*UFCW Region 15 State Council, Buena
Park
Orange County Central Labor Council,
Santa Ana*

Jerry Dowd

*State Conference of Operating Engineers,
San Mateo
California Labor Federation, AFL-CIO*

Theodore Roosevelt Ellsworth

*Motion Picture Costumers No. 705,
Hollywood*

Edward H. Flores

*Laborers No. 585, Ventura
Laborers International Union of North
America
California Labor Federation, AFL-CIO*

Paul Goodman

*University Council/American Federation
of Teachers, Davis*

Gordon Hamilton

*Office and Professional Employees No. 3,
San Francisco
California Labor Federation, AFL-CIO*

Chuck Hughes

*International Brotherhood of Electrical
Workers
Electrical Workers No. 1710, El Monte*

Harry T. Lumsden

*Shipyard and Marine Shop Laborers
No. 886, San Francisco*

Pat Jackson

*Service Employees Union No. 400 and
790, San Francisco
Health Care Workers No. 250, SEIU,
Oakland.*

William Sidell

*United Brotherhood of Carpenters and
Joiners of America
California Labor Federation, AFL-CIO*

Peter Velasco

United Farm Workers of America, Keene

Louis Weinstock

Painters No. 1595, Van Nuys

Kent Wilson

Teamsters No. 921, San Francisco

Ray M. Wilson

*Southern California District Council of
Laborers, El Monte
California Labor Federation, AFL-CIO*

James Wood

*Los Angeles County Federation of Labor
California Labor Federation, AFL-CIO*

PROCEEDINGS of the Twenty-first Convention

FIRST DAY Monday, July 29, 1996 MORNING SESSION

CALL TO ORDER AND OPENING CEREMONIES

The Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO was called to order at 10:06 a.m. by Miguel Contreras, executive secretary of the Los Angeles County Federation of Labor, serving as Temporary Chairman of the Convention.

After conveying his warm greetings to the delegates, Temporary Chairman Contreras called on members of the California National Guard, Apple Valley Unit to present the Flag.

He then introduced Cynthia Speer, a member of AFTRA, who sang the National Anthem.

Temporary Chairman Contreras asked the delegates to remain standing and then introduced Rabbi Robert Baruch, executive director of the Jewish Labor Committee, who gave the morning's invocation.

Temporary Chairman Contreras next introduced the Mayor of Los Angeles, Richard Riordan, for his welcoming remarks, noting first that the Mayor had supported the Los Angeles labor movement in its opposition to the so-called civil rights initiative on the November ballot, as well as assisting HERE Local 11 in its struggle to keep the Omni Hotel and Bonaventure Hotel unionized under new ownership.

Welcoming Remarks RICHARD RIORDAN Mayor of Los Angeles

Mayor Riordan welcomed the delegates to his city. He quickly restated his opposition to the California Civil Rights Initiative, condemning it as divisive.

Los Angeles, he said, is turning its economy around with the cooperation of unions, management and elected officials—a new

partnership. Mayor Riordan said he looks to the union leadership for advice on many issues. Unions have been leaders in the city's efforts to increase productivity, he said, resulting in more jobs and the money to pay decent wages to city workers.

He cited the creation of new businesses, over 61,000 in the last year, resulting in increased employment. And he was particularly enthusiastic about the city's Minority Business Opportunity Committee which has been successful in bringing in over \$2 billion in new contracts for businesses that had never before had the opportunity to participate in the city's economy.

Mayor Riordan thanked the delegates and wished them well in their deliberations.

Temporary Chairman Contreras thanked Mayor Riordan for his remarks and then called on President Albin Gruhn of the California Labor Federation, who, he noted, would be retiring at the conclusion of this Convention—to begin the proceedings.

Formal Opening of the Convention

ALBIN J. GRUHN President of the California Labor Federation, AFL-CIO

President Gruhn officially opened the Convention as follows: Delegates, I do declare this 21st Biennial Convention of the California Labor Federation, AFL-CIO, in order to transact such business as may legally come before it. This is a private meeting for those authorized. It is not open to the general public.

On behalf of this Federation, I wish to thank the officers and staff of the Los Angeles County Federation of Labor as well as the officers and staff of our Federation and the Convention committees who have assisted us in carrying out the numerous details in prepa-

ration for this Convention.

Our special thanks also go to the California National Guard, who presented the colors, to Cynthia Speer, member of the American Federation of Musicians, who sang the National Anthem, so beautifully, and to Rabbi Robert Baruch, executive secretary of the Jewish Labor Committee, who gave such a splendid invocation. Also to Richard Riordan, Mayor of Los Angeles, for his most welcome remarks to this Convention and from this great City of the Angels, Los Angeles.

Thanks also to Miguel Contreras, executive secretary-treasurer of the Los Angeles County Federation of Labor, for his most well received welcome and remarks regarding our esteemed beloved Secretary-Treasurer Jack Henning. His remarks were very cogent and should be an inspiration to all of us as we go forward in the work of this Convention and the work that has to be done at the grassroots level to change the anti-worker political atmosphere generated by the extremist republicans in the U.S. Congress and the Assembly of our state.

Past Victories

Miguel mentioned many of the accomplishments of our Federation. It has been my privilege and honor to serve as an officer of this Federation for the past 56 years, having been elected as a Vice President back in 1940. Yes, this Federation has accomplished much in behalf of its affiliates, members and families over those many years. One of the great battles we had that I will never forget, and some of you will remember, was the fight against that vicious Proposition No. 18, the right-to-work initiative. The labor movement of this state mobilized by our State Federation of Labor, under the leadership of Neil Haggerty, defeated this anti-labor proposition by more than a million votes. As a result we don't have a right-to-work law in the State of California. We can have a union security clause in our collective bargaining agreements.

It was my pleasure some 26 years ago to nominate Jack Henning as the Executive Secretary-Treasurer of this Federation upon his return from his duties as the Ambassador of the United States to New Zealand. Miguel has mentioned many of Jack's great works on landmark issues that affect the workers of this state. The matter of bringing about, in conjunction with the efforts of United Farm Worker President Cesar Chavez, the Agricultural Labor Relations Act of California. The

only such act of any state in this nation. Jack's leadership also brought about the right of public employees to have collective bargaining in this state.

I recall working with Jack when he was Director of the Department of Industrial Relations to bring about equal opportunity for minorities in the apprenticeship training program of this state. We were successful in getting the California Plan for Equal Opportunity in Apprenticeship for minorities.

Shortly after, Jack left for Washington to serve as Undersecretary of Labor to President Kennedy, and while there, he helped to develop the principles of the California Plan throughout this nation to see that minorities had an equal opportunity in apprenticeship. As a result, thousands of minorities were able to get into the apprenticeship program and become journeymen in their respective trades. What a great accomplishment.

Then, as Miguel mentioned, the fight to restore Cal-OSHA with its superior state safety and health regulations that were transferred back to the weaker regulations of the federal government by Governor Deukemjian. Through the initiative process, we were able to restore Cal-OSHA. Jack led that fight.

I have been working with Jack all of these years. He gives his full and undivided services to the Federation, working day and night to bring about benefits and human dignity to the workers of this state.

A New Era

You know, we are at a new era in this labor movement. We'll have new leaders. I'm confident that they will carry on the traditions of this Federation to bring the trade union movement to the forefront in the fight to restore the rights of our trade union movement and its members that are being whittled away by the anti-union, greedy corporations.

I recall as a young trade unionist joining the labor movement in 1934 the struggles we had, the pickets who were killed in a big strike we had in the lumber industry in my hometown, the suffering of the families, and the efforts to bring about a strong and effective trade union movement.

Our new leaders to be elected at this Convention are going to need the help of each and every local union, their officers, the district councils, the state councils in this state. We are a family and we are on the way up. We are going to stop these selfish interests, these

anti-labor interests who want to eliminate or cut back prevailing wage rates. We are going to stop any effort to eliminate overtime after the eight hour day.

I know Jack and I will be working and assisting wherever we possibly can in this effort with our new leadership, to win at the ballot box in November the Living Wage Initiative, which will raise the minimum wage 75 cents in March of 1997 and another 75 cents in March of 1998, to restore some dignity and higher wages to those workers who have worked so long for only \$4.25 an hour.

I would like to tell you about an experience I had as a labor council secretary in my hometown. I think it has a message and a lesson.

It was my opportunity to go before the civics classes of our local high schools and give the students a little history about the labor movement, and what the members' dues were used for in connection with their membership in a trade union. I told them that their dues paid for the operation of their local union. Part of it went to their national or international union, members of the AFL-CIO. The national AFL-CIO works day and night to protect the interests of working people throughout this nation in respect to federal laws, affecting the rights and welfare of their members. It helps the elderly in obtaining and preserving adequate Social Security and Medicare benefits, and the whole gambit of legislation affecting the working people, the youth, elderly and disabled of our country.

A part of a member's dues is paid by their local union as an affiliation per capita tax to the California Labor Federation to carry on its legislative activities in Sacramento, in protecting the interests and concerns of workers and improving worker benefits and rights in California, and representing workers before various state agencies and coordinating the labor movement of this state on economic, social and political activities.

Need Full Affiliation

Who else could do it? No individual can do it alone. No local union can do it alone. By working together in unity, all of our unions, all of our members can win. Part of a member's dues also goes to the local central labor bodies in the form of a per capita tax so that labor councils can unify the labor movement both economically and politically in the local communities. That's what this labor movement is all about. That's what I told these stu-

dents, that a worker was not just a member of their local union, they were also an integral part of the whole labor movement, the local central labor body, the State Federation of Labor, and the national or international union, and the AFL-CIO.

Most of you in this room today are here as delegates because your local union or council is affiliated with the California Labor Federation. Yet, there are many local unions in this state who don't know or understand the whole story of our labor movement. They should be affiliated and participating in this Federation, and paying their full per capita tax for each member—only 35 cents out of their dues per month—and paying their full per capita to the local labor councils.

We have to get down to the basics of our trade union movement. We talk about free riders when we oppose so-called right-to-work laws. We need to eliminate the free riders in our trade union movement. We must prevail upon local unions to affiliate and participate, to become part of the total trade union movement of our state and local communities.

Labor Councils are Key

Then our central labor councils and our California Labor Federation can do a much more effective job if they have the necessary finances and participation to do the work that is necessary to carry on the full and increasing responsibilities of the Federation and the councils in assisting their affiliates, their members and families. Full participation and full per capita is the answer.

The labor councils are the grass roots of the movement. That's where they elect the members of the State Assembly and Senate. That is where they elect members of Congress.

So let's get the message out to our brothers and sisters who are leaders of local unions who have not yet affiliated fully with the family of labor on the state and local level. Let's have union shop conditions in the labor movement.

In reporting on my activities since the last Convention, I refer you to the reports of officers and other materials that you received in your packets.

I have continued to serve as a member of the Cal-OSHA Advisory Committee on matters relating to workers' health and safety. I've also continued to serve as chairman of the Recommendations Committee of the Califor-

nia Conference on Apprenticeship. I have let them know in no uncertain terms of our Federation's opposition to the anti-union parallel apprenticeship programs and the attacks upon legitimate apprenticeship programs by the anti-labor ABC.

It's also been my privilege to serve as a vice president of the Consumer Federation of California. I hope that you will join or renew your membership in the Consumer Federation.

It's so important that we have a strong and effective consumer federation in California closely allied with organized labor to protect and educate consumers. There is no real gain to have increased wages and benefits for our members only to have them and their families ripped off in the market place.

As Miguel mentioned, I have announced my retirement as President as of the close of this Convention. It has been a privilege to serve as your President for the past 36 years. All through those years I have met and worked with many of you in the interests of the working people, your members, the elderly, the youth, the disabled. Our labor movement has a great history.

Our labor movement does not operate based on the bottom line of profits and losses, such as corporations. The labor movement has a heart. There is no heart in a corporation. They don't understand people. They make all of us become numbers, not people. It's up to this trade union movement to see that all of the technological and scientific developments work for the interests of people, not just for profit.

There is all this new technology and equipment. I remember reading a Labor Day message by Frank Morrison, secretary of the AFL, that was in a Labor Day booklet of 1938, when he said that the eight hour day was obsolete, that we need a six hour day or a five hour day. What we have today are workers commuting, one or two or more hours a day. Workers are actually putting in a 10 hour day or more. That's something we should be considering now so workers can have a shorter work day, have more time with their families, and get the benefit of all these new technologies that have been developing in this country.

I wish to thank all of you for your cooperation and assistance. I wish to express again my deep appreciation to my colleague, Jack Henning, to the officers and staff of our Fed-

eration.

I will close these remarks by saying something I have been saying all my life at our conventions and at your local meetings. "In unity, there is strength. United we stand, divided we fall. An injury to one is an injury to all. Solidarity. Solidarity. Union Yes. Union Yes."

If we keep these very simple things in mind, we will never fail to carry out labor's objectives for decency, human dignity, and improvements in the wages, hours, benefits, working conditions, and equal rights and justice for all working people

We must persevere for the youth of our nation, so they can be properly educated and to go into the crafts of our work force and to have a higher education, and to see that our elderly and disabled people have their rights and protections.

Thank you and God bless!

(President Gruhn was given a heartfelt, standing ovation at the completion of his address.)

Announcement

Chairman Gruhn announced that nominations of officers would be Tuesday afternoon and their election would be held during the Wednesday afternoon session.

He then called on Secretary-Treasurer Henning to announce the Convention Committees as appointed by the President.

Appointment of Convention Committees

Executive Secretary-Treasurer Henning submitted the following committee recommendations for approval:

Committee on Constitution

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

Mary Bergan, California Federation of Teachers, Oakland.

Jerry Butkiewicz, San Diego-Imperial Counties Central Labor Council, San Diego.

Wayne E. Clary, United Steelworkers of America No. 1304, Downey.

Dolores Huerta, United Farm Workers, Keene.

Gregory (Don) Hunsucker, United Food &

Commercial Workers No. 1228, Fresno.

Walter Johnson, San Francisco Labor Council, San Francisco.

Leroy King, Northern Calif. District Council of Longshoremen, San Francisco.

Barry Lubovski, Alameda Building & Construction Trades Council, Oakland.

Gunnar Lundeberg, Sailors Union of the Pacific, San Francisco.

Larry Martin, Transport Workers No. 250A, San Francisco.

Ken Orsatti, Screen Actors Guild, Los Angeles.

Don R. Payne, Northern California District Council of Laborers, Richmond.

Katie Quan, UNITE No. 214, San Francisco.

Tom Rankin, East Bay Regional Parks Employees No. 2428, Berkeley.

Leo Valenzuela, Laborers No. 585, Ventura.

Committee on Credentials

Loretta Mahoney, Chair, California State Council Hotel & Restaurant Employees, Santa Rosa.

John Bonilla, Operating Engineers No. 3, Alameda.

J. D. Butler, Gold Coast District Council of Carpenters, Camarillo.

Tony Castillo, Glass, Molders, Pottery, Plastics and Allied Workers No. 192, Corona.

Carlos R. Cerna, Laborers No. 300, Los Angeles.

Tim Cremins, California-Nevada Conference Operating Engineers, Sacramento.

Henry Disley, Marine Firemen's Union, San Francisco.

Mickey Harrington, Electrical Workers No. 1245, Walnut Creek.

Michael Henneberry, UFCW Retail Clerks No. 870, Hayward.

Harry Jordan, Laborers No. 89, San Diego.

Wally Malone, California Conference of Musicians, San Jose.

Val Villalta, Hotel and Restaurant Employees No. 18, Santa Rosa.

Claudia Wallace, UFCW No. 428, San Jose.

Marilyn Wollard, Tri-Counties Central Labor Council, Ventura.

Kent Wong, UCLA Faculty Union No. 1990, Los Angeles.

Leon Wurzer, Communications Workers No. 9411, Auburn.

Bernard York, Glass, Molders & Pottery Workers No. 52, Fremont.

Ted Zachary, Jr., IATSE No. 33, Simi Valley.

Committee on Legislation

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

Obie Victor Brandon, UFCW Retail Clerks No. 589, Roseville.

Dan Curtin, California State Council of Carpenters, Sacramento.

Donald Doser, Operating Engineers No. 3, Alameda.

Billy Joe Douglas, Plasterers & Cement Masons No. 814, Stockton.

Michael Hardeman, Sign & Display No. 510, San Francisco.

Sumi Haru, Screen Actors Guild, Los Angeles.

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

Matt McKinnon, California Conference of Machinists, Sacramento.

Roy Mercer, Seafarers Transportation Division, San Francisco.

Robert Morales, Sanitary Truck Drivers No. 350, San Francisco.

Richard Robbins, Electrical Workers No. 2295, San Diego.

Marcy Schultz, San Mateo Building Trades Council, Foster City.

John Smith, Laborers No. 1184, Riverside.

Yolanda Solari, California State Employees Assn. No. 1000, SEIU, Sacramento.

Dean Tipps, California State Council of Service Employees, Sacramento.

Committee on Resolutions

Dallas Jones, Chairman, Los Angeles/Orange Counties Fire Fighters No. 1014, South Gate.

Robert Balgenorth, California State Building & Construction Trades Council, Sacramento.

Miguel Contreras, Los Angeles County Federation of Labor, Los Angeles.

Michael J. Day, East Bay Auto Machinists No. 1546, Oakland.

Ted Hansen, California State Council Hotel Employees & Restaurant Employees, Sacramento.

E. Dennis Hughes, United Food & Commercial Workers No. 428, San Jose.

Liz Loeffler, Assn. of Flight Attendants, Council 11, San Francisco.

Chuck Mack, Teamsters & Auto Truck Drivers No. 70, Oakland.

Owen Marron, Alameda County Central Labor Council, Oakland.

George McCartney, Seafarers Atlantic and Gulf, San Francisco.

Ophelia A. McFadden, Service Employees International Union No. 434, Vernon.

Steve Nutter, Southwest District Council UNITE, Los Angeles.

Edward C. Powell, California State Theatrical Federation, San Francisco.

Art Pulaski, San Mateo County Central Labor Council, Foster City.

Mike Quevedo, Jr., Southern California District Council of Laborers, El Monte.

Paul Varacalli, United Public Employees, No. 790, San Francisco.

William Waggoner, Operating Engineers No. 12, Pasadena.

Committee on Rules and Order of Business

Steve Edney, Chairman, United Industrial Workers—Cannery Division, Wilmington.

Bob Anderson, Air Transport Employees No. 1781, Burlingame.

James H. Beno, San Joaquin & Calaveras Counties Central Labor Council, Stockton.

Randy Ghan, Fresno-Madera Counties Central Labor Council, Fresno.

Franz Glenn, Electrical Workers No. 6, San Francisco.

Anelle Grajeda, Los Angeles County Service Employees No. 660, Los Angeles.

John Hall, Plumbers No. 78, Los Angeles.

Patrick W. Henning, Operating Engineers No. 12, Pasadena.

Rod McLeod, Theatrical Stage Employees No. 16, San Francisco.

Jose Moreno, Construction & General Laborers No. 304, Hayward.

Mike Nye, San Jose Federation of Teachers No. 957, San Jose.

Lee Pearson, Machinists Lodge No. 946, Sacramento.

Steve Roberti, Contra Costa County Central Labor Council, Martinez.

John Spaulding, Kern, Inyo & Mono Counties Central Labor Council, Bakersfield.

Shirely Ware, Health Care Workers No. 250, Oakland.

Serena K. Williams, Musicians No. 47, Hollywood.

Committees Approved

Secretary-Treasurer Henning's motion to accept the committees as appointed was seconded and carried.

Chairman Gruhn next called on Steve Edney, chairman of the Committee on Rules and Order of Business, for a report.

REPORT OF COMMITTEE ON RULES AND ORDER OF BUSINESS

Steve Edney, Chairman

Chairman Edney reported as follows:

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

2. Rules—Adoption of Standing Rules. The adoption of the standing rules shall require an affirmative vote of a majority of the duly qualified delegates to the Convention, present and voting. When once adopted, such standing rules shall remain in effect,

unless suspended or amended as provided in these rules.

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

4. Convening the Convention. The Convention shall convene at 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 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 2(b) of the Federation's Constitution. This particular business of the Convention shall proceed until completed without regard to hours of recess otherwise stipulated under these rules.

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

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

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

8. Passage of Resolutions and Committee Reports by Convention. A majority of the delegates present and voting shall be required to act on a committee report or a resolution except the Constitutional amendment, which shall require a two-thirds vote of the delegates present and voting. No motion shall

be acted upon until an opportunity to speak has been given the delegate making or introducing same, if he or she so desires.

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

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

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

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

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

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

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

15. Recognition and Decorum of Delegates.

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

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

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

(D) Any delegate may appeal from a decision of the Chair, without waiting for recognition by the chair, even though another dele-

gate has the floor. No appeal is in order when another is pending, or when other business has been transacted by the Convention prior to the appeal being taken.

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

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

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

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

Report Adopted

Chairman Edney's motion to adopt the Committee's report was seconded and carried.

Secretary-Treasurer Henning thanked Chairman Edney for his report and proceeded to introduce John Sweeney, president of the AFL-CIO, to the Convention for his address.

Address JOHN SWEENEY, President AFL-CIO

President Sweeney greeted the delegates and wished Secretary-Treasurer Jack Henning and President Al Gruhn well in their retirement. He told the delegates of five recent worker victories in the nation's capital we could look to with pride.

The federal minimum wage bill was passed and the national right-to-work bill was crushed in the Senate.

The AFL-CIO, he said, also beat back a Republican attempt to eliminate the new

OSHA repetitive stress injury regulations. Next, he said, labor destroyed the Team Act, thinly veiled legislation to bring back company unions. The bill had too few votes to override President Clinton's veto. Another victory was scored, he said, when the Gingrich crowd decided not to take on labor over affirmative action.

When it comes to collective bargaining confrontations, he said, labor is winning all over the country again. Clearly, he said, all the signs point to the fact that we are turning our movement around. We are an activist movement, he declared. We will take on politicians and business aggressively and publicly. And we are doing it together. He pointed to the Bridgestone-Firestone boycott. At a recent rally of 2,500 union activists and supporters, there were the hats and insignia of three dozen different unions evident in the crowd.

Union Summer Success

The Union Summer program has attracted about 4,000 applicants, he said, and the AFL-CIO has about 2,000 young people in the field to organize, walk picket lines, register voters and work on living wage campaigns from Seattle to New Orleans.

A serious challenge awaits us in November, he warned. We must be a powerful force in the federal elections, he said, so the momentum will carry over into thousands of state and local races.

It's essential that we are successful in our efforts, he said, because our way of life is at stake. People are working more and making less, he cautioned, working harder just to stay even. In California, employer attempts at eliminating the eight-hour day, destroying wage protections and safety standards must be turned back, he said.

The AFL-CIO is spending over \$20 million on organizing. One third of the Federation's budget will go to organizing programs. He praised California for setting a high standard in organizing.

America needs a raise, he said, in wages, benefits, pensions and security, and also in spirit, ethics and morals. These goals can be achieved, he predicted, through the efforts of a larger and stronger labor movement.

President Sweeney received strong applause upon completing his address.

Chairman Gruhn thanked President

Sweeney for his remarks and then called upon Loretta Mahoney, Chairwoman of the Committee on Credentials, for a report.

Partial Report of Committee on Credentials Loretta Mahoney, Chairwoman

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

Partial Report Adopted

Chairwoman Mahoney's motion to approve the Committee's report was seconded and carried.

Chairperson Gruhn next called on Secretary-Treasurer Henning to report on late resolutions.

Late Resolutions

Secretary-Treasurer Henning reported the late resolutions submitted to the Convention as follows:

"One is from the Sailors Union of the Pacific for the support of present laws that require cargo and passengers be transported on U.S.-crewed, U.S.-built, and U.S.-owned vessels. (No. 35)

"Another from the San Francisco Labor Council calls for building support against NAFTA and privatization via global unionism. (No. 36)

"A third is in support for the 1996/97 United Way Campaign, presented by the Los Angeles County Federation of Labor." (No. 33)

Late Resolutions Accepted

Secretary-Treasurer Henning's motion to accept the late resolutions was seconded and carried.

Recess

Secretary-Treasurer Henning next moved to recess the Convention until 2 p.m. His motion was seconded and carried, whereupon at 12:09 p.m. the Convention was recessed.

AFTERNOON SESSION

Chairman Gruhn called the Convention to order. He then called on Secretary-Treasurer Henning to introduce the first speaker of the afternoon session, Arturo Rodriguez, president of the United Farm Workers of America. Secretary-Treasurer Henning introduced President Rodriguez as the leader of the UFW who continues the traditions of Cesar Chavez in his quest to lead the union to new successes and prominence.

Address ARTURO RODRIGUEZ, President United Farm Workers of America

President Rodriguez expressed his appreciation for the support the United Farm Workers has received in the last 34 years from organized labor and the communities throughout California.

He referred to Cesar Chavez's passing two years ago. He told how some 20,000 farm workers and their supporters marched to mark the first year following Chavez's death from Delano to Sacramento. The marchers, he pointed out, witnessed the continuing struggle and vision of Chavez and Dolores Huerta.

Since then, he declared, the UFWA has scored a string of 13 election victories in California and Washington. Collective bargaining

agreements following the elections are being signed with the growers, one of which is with a rose-growing company and the other with a winery in Washington State.

President Rodriguez told of the 18 year battle with Bruce Church, Inc. and how Cesar Chavez passed away one evening during the proceedings of a lawsuit the Church organization brought against the UFWA. Then, on Valentine's Day of this year, an Arizona state Court of Appeal overturned the judgment against the union. This was the turning point, he emphasized, that led to a signed contract between the UFWA and Bruce Church, Inc., ending the long struggle.

More than ever, Rodriguez declared, the United Farm Workers and their supporters are committed to doing everything possible to make Cesar Chavez's dream for a strong national democratic farm workers' union come true.

Today's farm worker battle in California is found in the strawberry fields, he said. It's a \$600 million industry in the state, producing about 80 percent of the nation's strawberries.

About 270 growers are involved who employ more than 15,000 workers.

In connection with that struggle, Rodriguez

introduced two workers employed in the strawberry fields. Griselda, 18, and Manuel, 33, related in Spanish their hardships in the fields and their hopes for righting the injustices suffered by those who harvest the berries we all take for granted. With the union's help, they said, they now have hope for the dignity and respect they deserve as workers.

President Rodriguez announced that August 14 will be the first day for a national day of recognition for strawberry workers in this country. A follow-up recognition day is planned for September 16th. The strawberry growers must realize, he emphasized, that not only is organized labor behind the workers, but the religious and political communities as well. By harvest time in April, he predicted, we can expect 20,000 marchers in Watsonville to give the growers a message.

He closed his address by thanking the Union Summer participants for helping out by documenting violations of workers' rights in the fields.

Additional Late Resolution Accepted

Secretary-Treasurer Henning thanked President Rodriguez for his address and announced there was an additional late resolution for consideration by the Convention which was concerned with privatization of the University of California Medical Center (No. 26). His motion for acceptance was seconded and carried.

Chairman Gruhn then called upon Jack McNally, chairman of the Committee on Constitution, for a report.

PARTIAL REPORT OF COMMITTEE ON CONSTITUTION

Jack McNally, Chairman

Chairman McNally reported that the Committee on Constitution met on July 28th to review resolutions referred to it, two of which were contained in the booklet Resolutions Part 1, and four others which would be found in the booklet Resolutions Part 2, to be distributed on Tuesday.

Resolution No. 10 Diversity and Full Participation

The Committee's report:

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

motion was seconded.

Chairman McNally added: "I would also like to report for the information of the Convention that this resolution was sent to the national AFL-CIO for approval. This was done and can be done in accordance with the Constitution to get pre-approval to see if it would be approved by the national body. We did receive a letter back. It has been approved by the President of the national AFL-CIO, which means that this amendment would be effective on adoption. Thank you."

Speaking in support of the Committee's recommendation were delegates Art Pulaski (San Mateo Central Labor Council, Foster City and the International Association of Machinists); Steve Nutter (Western States Region of Union of Needle Trades, Industrial and Textile Employees, UNITE, Los Angeles); Oren McMichael (San Mateo County Empls. No. 829, Hayward); James Bryant (United Public Employees, SEIU No. 790, San Francisco); Kathleen Kinchins (CWA No. 9415, Oakland); Jamie Martin (Machinists Dist. Lodge No. 190, Oakland); Linda Gregory (AFSCME No. 829, Hayward), and Karega Hart (Amalgamated Transit No. 1574, Foster City).

Previous Question Carried

Delegate Tim Sexton (Communications Wkrs. No. 5909, San Diego) moved the previous question. His motion was seconded and carried.

Committee's Recommendation Adopted

The motion to adopt the Committee's recommendation was then carried by the necessary two-thirds margin.

(The delegates rose with a standing ovation upon adoption of Resolution No. 10.)

Resolution No. 15 Expand Executive Council

The Committee's report:

"Mr. Chairman, your Committee notes that Resolution No. 15, which is found on pages 13 through 14 of the Part 1 booklet, is on the same subject matter as Resolution No. 10. Your Committee recommends that resolution, No. 15, be filed, and I so move."

The motion was seconded and carried.

This concluded the partial report of the Constitution Committee.

Chairman Gruhn then called upon Secretary-Treasurer Henning who introduced the next speaker, Art Torres, chair of the California Democratic Party.

Address
ART TORRES, Chair
California Democratic Party

Chairman Torres, formerly an organizer for the United Farm Workers Union many years ago, told the delegates he is the first person from the ranks of labor to chair any political party in the United States.

He reviewed the many opportunities in the days ahead for labor to focus on in the political arena. Our great challenge, he declared, is to regain control of the State Assembly, Senate and Congress in 1996. We can do it, he predicted, by working together as we did when Willie Brown was elected Mayor of San Francisco through the Labor\Neighbor program.

He spoke of the great rallies in Sacramento and Los Angeles when building trades workers and supporters, 15,000 strong in each city, turned out to defend the prevailing wage laws, the eight-hour day and called for raising the minimum wage. That's the kind of inspiration and commitment we need in the coming general elections, he said.

Chairman Torres listed many races in the November 1994 elections that Democrats lost to Republicans by narrow margins, both in the Legislature and Congress. Those close contests, he emphasized, can be turned into victories for us this fall. These are the opportunities we need to capitalize on.

He identified several Assembly, Senate and Congressional districts around the state that can be won if we bring enough energy and commitment to those contests.

Democrats are excited these days, he said, because we have on our side President Clinton who believes in the issues of working men and women. Now we need to educate our members. Too many eligible voters failed to register or stayed home on election day two years ago, he warned. We have the energy, the people and the commitment, he declared. Now we have a clear opportunity to write a new chapter in California history.

The delegates gave Chairman Torres enthusiastic applause.

Chairman Gruhn next called on Dallas

Jones, chairman of the Resolutions Committee for a report.

**REPORT OF COMMITTEE ON
RESOLUTIONS**

Dallas Jones, Chairman

Chairman Jones reported as follows:

**STATEMENT OF POLICY I
The Economy**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY II
Taxation**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY III
International Affairs**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY IV
State Benefits**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY V
Women's Rights**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY VI
Health Care**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

This concluded the partial report of the

Resolutions Committee.

Chairman Gruhn then asked the Escort Committee to accompany Senator Lockyer to the rostrum.

He next called on Secretary-Treasurer Henning who introduced Senator Lockyer to the Convention.

Address
BILL LOCKYER
President Pro Tempore
California State Senate

President Lockyer emphasized the importance of succeeding in the upcoming elections. We have great opportunities to defeat Republicans and take back control of the Legislature, he said.

He named many Democratic friends of labor who must be helped to win their contests: Patrick Johnston, Dan Boatwright, Byron Sher, John Vasconcellos, Adam Schiff, Rusty Areias, Betty Karnette, and Dede Alpert, to name just a few.

A great opportunity exists for a united, collective action that will help President Clinton all the way down to the local races, he emphasized.

The only way the anti-labor forces can get their bills through the legislative process, he observed, is to defeat the President as well as other Democrats. He warned that Republicans in Congress are hoping for the destruction of the eight-hour day overtime rule in California because few states now have it.

At least 47 anti-worker bills came out of the Assembly this year, he said. But they hit an iron wall in the form of the Senate Industrial Relations Committee, comprised of four Democrats and three Republicans. The four Democrats, Hilda Solis, Herschel Rosenthal, Milton Marks and Nicholas Petris became an impassable barrier that killed all 47 bills, he said.

A top priority for 1998, he emphasized, is to elect a Democratic Governor who will sign some favorable bills and put us back on the offensive instead of the defensive.

It's time now, he said, to take our state back. It's ours. We built it, he declared.

Chairman Gruhn thanked Chairman Lockyer for his address and called on Dallas Jones for a further report of the Resolutions Committee.

FURTHER REPORT OF COMMITTEE
ON RESOLUTIONS
Dallas Jones, Chairman

Chairman Jones reported as follows:

STATEMENT OF POLICY VII
Welfare

The Committee recommended concurrence.

The Committee's recommendation was adopted.

STATEMENT OF POLICY VIII
Consumer Protection

The Committee recommended concurrence.

The Committee's recommendation was adopted.

STATEMENT OF POLICY IX
Organizing and Labor Legislation

The Committee recommended concurrence.

The Committee's recommendation was adopted.

This concluded a partial report of the Resolutions Committee.

Chairman Gruhn next asked the Escort Committee to accompany the next speaker, Assembly Member Richard Katz, to the rostrum.

He then called on Secretary-Treasurer Henning who introduced Assembly Member Katz to the Convention.

Address
RICHARD KATZ
Democratic Caucus Chair of the
State Assembly

Chairman Katz told the delegates we are close to stopping the attack that Newt Gingrich, Curt Pringle, Bob Dole and Rob Hurtt have launched against this country since 1994.

Republicans, like most zealots and extremists, he said, misread their 1994 victory to mean they had a mandate or license from the people to launch an offensive against working people, the environment and individual liberties. They were wrong, he declared.

It's every person's right to earn a decent

wage, he said. We had to go to the initiative process to raise the minimum wage because the Governor and his friends would not allow it otherwise.

It's wrong, he said, that Californians have to fight to protect the prevailing wage. The Governor, he pointed out, believes we can't afford to pay the prevailing wage, or pay overtime after eight-hours of work, nevertheless he believes we can give a 15 percent tax cut to the wealthiest Californians.

It's shocking, he said, to think that in 1996 we have to fight to hold on to the eight-hour day standard in this state.

Our mission now, he said, is to put at least 41 Democrats in the Assembly. The Senate cannot fight the fight by itself, he stressed. So far, the Democrats have done a credible job of holding back the onslaught of regressive legislation.

Assembly Member Katz told how he appreciated the help he's received from the labor movement over the last 16 years of his career. Jack Henning's leadership during that time as Secretary-Treasurer of the state labor federation has made a difference in all of our lives, he said.

The focus now needs to be on electing a Democratic Governor in 1998, he said. But we need to build up Democratic majorities in the coming fall elections and get California back on track, he warned. We need to stop fighting the defensive battles and go on the offense. We can succeed, he predicted, by holding the State Senate, reelecting President Clinton, a Democratic congressional delegation, and certainly by winning back the State Assembly.

Chairman Gruhn thanked Assembly Member Katz and called on Vice President Miguel

Contreras for an announcement.

Rally at Southern California Gas Company Announced

Miguel Contreras introduced Bernie Garcia, an international representative of the Utility Workers. Brother Garcia asked all the Convention delegates to gather outside the hotel at 4:30 p.m. to march a few blocks away to the Southern California Gas Company facility with picket signs to protest the company's attempt to bust the Utility and Chemical Workers unions.

The two unions have had a contract at the giant utility and its predecessor company since 1943, he said.

Managers are now trying to toss out a long-established collective bargaining agreement with the unions, he declared. Over 5,000 Southern California Gas Company workers are spread out all over the southern part of the state, he said.

The latest company move was to file a decertification petition against the union, he said. A strong protest rally is needed now, he stressed, to let the gas company know organized labor will not stand for union-busting in California.

Announcement

Vice President Dallas Jones announced that the Resolutions Committee will meet at 9 a.m. Tuesday in Manhattan A.

Recess

Chairman Gruhn then called on Secretary-Treasurer Henning who moved that the Convention recess. His motion was seconded and carried, whereupon the Convention recessed at 4:10 p.m. until 9:30 a.m. Tuesday.

PROCEEDINGS of the Twenty-first Convention

SECOND DAY Tuesday, July 30, 1996 MORNING SESSION

CALL TO ORDER

Chairman Albin Gruhn called the Convention to order at 9:50 a.m.

He then called upon Reverend J. Benjamin Hardwick, Pastor, Praises of Zion Baptist Church, Los Angeles, for the morning's invocation.

Following the invocation, Chairman Gruhn requested the Escort Committee to accompany William Gould, chairman of the National Labor Relations Board, to the platform. He then asked Secretary-Treasurer Henning to introduce Chairman Gould, the morning's first speaker, to the delegates.

Address

WILLIAM B. GOULD, IV, Chairman National Labor Relations Board

Chairman Gould saluted both Secretary-Treasurer Jack Henning and President Albin Gruhn and extended his best wishes to Art Pulaski and Tom Rankin in their future work at the California Labor Federation.

He commended the Federation for its role in improving working conditions and the quality of life for all workers, not just union members. He thanked Jack Henning for his leadership in the fight to eliminate inequities suffered by those left behind in our society.

Speaking on behalf of the Clinton Administration, Chairman Gould looked forward to the challenges and issues ahead. He was particularly appreciative of labor's support when some members of Congress tried to decimate the NLRB with a 30 percent budget cut. That was a failed attempt to put the NLRB out of business, he asserted. But the agency's ability to enforce labor law was saved, he said.

Labor law enforcement is essential, he stressed, to protect all workers, otherwise employers will have an incentive to hire workers who are unprotected. We need to speak out against the vicious Campbell

Amendment in Congress that would deny NLRA coverage to undocumented workers, he warned.

The NLRB also needs labor's support in staving off attempts to cripple the agency's ability to conduct prompt certification elections and to process unfair labor practice complaints. The anti-worker assault is aimed at cutting the NLRB's budget and attaching restrictive riders to the existing law, he added.

He praised the work of the California Labor Federation under the leadership of Jack Henning, whose unique combination of pragmatism and idealism, he said, accounted for reinstating Cal-OSHA in California, enacting the Agricultural Labor Relations Act, establishing rights for public employees, leading the fight for significant reform of the state's workers' compensation program, and successful battles to stop right-to-work laws from passing into law.

Chairman Gould closed his remarks with a descriptive history of the State Federation's successes since its origins in 1901. He was given strong applause upon completing his address.

Chairman Gruhn thanked William Gould for his remarks and then called on the Escort Committee to accompany Lt. Governor Gray Davis to the podium.

Secretary-Treasurer Henning introduced Lt. Governor Davis to the delegates as the next speaker.

Address

GRAY DAVIS Lieutenant Governor State of California

Lt. Governor Davis assured the delegates he personally knew the anxieties and pressures workers feel today in the face of a sustained right wing assault upon their rights.

He noted that the building trades have had a particularly tough year because of the employer attack on the prevailing wage. Leading that attack, he said, were Republicans Rob Hurtt and Curt Pringle.

Our job ahead, he stressed, is to devastate the Republican ranks in the coming elections so Pringle and Hurtt won't be effective. Davis referred to the building trades' huge rallies in Sacramento and Los Angeles. Those rallies were masterpiece examples of organizing, and he urged us to do more of it.

Should he ever become Governor, Davis promised he would not forget who built this state—workers and unionists. These are the people who should have strong representation in state government and he promised a big voice for working people under his administration.

He recited many labor achievements that were accomplished during the progressive time of the Brown Administration while Jack Henning brought his influence to bear on the legislative process. We must be victorious in November, he declared, so we can help working people again.

Lt. Governor Davis received a standing ovation from the delegates.

Chairman Gruhn thanked Lt. Governor Gray Davis for his address and then introduced Executive Secretary-Treasurer Jack Henning for his address to the Convention.

Address
JACK HENNING
Executive Secretary-Treasurer
California Labor Federation

Secretary-Treasurer Henning addressed the Convention as follows:

Thank you. Thank you, Mr. Chairman and delegates. (Standing ovation)

First I want to express my appreciation for the comradeship I have shared with Al Gruhn, both in the personal and institutional sense over these long years. I appreciate his devotion to the trade union movement, his integrity and his determination to see that things should be done well in the name of labor and in the name of the working people we represent.

My ears perked up when Gray Davis talked about 92 year old women.

Now I don't want you to think I have an obsession with this age matter. (Laughter)

However, I would note that there are some friends of mine who, in very polite language, might like to ask "How many more years do you think you have?"

I have no concern about that, first, because I believe that the night watchman of life comes with the summons at whatever age you are. When he knocks on the door, you can be 20 or even 80.

There is another reason that I'm not disturbed by the possibilities of termination. I come from a long living family. My paternal grandfather died at 104 in San Francisco. He would have lived much longer, but at the age of 104 he was killed in a fight in a house of ill repute. (Laughter and Applause)

I want you to know that's a story of fancy. There is not a word of truth to it. I have present at this moment in this hall three of my sons and one of my grandsons, and I don't think they would appreciate that review of the family history. (Laughter)

He was actually a church going man and a father of nine children, and he was not in the sporting class. (Laughter)

The presence of John Sweeney was a stimulation at this Convention and it's been a stimulation ever since the day he was elected at the national Convention in New York.

He has brought a new spirit to the national organization. No more of the days of comfort. More importantly, in a way, no more the days that prevailed in the past when the International Affairs Department spokesmembers would identify dissent with treason. Anyone who spoke a little to the left of the international policy of the AFL-CIO was held to be suspect—patriotism challenged and denied by the violence of language that came from the people who spoke in the name of the national organization. That day is over! (Applause)

There never has been and there never will be a place for McCarthyism within or without the labor movement.

New Militancy

John Sweeney gave words of a new militancy in his acceptance speech in New York. He spoke of blocking bridges. He spoke of taking to the streets. He has given the dimension of militancy this institution requires.

But he is more than that. I say he is the prophet of a new left within the labor movement. John Sweeney in his own way is mov-

ing the national organization to the left, the Democratic left. It's about time. (Applause)

We hold the center of political life. We are not with the political left. We hold the center as if it were a proper, respectable place to be. The center has done this to us: It has allowed American capital to batter our membership down to ten percent of the work force in the private sector! Brothers and sisters, we are a remnant.

There is a man on this platform from Australia who will address you later, Peter Sams. He will speak to you in the name of the Labor Council of New South Wales, which embraces Sidney. It is, if I may say so, the dominant power of Australian politics and labor life. In Australia, 35 percent of the work force is unionized! (Applause)

There was a day when we approximated that, but that day has long since past. We need the left in our minds and institutionally. The left can remove the barbarism of American capitalism. The left would mean this: That in this nation there will never again be AT&T's putting 42,000 people on the street in the name of capital profit—never! (Applause)

The left will mean that there will never again be banks in New York that merge at the expense of another 40,000 workers because their very presence interfered with capital gains. Barbarism! (Applause)

The left means that government will be liberal, not the synthetic liberalism that we too often know. Government will represent this liberalism that will either humanize capital or shut it down. (Applause)

There will be those who say: But wait, wait, wait, wait. There are good employers.

The Menacing Collective

That is true. There are worthy individual employers. Capitalism doesn't move with individual employers who are good or bad. It moves as a collective. It moves that way in Washington and Sacramento. A collective always hostile to labor.

It's that way across the national scene. If any of you here think that there is a goodness to capitalism, come to Sacramento or go to Washington and hear the representatives of capital proclaim that workers shall work 12 hours a day without overtime! Workers should not have the right of collective strength in the union shop. That's political capitalism as we know it.

Capitalism moves in collective fashion against all that is essential to the existence of our movement.

So, if there are apologists—not in this room—but in society who say that capitalism has made the American working class, we say labor made the American working class and the American middle class! (Applause)

As of now capital feasts on the bones of the workers.

Again, we know there are people who caution: Say it easy, man, say it easy.

Capital Breeds Poverty

I say this: Tell them to go to New York, Los Angeles, San Francisco, Oakland, any major city of the United States, and see what capital has done to the poor, see the centers of wealth and the mansions and the corporate power. And then see the impoverished, then see the homeless, beggars at the table of wealth—only that and nothing more. Let the defenders of the established order live with that moral outrage. Their day will come. And the counting, I believe, has begun.

But remember this, even in our time of vigor, we could not alone as unionists control society. We might have had a better control on the instruments of production, in the past, but you can't bring the barbarians to book by the bargaining table alone. You will bring them to book with a morally responsible government, which means you bring them to book by democratic—small "d"—democratic political action. (Applause)

So, brothers and sisters, as we look to the future, we acknowledge the menacing enormity of capitalist power. Before the Second World War, the adventures of capitalism were largely in Latin America and a few other ports of call around the world. They were in Latin America so much that General Smedley Butler, the most macho head of the Marine Corps in all its history, said at his retirement, "Capitalists have prevailed over the Marine Corps action in Latin America where we were nothing but the hired thugs of Wall Street."

Whenever an American corporation in Argentina, Nicaragua, El Salvador, was in trouble with rebellious workers, the corporate powers involved phoned the White House: "Send in the Marines!"

That's how they went after Sandino long ago in Nicaragua. They always had great covers. He was a nationalist, so they branded him

a bandit.

But now we have moved from what one might call parochial adventurism. American capital is everywhere. We are in Saudi Arabia. You have read the stories of the recent tragedy of the innocent men blown out of existence there. I wondered why they were in Saudi Arabia. They were there under the command of military officers. That we understand.

But why were the military in Saudi Arabia, so far, far from home?

Was our nation in danger of immediate assault in that area of the world? Was it a morally defensive military presence, or were they there to defend the capital profits of oil in Saudi Arabia?

The nation should have full and fair examination of their presence before you see more and more people in foreign countries rising against our troops.

It's an understandable position. They ask, "What are you doing in our land with your forces of war? Get the hell out." We send them in the name of endangered capital. That day also must be done. (Applause)

In closing, I would say I joined my first union in 1938, a CIO union. And if by a suspension of the laws of nature I were again young, I would follow no other course, no other flag but the flag of labor.

Thank you.

(Upon closing his address, Executive Secretary-Treasurer Henning received a sustained, standing ovation.)

Chairman Gruhn then asked Secretary-Treasurer Henning to introduce the next speaker, Marilyn Sneiderman, director of the AFL-CIO Dept. of Field Services.

Address

**MARILYN SNEIDERMAN, Director
AFL-CIO Department of
Field Services**

Director Sneiderman spoke of the need to strengthen the labor movement to further the cause of social justice for all working people. There has never been a greater need or opportunity for this important mission, she declared.

The AFL-CIO Field Department is going to build on the militancy brought to the movement by President Sweeney, she predicted.

The corporate assault on workers cannot go unanswered. We must unite to turn back that attack, she warned, not only at the bargaining table, but at the workplace, the voting booth and in the streets.

California labor has always supported one another's struggle, she said, whether it be the Justice for Janitors Campaign, or another militant campaign organizing drywallers, workers at the New Otani Hotel, American Racing Equipment, home health care workers, or the Los Angeles Unified School District.

Now, she noted, we are headed for the strawberry fields of Watsonville.

We can rebuild our movement's power by energizing our central labor bodies, state federations and local unions. That will bring out the myriad voices, she said, that will drown out appeals to racism, sexism and immigrant-bashing.

If every council in the country turned out only one percent of its affiliates' membership once a month, the resulting impact would be devastating to the employer community.

Must Affiliate

Affiliation is vital. We all wish for a stronger labor movement, she said, but we have to make a commitment to join our central bodies and state federations around the country.

If every labor council would mobilize just 10 percent of its affiliates' members once or twice a month to support a struggle in the community, she noted, the possibilities for success are staggering.

There are over 600 central labor councils within 50 state federations in the country, she pointed out. Individual local unions need to understand that not to affiliate makes them weaker at a time when we all need to build strength together. Only in unity, she stressed, can we make our mission a reality.

Chairman Gruhn thanked Director Sneiderman for her address and called upon Secretary-Treasurer Henning who introduced the next speaker, Peter Sams, Secretary of the Labor Council of New South Wales, Australia.

Address

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

America is hosting the Olympics this year, and Sidney will do so in the year 2000, Sec-

retary Sams told the delegates. That means many well paid jobs are in the offing. The Labor Council of New South Wales, is currently negotiating a range of agreements with contractors to build the new Olympic village, he noted.

Commitments were made to the Olympic Committee, he said, to build stadiums, the Olympic Village, roads, and all the needed infrastructure on a time and cost basis. Thousands of jobs have been created and construction is right on schedule as a result, he said.

The Australian labor market has experienced many changes over the last few decades, he observed. As in the United States, the percentage of union workers in the labor force has dropped, but not quite as drastically.

Australia now has a 35 percent unionized work force, he pointed out. But ten years ago, it was 51 percent, and 20 years ago, it was over 60 percent union. There are now more women employed than there are men, he noted.

One out of four newly created jobs is either part-time or casual. Twenty-five percent of the Australian work force, he said, is under the age of 25.

Workers "down under" are experiencing massive attacks in the public sector, he said, and new laws are being introduced to weaken union collective bargaining strength.

Attacks are being launched on regulatory agencies by the government. So, American workers are not alone, he observed, when it

comes to assaults on workers.

The labor government in New South Wales, he emphasized, is an inspiration to other Australian states to follow. Of the six states in Australia today, only NSW, with a million union members, has a labor government. One day, he predicted, a national labor government will be returned to Australia.

Secretary Sams was greeted with a loud, standing ovation at the conclusion of his speech.

Secretary-Treasurer Henning and Chairman Gruhn both thanked Secretary Sams for his visit to the Convention and for speaking to the delegates. Secretary-Treasurer Henning presented Secretary Sams with a clock as a gift

Historic Honor for Henning

Secretary Sams then announced that for the first time in the 125 year history of the Labor Council of New South Wales, the cherished Scroll of Honor has been awarded to a non-delegate, Jack Henning.

The distinguished honor, he said, is for Jack Henning's earlier contribution in forging the original relationship between the California Labor Federation and the Labor Council of New South Wales.

Recess

Chairman Gruhn then called on Secretary-Treasurer Henning who moved that the Convention recess until 2 p.m. His motion was seconded and carried.

AFTERNOON SESSION

Chairman Gruhn called the Convention to order and proceeded to call on Jerry Cremins, chairman of the Legislation Committee for a report.

REPORT OF COMMITTEE ON LEGISLATION

Jerry Cremins, Chairman

Chairman Cremins reported as follows:

Resolution No. 32 International Dolphin Conservation Program Act

The Committee recommended concurrence.

The Committee's recommendation was

adopted.

Resolution No. 35 Support America's Cabotage Laws

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Report Approved, Committee Members Thanked

Chairman Cremins's motion to adopt the Legislation Committee's report as a whole was seconded and carried.

He then thanked the members of the Committee for their work and read their names.

His motion to discharge the Committee on Legislation with thanks was seconded and carried.

Photograph Taken

At this time Chairman Gruhn asked all those present to participate in the taking of a group photograph which included Linda Chavez-Thompson, the first woman in the history of the national AFL-CIO to hold an executive position.

Secretary-Treasurer Henning then introduced Linda Chavez-Thompson as the Convention's next speaker.

Address LINDA CHAVEZ-THOMPSON Executive Vice President AFL-CIO

Executive Vice President Chavez-Thompson greeted the delegates and praised Secretary-Treasurer Henning and President Al Gruhn for their leadership at the State Federation over many years. They have always been on the side of social justice, fairness and equality for working people, she declared.

She told of the work facing organized labor. More than ever, she said, workers need protection in the face of steady deterioration of workers' rights. The poor and elderly are hit hard. Parents are moving in with their children and grown children are moving in with their parents because of "downsizing," "outsourcing," and layoffs. Workers are in a survival mode in too many instances, she warned.

Corporate America is declaring war on workers, she said. Now people need to work at more than one job to survive. Those are often part-time, temporary, or casual jobs lacking benefits like health insurance, pensions or job security.

In response to these injustices, she said, the AFL-CIO is sponsoring "America Needs a Raise" town hall meetings across the country. It's an opportunity to hear the struggles and concerns of working families, union and non-union alike, she stressed.

Conservative politicians and business have tried to put the blame on immigrants, welfare, affirmative action and government. But labor's response is to show who is really responsible.

The key, she said, is to organize. It's our top priority. A strong move in that direction,

she noted, is the Union Summer program. It's giving young people a firsthand experience at what can be done and a realization that the American labor movement is the civil rights, Vista and Peace Corps movement all rolled up in one.

Vice President Chavez-Thompson prophesied that the 1994 Republican takeover of Congress will be only dim memory after the 1996 elections. We're fighting back hard, she said. The AFL-CIO has committed \$35 million to the fight to win Congress back.

Working families and their unions are reemerging as a national political force, she said.

Labor's resurgence was underscored in the month of July, she pointed out, when the Senate passed the minimum wage bill, when we beat back the "right-to-work" bill and when Republicans were denied enough votes to override President Clinton's veto of the Team Act. That's sending them a message, she declared.

Labor's back, she said. Our 1996 election effort targets 75 congressional districts we intend to win for the 13.1 million working men and women we represent.

Upon conclusion of her address, Executive Vice President Linda Chavez-Thompson was given a standing ovation by the assembled delegates.

Chairman Gruhn next called on Jack McNally, chairman of the Constitution Committee for a further report.

FURTHER REPORT OF COMMITTEE ON CONSTITUTION Jack McNally, Chairman

Resolution No. 19 Diversity and Full Participation

Chairman McNally reported:

"Mr. Chairman, your Committee notes that Resolution No. 19, found on pages 18 through 19 of Resolutions Part 2, is on the same subject matter as Resolution No. 10. Therefore, your Committee recommends that Resolution No. 19 be filed, and I so move."

The motion was seconded and carried.

Resolution No. 28 COPE Political Contributions

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 30
State Retiree Council**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 31
Absenteeism**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Chairman McNally continued: "That was the last resolution. To conclude, your Committee on Constitution suggests that the incoming Executive Council appoint a special committee to review the entire Constitution, giving special attention to the potential advantages in creating separate and distinct bylaws for the Standing Committee on Political Education."

**Report Approved and Committee
Thanked**

"Mr. Chairman, I move that the report of your Committee on Constitution be approved as a whole."

The motion was seconded and carried.

Chairman McNally then thanked the Committee members for their work and moved that they be discharged with thanks.

The motion was seconded and carried.

Labor Officials Introduced

Secretary-Treasurer Henning, upon recognition from the Chair, then introduced officials from other state federations of labor who were in attendance at the Convention: Edward Cleary, president of the New York State AFL-CIO; Claude "Blackie" Evans, executive secretary-treasurer of the Nevada State AFL-CIO;

George E. "Jeep" Gilliland, president of the New Mexico Federation of Labor; John Faunce, executive secretary of the Wyoming State AFL-CIO, and Don Judge, executive secretary of the Montana State AFL-CIO.

All were applauded as they were introduced.

**Announcement Regarding
"USA Today"**

Secretary-Treasurer Henning introduced Gerald Kern of the Southern Calif. Typographical Mailers Union No. 14917. Brother Kern described the ongoing newspaper strike at the Detroit News and the Detroit Free Press. The later, he said, is owned by the Knight Ridder Corporation and the News is owned by Gannett.

The boycott against the Detroit papers is spreading beyond that city, he advised. Because Gannett owns USA Today, he asked the delegates to refrain from purchasing that paper in support of the striking workers in Detroit.

Secretary-Treasurer Henning then announced that efforts were underway to have the Hyatt Regency management remove all copies of "USA Today" from the hotel no later than Wednesday.

Chairman Gruhn next called on Secretary-Treasurer Henning who introduced the next speaker, Lloyd Aubry, Jr., director of the State Department of Industrial Relations.

**Address
LLOYD AUBRY, JR., Director
California Department of Industrial
Relations**

In his remarks to the delegates, Director Aubry referred to the Workers' Compensation Reform Act, passed in 1993. In just the last few weeks, he said, the maximum temporary weekly benefit has risen to \$490.

The DIR has been actively carrying out its work, he said. He remarked about the raid in El Monte that freed the Thai slave workers. Since he has headed the DIR he noted that there were more than 400 additional positions, and that Cal-OSHA has over 100 new workers.

Director Aubry agreed with Linda Chavez-Thompson's view that this is a time of change and we all need to think about how we are going to meet new as well as old challenges.

He then wished Secretary-Treasurer Henning well in his retirement. He finished his address by reading a letter from Governor Wilson extending his best wishes to Secretary-Treasurer Henning upon his retirement.

Chairman Gruhn then called on Secretary-Treasurer Henning who in turn introduced

Connie Rice, NAACP Western Regional legal counsel.

**Remarks
CONNIE RICE, Counsel
Western Regional Council of the
National Association for the
Advancement of Colored People**

Ms. Rice, who is also Counsel for the Legal Defense Fund and Education Fund of the NAACP focused her remarks on Proposition 209, the anti-affirmative action initiative on the November ballot.

She emphatically called for the defeat of Proposition 209. The measure's language is cleverly designed to deceive us in order to undo 25 years of established affirmative action voluntary program law, she said.

Simply stated, she said, affirmative action means the opportunity to perform will be given to fully qualified people.

The initiative, she declared, is an attack on our civil rights, and in particular, women's rights laws. It has to be bad for workers. It amounts to another divide and conquer ploy, she stressed. Observe who the initiative's outspoken supporters are: Pete Wilson, Pat Buchanan, Newt Gingrich and Jesse Helms. That should tell us something, she emphasized.

Right now, she noted, the polls show voters almost evenly split on Proposition 209. That means we can defeat it. She told the delegates we have to work hard to prevent this measure from repealing the Equal Rights Amendment.

Secretary-Treasurer Henning thanked Ms. Rice for her comments and then introduced Katie Quan, regional northwest director of UNITE! for a her remarks on Proposition 210, the initiative to raise the minimum wage.

**Remarks Regarding Proposition 210
KATIE QUAN, Director
Northwest Region of UNITE!**

Speaking on behalf of the Liveable Wage Coalition, a broad coalition of religious, community and labor activists, Director Quan thanked the local and international unions that turned out thousands of people to get the Living Wage Initiative on the November ballot.

She explained how the current California minimum of \$4.25 an hour is below the poverty level, not nearly enough for the 1.6

million Californians who work at this level to survive on. That's only \$8,800 a year, she observed. The minimum wage has not been raised since 1988 and has lost 26 percent of its buying power over this time, she pointed out.

Proposition 210 will raise the minimum to \$5.00 in March 1997 and to \$5.75 in March 1998.

Some 1.6 million low-wage workers in California will benefit by the raise, she said. They include health care, farm, restaurant and garment workers, she said.

We were successful in getting the Living Wage Initiative on the ballot, she said, by gathering over 750,000 signatures on petitions. But now, she warned, a so-called alliance of retailers, restaurant owners and agribusiness is organizing a multi-million dollar offensive to defeat the measure.

To fight them, we need money and votes, she said. She asked the delegates to buy one or more tables to the dinner honoring Jack Henning and Al Gruhn on September 6. The invitations are in the mail, she noted. More are in the hotel at the minimum wage booth in the hallway. The proceeds will go to the Liveable Wage Coalition to mobilize the YES on Proposition 210 get-out-the vote campaign.

Successful passage of Proposition 210 will help us to achieve victories on other worker and human rights issues, she predicted.

We who fight for the minimum wage must also fight the attacks on prevailing wage, on the eight-hour day workday standard and on affirmative action programs.

Chairman Gruhn thanked Director Quan for her inspiring remarks and then called on Loretta Mahoney, chairwoman of the Credentials Committee, for a report.

**FURTHER REPORT OF COMMITTEE
ON
CREDENTIALS
Loretta Mahoney, Chairwoman**

Chairwoman Mahoney reported more additions and deletions to 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.

NOMINATIONS AND ELECTION OF OFFICERS

Chairman Gruhn announced it was now time to nominate officers of the California Labor Federation.

President

Chairman Gruhn declared nominations open for the office of President of the California Labor Federation.

Tom Rankin (AFSCME Local 2428, Oakland) was nominated by Secretary-Treasurer Jack Henning (Office & Professional Employees No 3, San Francisco). (Standing ovation from the delegates.)

The nomination was seconded by Vice President Mike Quevedo, Jr. (Laborers No. 300, Los Angeles), Delegate Dolores Huerta (United Farm Workers of America, Keene), Vice President Yolanda Solari (California State Employees Assn., SEIU Local 1000, Sacramento), and President Albin Gruhn (Hod Carriers & Laborers No. 139, Santa Rosa).

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

It was moved that the Secretary-Treasurer cast a unanimous ballot for the election of Tom Rankin, who was unopposed.

The motion was seconded and carried and Secretary-Treasurer Henning cast the ballot.

Chairman Gruhn declared Tom Rankin elected President by the Convention.

Secretary-Treasurer

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

Art Pulaski (Machinists Local Lodge 1414, San Mateo and San Mateo County Central Labor Council) was nominated by Secretary-Treasurer Henning (Office & Professional Employees No. 3, San Francisco) (Standing ovation from the delegates.)

The nomination was seconded by Delegate Frank Souza (Machinists Local Lodge 1414, San Mateo), Vice President Paul Varacalli (SEIU International Vice President and United Public Employees No. 790, SEIU, San Francisco), Delegate Robert Morales (Teamsters Local 350, San Francisco), Delegate Linda Gregory (AFSCME Local 829, Hay-

ward) and President Albin Gruhn (Hod Carriers & Laborers No. 139, Santa Rosa).

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

It was moved that the Secretary-Treasurer cast a unanimous ballot for the election of Art Pulaski, who was unopposed.

The motion was seconded and carried and Secretary-Treasurer Henning cast the ballot.

Chairman Gruhn declared Art Pulaski elected Secretary-Treasurer by the Convention.

Geographical Vice Presidents and At Large Vice Presidents

Chairman Gruhn declared nominations open for Geographical Vice Presidents and At Large Vice Presidents.

He then called on Secretary-Treasurer Henning who made the following nominations:

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

District No. 2—William Waggoner (Operating Engineers No. 12, Pasadena).

District No. 3A—Miguel Contreras (Hotel and Restaurant Employees No. 11, Los Angeles)

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

District No. 3C—Jerry P. Cremins (Plumbers and Pipefitters No. 78, Los Angeles).

District No. 3D—Dallas Jones (Los Angeles and Orange Counties Fire Fighters No. 1014, Southgate).

District No. 3E—Steven T. Nutter (Ladies Garment Workers No. 512, Los Angeles).

District No. 3F—John L. Smith (Laborers No. 1184, Riverside).

District No. 4—Armando Vergara (Carpenters No. 721, Whittier).

District No. 5—Leo Valenzuela (Laborers No. 585, Ventura).

District No. 6—Don Hunsucker (United Food and Commercial Workers No. 1288, Fresno).

District No. 7—Billy Joe Douglas

(Cement Masons No. 814, Stockton).

District No. 8—Val Connolly (Hotel and Restaurant Employees No. 340, Burlingame).

District No. 9—E. Dennis Hughes (United Food and Commercial Workers No. 428, San Jose).

District No. 10A—Gunnar Lundeberg (Sailors Union of the Pacific, San Francisco).

District No. 10B—Sherri Chiesa (Hotel and Restaurant Employees No. 2, San Francisco).

District No. 10C—Michael J. Day (East Bay Automotive Machinists No. 1546, Oakland).

District No. 10D—T.J. Stapleton (Operating Engineers No. 3, San Francisco).

District No. 11A—Owen Marron (Service Employees No. 616, Oakland).

District No. 11B—Barry Luboviski (Iron Workers No. 378, Benicia).

District No. 12—Jack McNally (Electrical Workers No. 1245, Walnut Creek).

District No. 13—Loretta Mahoney (Hotel Employees and Restaurant Employees No. 18, Santa Rosa).

District No. 14—Jack Loveall (United Food and Commercial Workers, Retail Clerks No. 588, Roseville).

At Large Vice Presidents

Office A—Edward C. Powell (I.A.T.S.E. No. 16, San Francisco).

Office B—Tony Bixler (Communications Workers No. 9400, Los Angeles).

Office C—Jim R. Green (Carpenters No. 713, Hayward).

Office D—Mike Quevedo, Jr. (Laborers No. 300, Los Angeles).

Office E—Lee Pearson (Rocket and Missile Lodge No. 946, Rancho Cordova).

Office F—Yolanda Solari (California State Employees Association, SEIU No. 1000, Sacramento).

Office G—Steve Edney (United Industrial Workers—Cannery Division, Wilmington).

Office H—Ophelia A. McFadden (Los Angeles County Employees No. 434, S.E.I.U., Vernon).

Office I—Wayne A. Clary (Steelworkers No. 1304, San Leandro).

Office J—Mary Bergan (United Teachers of Oakland No. 771, Oakland).

Office K—Paul Varacalli (United Public Employees No. 790, SEIU, San Francisco).

Office L—Michael Riley (Teamsters No. 986, Los Angeles).

Office M—Ted Hansen (Hotel Employees and Restaurant Employees No. 49, Sacramento).

Office N—Bob Balgenorth (Electrical Workers No. 441, Santa Ana).

Office O—Day Higuchi (American Federation of Teachers, No. 1021, Los Angeles).

Office P—Dolores Huerta (United Farm Workers of America, Keene).

Office Q—Janett Humphries (Service Employees International Union No. 99, Los Angeles).

Office R—Larry Mazzola (Plumbing and Pipefitters No. 38, San Francisco).

Office S—Sonia Moseley (United Nurses Assn. of California, NUHCE, AFSCME No. 1199, Pomona).

Office T—Oscar Owens (Amalgamated Transit Union No. 192, Oakland).

Office U—Archie Thomas (Laborers No. 73, Stockton).

Office V—Nancy Wohlforth (Office and Professional Employees No. 3, San Francisco).

Office W—Al Ybarra (United Auto Workers, Region 5, Artesia).

The nominations were seconded.

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

It was moved 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.

The motion was seconded and carried and Secretary-Treasurer Henning cast the unanimous ballot and Chairman Gruhn declared the nominees elected by the Convention.

Chairman Gruhn then called on President-

elect Tom Rankin who, in accepting his election to the office of President, thanked the delegates, Secretary-Treasurer Henning, President Gruhn and the Executive Council for their support.

**Acceptance Speech
TOM RANKIN, President-Elect
California Labor Federation, AFL-CIO**

I would like to thank you, brothers and sisters, for your tremendous support of yesterday's resolution on diversity and full participation. It shows your understanding of the need to continue the progressive traditions of the State Federation that Jack has carried out over the years.

It also shows your understanding that we must change our institution to meet the new realities we face at the close of this century. Changing our institution is not an easy thing to do. But labor's survival depends upon change as well as upon honoring our traditions.

Brothers and sisters, I accept the office to which you have elected me with full appreciation of the responsibilities and the challenges it entails.

You have elected Art Pulaski and me to lead our part of the labor movement that despite our declining numbers is still the strongest voice in our country for social and economic justice. (Applause)

I'll never forget that the reason for the existence of the State Federation and our purpose in convening here this week is to better the lives of working Californians. And by improving workers' lives to enable them, in the words of Samuel Gompers, to cultivate their better nature.

It's an awesome responsibility for Art and me and for the California Labor Federation. It's a responsibility we are already confronting with the labor coordinated program for the 1996 elections and the other policies and programs adopted by this Convention. It's a responsibility that each of you inevitably must share.

Together, we must enlist and energize nearly two million union members, their families and their friends to vote for our candidates and our propositions on the November ballot. Together we must reach out to the 12 million California workers who remain unorganized and bring them into the house of labor. (Applause)

And there are challenges. We live in an era of swift, radical, worldwide economic change. You have all heard Jack's words about the global economy. This morning you heard our guest from Australia talk about what was happening there.

Here in the United States we witness the development of a two-tier society. A Third World country taking root and expanding within our rich and prosperous First World nation.

Real wages for most American workers have declined since 1973, and the rate of decline is accelerating. The share of the nation's income going to the richest five percent of our population soared under Reagan and Bush and, unfortunately, continues to climb under Clinton.

The portion of the total income taken by that tiny minority of wealthiest Americans rose from 18.6 in 1992 to 21.1 percent in 1994. That's 2.6 percent in two years alone.

Working Harder, Earning Less

At the same time American workers are getting poorer, their productivity is increasing rapidly. The simple fact is that we are no longer getting the share of wealth that was ours during the years after World War II when the benefits of economic growth were relatively evenly divided.

At the same time our economy no longer provides jobs to meet the needs of America's working families, the democratic political institutions which historically have intervened to curb the excesses of the market are under attack.

Now that the cold war has ended, the Right Wing is treating government as a substitute enemy, playing upon people's dislike of taxation and upon their inevitable frustration with bureaucracy. Term limits are one unfortunate result that we must deal with. Labor must remake government into an institution that protects our interests and those of our society as a whole rather than the interests of the wealthy and the corporate elite.

To achieve this, we must, together with our natural allies in the civil rights, social justice and religious communities create a force to take back control of our political institutions.

First, we have got to convince our own members of the importance of politics. Anyone who says it makes no difference who gets

elected must be urged to examine the Republican attacks on rights and wages of workers over the last two years.

There's a loud wake up call here, but we've got to make sure that our members have heard it. They have to understand that the Governor and the Republican legislators are determined to reduce prevailing wages, to abolish daily overtime pay, to kill affirmative action, to undermine Cal-OSHA and gut our workers' compensation laws.

With Proposition 210, our liveable wage initiative, we will not only provide a needed raise to about a million or so California workers, but we will also show the working people of California just how strongly California's Republican politicians oppose their basic interests. They all oppose Proposition 210.

Clearly, success in November's election is critical. We have to wrest the Assembly majority away from the Republicans and end the cascade of anti-labor bills pouring out of that house. It is essential that we preserve and expand the narrow Democratic majority in the Senate which is now all that stands between us and a plague of evil legislation, starting with "right-to-work."

We must wrest congressional seats away from Republicans and end the disastrous anti-people speakership of Newt Gingrich.

(Applause)

As always, Jack says it best in his recent editorial. He writes: We have seldom had a more solemn political duty.

In closing, I want to thank Jack for 13 years of on-the-job training in the state capital. You all know Jack, you heard him this morning as a persuasive and powerful inspirational speaker—the voice of labor.

But no less important to labor and to our cause has been his role in the state legislature as the conscience of the Democratic Party.

Time after time I have watched him pull back errant Democrats poised to take away the rights of working people and of the socially and economically disadvantaged.

Jack, we will sorely miss your presence in Sacramento. Thank you. (Applause)

Al, I want to thank you for your support and your advice over the years and all the labor history lessons we had over lunch. (Laughter)

You know how to use the gavel.

Members of the Executive Council, thanks for your help with all the many legislative issues we have worked on together over the years. I'll need it more than ever in the future.

Delegates, thank you for entrusting me with this opportunity to serve the labor movement.

Last but not least, I would like to thank Jocelyn Real, my wife, whom I met many years ago when I was a business agent for the East Bay Parks Union and she was a park ranger. The support and understanding she has given me over the years, especially during the last year or so, has been incredible.

Also my daughter Sara who has been attending labor marches and rallies ever since she was a baby and who is here today. (Applause)

Delegates, your participation will be the key to our success in rebuilding labor's strength. I'm looking forward to working with all of you towards implementing the programs we have adopted at this Convention.

As we begin the process of taking back our state for working people, you are going to be hearing from me very often in the weeks and months ahead about the need to involve all of you, all of our affiliates and all of our members in the Federation's legislative and political programs.

Thank you.

(President-elect Rankin was greeted with a loud, standing ovation from the delegates upon completing his acceptance speech.)

Chairman Gruhn next called on Secretary-Treasurer-elect Art Pulaski who also extended his appreciation to the Executive Council, delegates, President Gruhn, Secretary-Treasurer Henning, President-elect Rankin, and friends for their support and electing him to the office of Secretary-Treasurer.

Acceptance Speech

ART PULASKI

Secretary-Treasurer-Elect

California Labor Federation, AFL-CIO

President Gruhn, Secretary Henning, President Rankin, members of the Executive Council, delegates, friends, I thank you very much.

I want first to acknowledge Brother Al Gruhn and his long tenure of service to us and our movement. Thirty-six years as President of this organization and 61 years, I believe, as

an officer within the trade union movement—is indeed a feat that will likely never be surpassed.

My children, Erin, Kate, and Luke, who follow all the baseball records these days, would say of Al's uninterrupted length of service—"Wow, that's a better record than Cal Ripkin Jr.'s." Al, we thank you.

Jack Henning is one of the most extraordinary men I know. No words can convey our sense of pride, respect and appreciation. Rather than words we must leave it to our deeds to demonstrate our gratitude. In the days and years ahead, we will continue to build your movement and ours on behalf of justice for workers everywhere.

Jack, I will honor your devotion to this movement and the legacy you leave us—by never running from adversity, never backing down from an adversary, and by never wavering from the belief that building Labor's strength is the only road to dignity, respect and economic justice.

I have talked with Brother Henning, and encouraged him to continue, even in retirement, his lifelong service to the trade union movement. I've asked him to consider giving some of his time and talents to a matter which is one of his great passions and also one of our great needs for the future—that of global unionism. I'm pleased to tell you that Jack has agreed. The Federation will strongly support his efforts.

Challenge for California Labor

Brothers and sisters, we are facing perhaps the most important year in the history of the California labor movement. On Monday, AFL-CIO President John Sweeney said that if America is to get a raise, the buck starts here. Well, as we all know, ten years ago, the buck stopped here.

Ten years ago, the California you and I knew began to shrivel and vanish. For workers and their families, what once was a beacon of opportunity has become a bastion of inequality. What once attracted thriving industry and great jobs, now sends them away. What once was a haven for the old, the young, and the dispossessed, became a living hell for anyone with a different heritage, a different idea, or a different lifestyle. It lost its hope for people just trying to get by.

My California was one of free education and good jobs. When you couldn't make it anywhere, you could catch a train or a bus to

any one of a hundred valleys, get off without a dime in your pocket, and then go as far as your body and brain would take you.

Today, you try that and you'll get as far as around the corner to Figueroa Street, where you can have a curbside seat looking up at the glistening buildings that surround us—bearing the names of the richest banks in America or fancy hotels that squeeze the last ounce of profit from one of the world's great cities and its workers. Or you can look north to the strawberry fields of the Salinas Valley where you can witness the biggest agribusinesses in our country extort mega-profits from our newest citizens, one ounce at a time, piece-rate.

You can find many a construction site where unscrupulous contractors are constructing shabby buildings, with underpaid and untrained workers from far away; some living in cars, paid under the table, without health care or workers' compensation. That's no way to live—and it tears down *our* jobs, *our* tax base and *our* economy.

Corporate Welfare Thrives

Since 1979, workers' productivity in our state grew 20 percent, but in return, our real wages fell nine percent. We have the highest productivity on earth. What has it bought?! Higher executive salaries, immense corporate profits, and a stock market that keeps going up, as family incomes keep going down.

Our cities and towns are under the control of elected officials who keep increasing burdens on workers, lowering taxes for businesses and the rich, then use the deficits they have caused to cut investment in infrastructure and eliminate vital public services. Our congressional delegation is shot through with right-wing nuts who want to slice Medicare and education, chop health and safety, and dice wage and hours standards so they can serve up a big feast of corporate welfare.

Sacramento has been commandeered by an administration that wants to eliminate the eight hour day, prevailing wage, and health and safety protections. And in our state legislature, we're two votes away from becoming the biggest right-to-work-for-less state in America!

My brothers and sisters, if America needs a raise, California needs a rise, and that's just what they are going to get from workers when our unions and this Federation rise up this fall and take control over the public debate about our jobs and our families and our future.

We're going to keep building power for working people.

No one knows power like workers.

Worker Power Will Prevail

We understand power because we operate the bulldozers to move the earth; we run the transit, drive the trains, and fly the planes. We light the houses and build the factories. We dig the tunnels and push the brooms.

We know what power is—we run the cities, staff the hospitals and the schools.

And we will transform our power to build, to drive and fly into a greater political power—with each worker, one-by-one—to protect our families, educate our children, improve our health care, and make California work again, with *more jobs, safe jobs, decent paying jobs!*

(Applause)

Here's how we're going to do it.

We will organize a coordinated labor campaign, a multi-union political program, with the goal to reach every union family in California by November, combining new political technology with old-fashioned, person-to-person voter contact.

Through our coordinated labor campaign, we will take control of the public debate and focus it on fair wages and working conditions, on saving the eight-hour day, on preserving prevailing wages and quality of life for all working families. We will organize and educate around issues instead of personalities and political parties. And we will build a permanent political infrastructure with 10,000 volunteers. We will use it to support candidates who support our issues and hold them accountable once they are elected.

Two years ago, we fell victims to a political storm of reaction, at which precipice we now teeter. From our new political high pressure system, we can create gale-force winds of change on the legislative landscape. To succeed, we must promise to coordinate our resources with each other and take these issues to our members.

When we are finished this fall, the victories we win will put us on track to make California work for working families again!

(Applause)

We are part of the movement of history—

and we have the opportunity to make a lasting legacy. Proposition 210, our Living Wage Initiative, is the centerpiece of our campaign to provide a fairer wage for the lowest tier workers, but also to get them to the voting booth on November 5.

We are going to get a raise for the working poor of California, and with Proposition 214, the health care initiative, we are going to shine some light for better health care for hundreds of thousands of Californians who use HMOs. And with Proposition 217, the top income tax brackets, we are going to restore taxes to the wealthiest of Californians, and take a little back for all that our productivity has given to these CEOs and corporate thieves.

When we're finished this fall, we're going to jumpstart and push this stalled state back on the road to recovery and make it work for working families!

(Applause)

Here's where we're going next year and the next. We're going to build a bigger, stronger Federation on the firm foundation laid by Jack Henning and others. In response to the new challenges by anti-worker forces in Sacramento, we will expand our lobbying program with a new field operation to back up our Sacramento staff. And we will use internet communications to update you on the latest rapid fire developments in Sacramento. And that's just the start.

Labor in the Communities

Next we will continue to build labor's presence in the community. The stronger our community organizing, the better charged we are to win our economic battles and our corporate campaigns, our organizing, and our good contracts.

We are fighting with passion to save public education, preserve the greatness of public service, build our infrastructure, and save our apprenticeship programs, to provide the quality of life all Californians deserve.

When we're finished, the labor movement will get California working for working families of our state.

I thank you all for all your loyalty and your support and your trust. We will not let each other down. I will not let you down. Thank you very much.

(Secretary-Treasurer-elect Pulaski was

given a loud, standing ovation from the delegates upon completing his acceptance speech.)

Announcements

Chairman Gruhn called on Secretary-Treasurer Henning who announced an invitation to meet Assemblyman Brian Setencich at 5 p.m. in Room Manhattan A. The gathering was organized by the Kern-Inyo-Mono, Tulare-Kings, and Fresno-Madera Labor Councils.

Next, Vice President Miguel Contreras invited the delegates on a march and rally at noon Wednesday at the New Otani Hotel in support of Hotel Employees and Restaurant Employees Local 11.

Recess

Chairman Gruhn then moved that the Convention recess until the hour of 9:30 a.m. Wednesday. The motion was seconded and carried.

PROCEEDINGS of the Twenty-first Convention

THIRD DAY

Wednesday, July 31, 1996

MORNING SESSION

Call to Order

Chairman Gruhn called the Convention to order at 9:50 a.m.

He called on Father Pedro Villarroya, C.M. Vincentian Priest, to give the morning's invocation.

Having thanked Father Villarroya for his words, Chairman Gruhn called on Secretary-Treasurer Henning who introduced the next speaker, Robert Balgenorth, president of the State Building and Construction Trades Council of California for his address.

Address

**ROBERT L. BALGENORTH, President
State Building and Construction
Trades Council of California**

President Balgenorth prefaced his remarks with personal thanks to outgoing President Albin Gruhn and Secretary-Treasurer Jack Henning for their many years of service to workers, unions and the California Labor Federation.

Their struggle, he pointed out, is still our struggle today. Between 1973 and 1993, American workers lost 15 percent of their buying power while salaries for American executives skyrocketed by 220 percent between 1979 and 1992, he said. The number of poverty-stricken families in this country has risen by 50 percent.

The rush to downsize is the culprit, fueled by corporate greed. Such business decisions, he noted, have wreaked widespread damage. Digital Equipment dismissed 20,000 workers and its CEO was rewarded with \$900,000. GTE dumped 17,000 workers while the CEO made more than a million dollars in salary. AT&T cut 20,000 employees and its CEO was given a \$16 million paycheck, he said.

As a result, the American middle class is an endangered species, he warned. Last year, corporate profits rose by 31 percent and

workers' wages remained stagnant.

A frustrated and apathetic electorate in 1994 swept in a new group of Republican extremists. This mean-spirited group of new conservatives, he said, quickly went to work to dismantle government, cut taxes for the rich, destroy workplace safety laws, permanently replace strikers, do away with the eight-hour day, cut Medicare and water down student loan programs.

But they've gone too far, he observed. What's left of the middle class has decided to fight back. In February, thousands of construction workers and their allies marched on the state Capitol to protest the reactionaries' attack on the prevailing wage.

Two weeks later, he said, 35,000 more workers massed in Los Angeles when the Governor led hearings designed to gut the prevailing wage.

Our task now is to organize and educate, said President Balgenorth. There's every indication the right-wingers are concerned about labor, he observed. They see farm workers organizing in the strawberry fields, Union Summer bringing in new people dedicated to seeking economic and social justice.

We are on the right track with Labor '96, he said. And we are going to win.

Chairman Gruhn thanked President Balgenorth for his address to the Convention and proceeded to call upon Dallas Jones, chairman of the Committee on Resolutions for a further report.

FURTHER REPORT OF COMMITTEE ON RESOLUTIONS Dallas Jones, Chairman

Statements of Policy 10 through 19

The Committee's report:

"Mr. Chairman, your Committee has thoroughly reviewed the policy statement digests

contained in the green booklet, and I would move to waive the reading of policy statements digests No. 10 through 19 and receive the Committee's recommendations.

The motion was seconded and carried.

"Mr. Chairman, Your Committee recommends concurrence in Policy Statements No. 10 through 19."

The motion was seconded and carried.

Resolution No. 1
Don't Buy
Bridgestone/Firestone Tires

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 2
Support Striking Workers at
Union-Buster Bridgestone/Firestone

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 3
Labor Project for Working Families
—An Aid to Organizing

The Committee's report:

"Your Committee recommends concurrence, and I so move."

The motion was seconded.

Delegate Ellen Starbird (Peralta Federation of Teachers No. 1603, Oakland) spoke in support of the Committee's recommendation.

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

Resolution No. 4
Remove U.S. Embargo on Trade
with Cuba

The Committee's report:

"Your Committee recommends amending the resolve to read 'Resolved, That this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, requests the national AFL-CIO to reconsider its policy for the lifting of the U.S. economic embargo against Cuba.'

"As so amended, your Committee recom-

mends concurrence and I so move."

The motion was seconded and carried.

Resolution No. 5
Defeat California Civil
Rights Initiative

The Committee's report:

"Your Committee recommends adding in each resolve following the word 'initiative,' the phrase 'Proposition 209.'

"As so amended, your Committee recommends concurrence and I so move."

The motion was seconded and carried.

Resolution No. 6
Raise the Minimum Wage

The Committee's report:

"Your Committee recommends adding to the first resolve prior to the word 'living,' the phrase 'Proposition 210.'

"As so amended, your Committee recommends concurrence and I so move."

Resolution No. 7
Building Labor's Strength

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 16
Building Labor's Strength

The Committee's report:

"Your Committee notes that Resolution No. 16, found in the booklet Resolutions Part 2, page 16, is identical to Resolution No. 7, just passed by this body. We would recommend that Resolution No. 16 be deemed combined with Resolution No. 7 for the purpose of adoption, and I so move."

The motion was seconded and carried.

Resolution No. 8
Labor's Political Power

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 17
Labor's Political Power

The Committee's report:

"Your Committee notes that Resolution No. 17, found in Resolutions Part 2, pages 16-17, is identical to Resolution No. 8. We recommend that Resolution No. 17 be deemed combined with Resolution No. 8 for the purpose of adoption, and I so move."

The motion was seconded and carried.

**Resolution No. 9
Media and Communications**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 18
Media and Communications**

The Committee's report:

"Your Committee notes that Resolution No. 18, found in Resolutions Part 2, page 17, is identical to the resolution just approved, Resolution No. 9. We recommend that Resolution No. 18 be deemed combined with No. 9 for purpose of adoption, and I so move."

The motion was seconded and carried.

**Resolution No. 11
Economic Development**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 14
Economic Development
and
Resolution No. 20
Economic Development**

The Committee's report:

"Your Committee notes that Resolution No. 14 found in Resolutions Part 2, pages 12 through 13, and Resolution No. 20, found in Resolutions Part 2, pages 19 through 20, are nearly identical with Resolution No. 11. We would therefore recommend that they be deemed amended to be consistent with and combined with Resolution No. 11, and I so move."

The motion was seconded and carried.

**Resolution No. 12
Organizing**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 21
Organizing**

The Committee's report:

"Your Committee notes that Resolution No. 21, found in Resolutions Part 2, page 20, is identical to Resolution No. 12, just approved by this body. We therefore recommend that Resolution No. 21 be deemed combined with Resolution No. 12 for the purpose of adoption, and I so move."

The motion was seconded and carried.

**Resolution No. 13
Boycott Mastagni, Holsted
and Chirazzi**

The Committee's report:

"Your Committee has been advised by the proponents of their desire to withdraw this resolution, and I so move."

The motion was seconded and carried.

**Resolution No. 22
Support for UFWA and
Strawberry Workers**

The Committee recommended concurrence.

The motion was seconded.

Delegate Dolores Huerta (United Farm Workers of America, Keene) spoke in support of the Committee's recommendation.

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

**Resolution No. 23
Freedom for Ireland and
Justice for Jimmy Smyth**

The Committee recommended concurrence.

Delegate Owen Marron (Alameda County Central Labor Council, Oakland) spoke in support of the Committee's recommendation.

With permission of the Chair, Delegate Marron read aloud all the Whereases of Resolution No. 23.

Delegate Michael Hardeman (Sign and Display No. 510, San Francisco) noted the

correct spelling of Jimmy Smyth's name.

Delegate Owen Marron also asked that James Connolly's name be correctly spelled in the resolution.

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

Resolution No. 24

**Kaiser's Plan to Contract Out Care
Forcing Union Members to Use
Non-Union Medical Facilities**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 25

**California Labor Federation
COPE Program**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 26

**Stop the Privatization of the UCSF
Medical Center**

The Committee's report:

"Your Committee recommends amending the fourth line of the final 'Whereas' by deleting the reference to 'CNA'. As amended, your Committee recommends concurrence, and I so move."

The motion was seconded.

Speaking in support of the Committee's recommendation were delegates Pete Goodman (University Professional and Technical Employees, CWA No. 9119, Berkeley), Joan Moore (Communications Workers No. 9410, San Francisco) and Lindy Chris (Office and Professional Employees No. 3, San Francisco).

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

Resolution No. 27

Latino March to Washington

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 29

**Support the AFL-CIO Human
Resources Development Institute
(HRDI)**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 33

**Support for 1996/97 United Way
Campaign**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 34

In Honor of Jack Henning and Al Gruhn

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 36

Global Unionism

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Committee's Report Approved as a
Whole**

On Chairman Jones's motion, duly seconded and carried, the report of the Committee on Resolutions was approved as amended and as a whole.

He then thanked members of the Committee on Resolutions for their work and read their names.

Committee Discharged with Thanks

Chairman Jones next moved to discharge the Committee on Resolutions with thanks.

The motion was seconded and carried.

Chairman Gruhn then called on Secretary-Treasurer Henning who introduced the next speaker, State Senator Hilda Solis, to the assembled delegates.

**Address
HILDA SOLIS, Chair
Industrial Relations Committee
California State Senate**

Senator Solis told the delegates that everybody looks to California to be on the cutting edge of reforms, advancements, progress in worker safety and economic prosperity.

The State Federation has the leadership to meet the coming challenges, she said. So far, over 150 anti-worker bills have been introduced in the Legislature. Almost all of them, she pointed out, were killed in the Industrial Relations Committee. The rest met a similar fate in other committees. These were bills, she said, that would have destroyed the integrity of our work force in the public and private sectors, and would have had a terrible impact on children, farm workers, the prevailing wage and worker safety and health.

Raising the minimum wage is our immediate goal, she said. Passage of Proposition 210 will help bring dignity to the many workers who now make less than the minimum, she stressed. They are frequently parents, she noted, who must take on two or three minimum wage jobs to pay for the basics, food and rent. They've chosen not to go on welfare.

Low-wage workers we often take for granted should be treated with dignity and respect, she said.

Passage of Proposition 210 will take about 50,000 people off the welfare rolls, she pointed out. The Chamber of Commerce claims that a higher minimum wage will lead to a job exodus south of the border are false, she said. Nobody has noticed Burger King, Taco Bell or McDonalds fleeing to Arizona, Utah or Mexico, she observed.

Now our job is to educate people and convince them that they are going to matter in this fight against greed. There must be a financial commitment as well. We need a million dollars to be successful in this fight for passage of the minimum wage initiative.

**Seal of State Senate
Presented to Henning**

Senator Solis then paid tribute to Secretary-Treasurer Henning for his enduring fight for workers' rights. Despite constant attacks from the conservative side, she said, Jack Henning has never backed down from his commitment to working people. She present-

ed him with the Seal of the Senate in recognition of his decades-long contribution.

Secretary-Treasurer Henning expressed his appreciation to Senator Solis for this honor.

**Collection for Minimum Wage
Campaign**

Delegate Shelley Kessler (San Mateo County Central Labor Council, San Mateo) suggested a collection be taken from among the delegates in the Convention meeting room to benefit the minimum wage initiative.

Announcement

Chairman Gruhn then read an announcement from Loretta Mahoney, chairwoman of the Committee on Credentials, that a luncheon would take place in the Polaris Room of the hotel after the noon break for the Federation staff, Credentials Committee and Sergeants-at-Arms.

Chairman Gruhn then introduced the next speaker, Joel Michael Lyle of the Union Privilege Benefits Program, substituting for Jon Ross, who was unable to attend.

**Address
JOEL MICHAEL LYLE
Benefits Director
AFL-CIO Union Privilege Program**

Director Lyle told the delegates that the ten-year old Union Privilege Program provides non-collectively bargained benefits for union members whose International has chosen to participate.

It is also an effective tool to use in organizing campaigns, he said, because only union members can benefit from the eight offered programs. Since 1989, about 9.3 million union members have joined various aspects of Union Privilege, he said.

In California, 48,500 union members have signed up for the free \$5,000 accidental death and dismemberment insurance. Also, in this state, we have \$167 million worth of low-cost group life insurance in force through Union Privilege.

California unionists are realizing the American dream of home ownership through the mortgage program by holding \$39.8 million worth of loans. Union mortgages, he emphasized, provide special advantages for the mortgagees in the event of disability, a strike, lockout or layoff.

Nationwide, he said, 78 percent of those who apply to the Legal Service Program wind up not paying for the advice they receive from the 30 minute free consultation. There's also a free follow-up, free letter writing and free document check offered. In the event of incurring a charge for retaining legal services, a 30 percent discount applies.

But the flagship benefit offered by the program, he said, is the Union Privilege Mastercard. It bears the logo of the holder's union and tells merchants and vendors that their products are being purchased because his or her union.

It's a no annual fee credit card that charges only five percent over the prime rate, whatever it may be. There's also no ATM or cash advance fee, and the user can waive two payments a year in the event of a strike. And each year, participants and their families who are attending a university, college or trade school are eligible for \$150,000 worth of scholarships.

The AFL-CIO, he said, expects to generate \$60 million a year over the next five years from the Union Privilege Mastercard. That will be done through royalty agreements, he explained. The money will go toward organizing and new benefits. It will help to rebuild our labor movement, he declared.

Chairman Gruhn thanked Director Lyle for his address to the Convention and next called on Maria Elena Durazo for an announcement.

Call for New Otani Hotel Picket Line

Maria Elena Durazo, president of the Hotel Employees and Restaurant Employees Local 11 in Los Angeles, told the delegates about two huge Japanese corporations, the New Otani Hotel and the Kajima Construction Company, that are drawing upon their great wealth to stop the organization of workers at the Los Angeles hotel.

Labor's response to the hotel owners' poor treatment of its workers in the name of redevelopment will earn the New Otani a boisterous picket line action this afternoon, she promised.

She called on the assembled delegates to

join Secretary-Treasurer Jack Henning and President Al Gruhn in their last protest rally as officers of the State Federation.

"The buses are waiting outside," she said. "The workers need you! We are fighting until we win!" she declared.

Chairman Gruhn thanked President Durazo for her announcement and called the newly-elected officers of the Federation to come to the platform to take the official Oath of Office.

He first called on Secretary-Treasurer Henning for an announcement.

\$2,300 Collected for Proposition 210

Secretary-Treasurer Henning announced that the delegates had contributed \$2,300 to the campaign to raise the minimum wage with passage of Proposition 210 on the November ballot.

INSTALLATION OF OFFICERS President Albin J. Gruhn California Labor Federation, AFL-CIO

Chairman Gruhn proceeded with the official swearing in of the newly elected officers:

"Will you all stand up please and raise your right hand. I will give you the following pledge. When I use my name, you use your name.

"I, (giving name) hereby pledge upon my 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 State Central Labor Bodies."

"Congratulations to all of you. I know you will do the great work necessary to advance this Federation, to advance the cause of workers and all the people of our state." (Applause)

Recess

Chairman Gruhn called on Secretary-Treasurer Henning who moved that the Convention recess for lunch.

His motion was seconded and carried.

AFTERNOON SESSION

Chairman Gruhn called the Convention to order and asked Loretta Mahoney, chair-

woman of the Credentials Committee, to make her final report.

FINAL REPORT OF COMMITTEE ON CREDENTIALS

Loretta Mahoney, Chairwoman

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

She announced that there were 614 registered delegates at the Convention.

Report Adopted

The motion to approve the Credentials Committee report was seconded and carried.

Chairwoman Mahoney then expressed her appreciation for the honor of serving as the first woman vice president of the California Labor Federation since her appointment and election in 1971.

Credentials Committee Dismissed with Thanks

She next thanked the members of the Committee on Credentials for their service and read their names.

Her motion to dismiss the Committee with a vote of thanks was seconded and carried.

Chairman Gruhn then called on Secretary-Treasurer Henning who introduced the next speaker, David Sickler, Director of AFL-CIO Region VI.

Address

**DAVID SICKLER, Director
Region VI, AFL-CIO**

We have an opportunity, Director Sickler told the delegates, to have a great impact on the issues facing workers today. Despite the debacle of the 1994 elections, we have a chance to turn it all around. To do so, we must learn how to communicate with our members again.

Time and again, Labor has stood together in the face of workers' and human rights. We stood up against racism and bigotry in defense of California's immigrant community, he pointed out, when Proposition 187 was put on the ballot.

They'll remember who took up their cause at election time when 1.6 million immigrants will be eligible to vote, he predicted.

Labor was there to protest budget cuts imperiling the U.C. Labor Centers at Berkeley and Los Angeles. Our help saved the day

and the centers ended up with more money than asked for.

Union power is expressed in many ways, he declared. It's exciting to see young people more energized and dedicated to worker and social issues than they have been in 30 years, he said. Three thousand college students applied for 1,000 slots, he noted—a very good sign.

The AFL-CIO came out of its 1995 convention with the "America Needs a Raise" theme. Americans everywhere, including the press, seemed to respond to it favorably. Let's recognize this as a window of opportunity, he suggested. We can turn it all around at this critical juncture. Workers are angry and they want a change, he declared.

An example of worker concern was this winter's rally at the capitol protesting Pete Wilson's plan to dismantle the prevailing wage, he said. Some 15,000 turned out and he emphasized that not all were hardhats. There were plenty of government workers, hotel and restaurant workers, machinists and other unions represented—a strong show of worker solidarity.

Now, he said, the farm worker strawberry campaign is gathering steam. It's an organizer's dream, he said. First we must establish our credibility with the workers making their lives better. We've got to show them that through their union they can achieve security in their work and for their family.

We have to tell our members how important it is to be unionists, he said. They need to understand the important issues and act on them at the ballot box. But, he stressed, remember that workers don't want to be told simply how to vote. Educate them on the issues, he said, and they'll respond correctly.

Director Sickler predicted that California will do great things in the coming election. We'll take back the Assembly and pass the minimum wage initiative, he declared. We do our best when we fight. That's why victory is in our future, he said.

Chairman Gruhn then called on Secretary-Treasurer Henning for a motion.

1998 Convention City

Secretary-Treasurer Henning's motion that the next biennial convention be held in Oakland was seconded and carried.

Chairman Gruhn next called on Steve Nutter, regional director of the Western States

Region, UNITE, and California Labor Federation vice president.

Vice President Nutter introduced Christina Vasquez to the assembled delegates for her comments.

Remarks
CHRISTINA VASQUEZ,
Regional Political Director, UNITE

Christina Vasquez, the regional political director of Union of Needletrades, Industrial and Textile Employees (UNITE) asked the delegates for their support and solidarity for two thousand immigrant workers fighting for their rights at Peerless Company in Montreal, Canada.

The workers at the successful men's clothing company are in a desperate struggle for economic and social justice, she said. For years they have suffered sub-standard wages and deplorable treatment, she declared.

They represent many cultures and speak many languages, she said, but now they are speaking with one voice to demand justice at Peerless.

The company has decided to take the road of retaliation. Fifteen workers have been fired for taking union action. Their "crime", she pointed out, was simply to communicate with their co-workers.

Director Vasquez asked the delegates to show their support by offering their business cards for future contacts.

She then introduced one of the fired workers to the delegates, Luis Garcia.

Remarks
LUIS GARCIA
Fired Peerless Company Worker

Brother Garcia told the delegates of the terrible conditions the workers at Peerless suffer. There is no relief from intense summertime temperatures, he said. It's not unusual for workers to faint from the suffocating heat, only to be revived and told to get back to work. The company has offered no remedy for these conditions, he said.

Seventy-five percent of Peerless's work force are women, he noted, and many have suffered sexual harassment. Discrimination against immigrant workers is widespread, he said.

The workers are asking for support from the entire labor movement. They need our

solidarity in order to achieve freedom of speech, freedom from sexual harassment and poverty, he emphasized.

Let's all be aware of the union label when purchasing items in the marketplace, he implored. Buying union-made products is one way we can show solidarity and fight these injustices, he concluded.

Chairman Gruhn then called on Katie Quan, manager of the Pacific Northwest District Council of UNITE for an announcement.

Protest Rally Announced
KATIE QUAN, Manager
Pacific Northwest District Council
of UNITE

Sister Quan declared there would be a rally on August 8 at San Francisco's Macys Department store to protest the unfair treatment of Peerless Company workers.

Macys is targeted, she said, because it's necessary that retailers who sell Peerless's expensive men's suits have some accountability for the working conditions under which these items are produced.

IN MEMORIAM

Chairman Gruhn next called on Secretary-Treasurer Henning to read the names of those brothers and sister unionists who had died during the two years since the last Convention.

Secretary-Treasurer Henning read the names of the deceased as the delegates stood in silence.

John A. Despol, United Steelworkers No. 2018, Los Angeles; California Industrial Union Council, CIO; California Labor Federation, AFL-CIO.

Richard Dial, UFCW Region 15 State Council, Buena Park; Orange County Central Labor Council, Santa Ana.

Jerry Dowd, State Conference of Operating Engineers, San Mateo; California Labor Federation, AFL-CIO.

Theodore Roosevelt Ellsworth, Motion Picture Costumers No. 705, Hollywood.

Edward H. Flores, Laborers No. 585, Ventura; Laborers International Union of North America; California Labor Federation, AFL-CIO.

Paul Goodman, University Council, American Federation of Teachers, Davis.

Gordon Hamilton, Office and Professional Employees No. 3, San Francisco; California Labor Federation, AFL-CIO.

Chuck Hughes, International Brotherhood of Electrical Workers; Electrical Workers No. 1710, El Monte.

Harry T. Lumsden, Shipyard and Marine Shop Laborers No. 886, San Francisco.

Pat Jackson, Service Employees Union No. 400 and 790, San Francisco and Health Care Workers No. 250, SEIU, Oakland.

William Sidell, United Brotherhood of Carpenters and Joiners of America; California Labor Federation, AFL-CIO.

Peter Velasco, United Farm Workers of America, Keene.

Louis Weinstock, Painters No. 1595, Van Nuys.

Kent Wilson, Teamsters No. 921, San Francisco.

Ray M. Wilson, Southern California District Council of Laborers, El Monte; California Labor Federation, AFL-CIO.

James Wood, Los Angeles County Federation of Labor; California Labor Federation, AFL-CIO.

(Here followed a moment of silence by the assembled delegates.)

Sergeants-at-Arms Thanked

Secretary-Treasurer Henning then thanked the Sergeants-at-Arms for their efforts at the Convention and read their names:

Diana Volpini-Allen, Chief, (Office and Professional Employees No. 3, San Francisco) (Volpini-Allen, he noted, is the first woman to be named Chief of the Sergeants-at-Arms.)

Claire Caldwell (Transport Workers No. 250-A, San Francisco)

George Lomeli (Sailors Union of the Pacific, San Francisco)

Richard Quevedo (Laborers No. 300, Los Angeles)

Kirk Vogt (Tulare-Kings Counties Central Labor Council, Fresno)

Fred Young (Operating Engineers Local 12, Pasadena)

August Benz (Sailors Union of the Pacific, San Francisco)

Announcement

Secretary-Treasurer Henning next announced that there would be a meeting following the afternoon session of the COPE Planning Committee, to include the chief officers of the central labor councils, officers of COPE, Building Trades and State Council representatives.

Gavel Presented to Al Gruhn

Chairman Gruhn then recognized President-Elect Tom Rankin who announced:

“Brothers and sisters, the Executive council, thanks to the good offices of Miguel Contreras, wants to provide outgoing President Al Gruhn with this gavel, something he’s been using here for the last 36 years.” (Standing ovation.)

Union Retirees Help the Cause

Chairman Gruhn thanked President-elect Rankin for the gift. He also spoke about the potent influence union retirees have brought to bear in elections and issues campaigns in the last several years.

Help from the retiree community, he said, is critical in the coming November general elections.

Chairman Gruhn gave special recognition and praise to Bill Price, the Federation’s Retiree Program Director and President of the State Retiree/FORUM.

Director Price replied that he has enjoyed the last seven years since he first started working with retirees through the State Federation.

It’s important, he said, that retiree clubs join the central labor councils so they can become active in working on phone banks, mailings and getting out the vote in the upcoming elections.

Recess

Chairman Gruhn then called on Secretary-Treasurer Henning who moved that the Convention recess until 7:30 p.m. for the evening session of the COPE Pre-General Election Convention.

His motion was seconded and carried.

THIRD DAY
EVENING SESSION
(Pre-General Election Convention)
Wednesday, July 31, 1996

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: "This Pre-General Election Convention of the California Labor Federation, AFL-CIO, is now in order to transact such business as may legally come before it."

Chairman Gruhn next called on Secretary-Treasurer Henning who introduced the evening's featured speaker, Steve Rosenthal, national director of the AFL-CIO's Political Action Department.

Address
STEVE ROSENTHAL
Political Director, AFL-CIO
Political Action Department

Newt Gingrich, Bob Dole and radical Republicans have been leading the worst assault on working families in 50 years, Director Rosenthal told the delegates.

They have been after our medical care, Social Security, pension funds, OSHA protections and the NLRB, he said. Now they want to pass the TEAM Act in order to replace our unions with company unions. The same kind of assaults are being mounted at the state level as well, he pointed out.

Most of the freshman Republicans in congress now have been put there by Big Business PACs. These lobbyists, he warned, are writing the laws, making the decisions and are truly running Congress. Of the 73 freshmen Republicans elected in 1994, 40 of them have a zero labor voting record.

The AFL-CIO under President Sweeney, he said, is fighting back. A special assessment on the international unions has raised \$35 million for the campaign to take back Congress and the state legislatures, and Republicans like Gingrich are worried.

California's minimum wage effort is a fine example of fighting back, Director Rosenthal emphasized. The fruits of this fight will go

beyond Proposition 210, to build a base of working people to take on other issues and win legislative districts back to the side of working people.

There's an army of unionists working in congressional districts, working with locals and central labor councils to mobilize members. We are signing up 100 to 150 new activists in 75 congressional districts across the country, he declared.

We must find new ways of organizing politically, he warned. We need to recoup those 40 percent of union voters who voted the wrong way in 1994. There must be a fresh approach to doing things in a way that is convincing union voters to do the right thing.

The minimum wage initiative and several key legislative seats can be won back in the coming election, he predicted. We can be successful if we are innovative, stick to our principles and persevere, he stressed.

Chairman Gruhn thanked Director Rosenthal for his address to the Convention, and then called on Secretary-Treasurer Henning for an announcement.

Praise for Harry Bernstein

Secretary-Treasurer Henning noted that Harry Bernstein, for many years a reporter for the Los Angeles Times, was present in the audience. He asked Mr. Bernstein to stand for applause from the delegates in gratitude for interpreting labor news in truth during his career in journalism. (Standing ovation from the assembled delegates.)

Chairman Gruhn next called on Secretary-Treasurer Henning to read the recommendations of the Executive Council's Standing Committee on Political Education.

Endorsement Procedure Explained

Chairman Gruhn described the endorsement process to be followed: Secretary-Treasurer Henning would read the names of the candidates recommended by the Executive Council for the offices of United States

House of Representatives, the State Senate, the State Assembly, and positions on 15 statewide ballot propositions.

Any delegate having a disagreement or question concerning a particular district, he

noted, should ask that that district be set aside to be taken up after the other districts were acted upon.

Secretary-Treasurer Henning reported 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
Los Angeles, July 31, 1996**

The Executive Council of the California Labor Federation, AFL-CIO met at the Hyatt Regency Hotel, Los Angeles, July 26, 1996 to consider local central body COPE recommendations for election of candidates to the United States House of Representatives, the State Senate, the State Assembly, and positions on the statewide ballot propositions, in a statewide general election on November 5, 1996.

In the following instances a recommendation has been made by the Executive Council without consideration of the local central labor body COPE:

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

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

In certain instances recommendations of the local central body COPE or the appropriate area or district political organization were rejected by the Executive Council by at least a vote of two-thirds of the membership present and eligible to vote of said Executive Council, and recommendations were then made by the Executive Council. These recommendations are preceded by a double asterisk (**).

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

United States Representatives in Congress

District

1. Michela Alioto (D)
- * 2. Roberts A. Braden (D)
- * 3. Vic Fazio (D)
4. Katie Hirning (D)
5. Robert T. Matsui (D)
6. Lynn Woolsey (D)
7. George Miller (D)
- ** 8. Nancy Pelosi (D)
9. Ronald V. Dellums (D)
10. Ellen O. Tauscher (D)
11. Jason Silva (D)

District

12. Tom Lantos (D)
13. Fortney Pete Stark (D)
14. Anna G. Eshoo (D)
- * 15. Dick Lane (D)
16. Zoe Lofgren (D)
- * 17. Sam Farr (D)
18. Gary A. Condit (D)
- * 19. Paul Barile (D)
- * 20. Cal Dooley (D)
21. Deborah A. Vollmer (D)
22. Walter Holden Capps (D)

Representatives in Congress (Continued)

District

- 23. Robert R. Unruhe (D)
- 24. Brad Sherman (D)
- 25. Diane Trautman (D)
- 26. Howard L. Berman (D)
- 27. Doug Kahn (D)
- 28. David Levering (D)
- 29. Henry A. Waxman (D)
- 30. Xavier Becerra (D)
- 31. Matthew G. Martinez (D)
- 32. Julian C. Dixon (D)
- 33. Lucille Roybal-Allard (D)
- ** 34. Esteban E. Torres (D)
- 35. Maxine Waters (D)
- 36. Jane Harman (D)
- 37. Juanita M. McDonald (D)

Congressional District No. 20 was set aside upon request.

Recommendations Adopted

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendations for U.S. Representatives in Congress with the exception of District No.20.

His motion was seconded and carried.

District No. 20

Secretary-Treasurer Henning noted that the labor councils sharing this jurisdiction indicated agreement in turning down the recommendation for Cal Dooley, Democrat. He then moved to reject the recommendation.

His motion was seconded and carried.

District

- 38. Rick Zbur (D)
- 39. R.O. (Bob) Davis (D)
- 40. Robert (Bob) Conaway (D)
- 41. Richard L. Waldron (D)
- 42. George E. Brown, Jr. (D)
- 43. Guy C. Kimbrough (D)
- 44. Anita Rufus (D)
- 45. Sally J. Alexander (D)
- 46. Loretta Sanchez (D)
- 47. Tina Louise Laine (D)
- * 48. Dan Farrell (D)
- 49. Peter Navarro (D)
- 50. Bob Filner (D)
- 51. Rita Tamerius (D)
- 52. Darity Wesley (D)

New Recommendation

Secretary-Treasurer Henning next moved for *No Endorsement, Cal Dooley, Democrat* and *No Endorsement, Trice Harvey, Republican*.

His motion was seconded and carried.

Recommendations Adopted as a Whole and as Amended

On Secretary-Treasurer Henning's motion, duly seconded, the Executive Council's recommendations for U.S. Representatives in Congress were adopted, as a whole and as amended.

Secretary-Treasurer Henning then read the Executive Council's recommendations for the State Senate:

State Senate

District

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

District

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

State Senate District No. 37 was set aside upon request.

Recommendations Adopted

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendations for the State Senate with the exception of District No. 37

His motion was seconded and carried.

District No. 37

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation of *Hans Alfred Schroeder, Democrat* in the 37th State Senate District.

His motion was seconded.

Delegate Lisa Hastings (Hotel and Restaurant Employees No. 531, Pasadena) spoke in opposition to the Executive Council's recom-

mendation.

Recommendation Adopted

The motion to adopt the Executive Council's recommendation of *Hans Alfred Schroeder, Democrat* in the 37th State Senate District was carried.

Recommendations Adopted as a Whole

On Secretary-Treasurer Henning's motion, duly seconded, the Executive Council's recommendations for the State Senate as a whole were adopted.

Secretary-Treasurer Henning then read the Executive Council's recommendations for the State Assembly:

State Assembly

District

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

District

- 32. Open
- 33. Betty Sanders (D)
- 34. Lionel M. Dew (D)
- 35. No Endorsement
- 36. David Cochran (D)
- 37. Jess Herrera (D)
- 38. Jon M. Lauritzen (D)
- 39. Tony Cardenas (D)
- 40. Bob Hertzberg (D)
- 41. Sheila James Kuehl (D)
- 42. Wally Knox (D)
- 43. Scott Wildman (D)
- 44. Jack Scott (D)
- 45. Antonio Villaraigosa (D)
- 46. Louis Caldera (D)
- 47. Kevin Murray (D)
- 48. Roderick (Rod) Wright (D)
- 49. Diane Martinez (D)
- 50. Martha M. Escutia (D)
- 51. Edward Vincent (D)
- 52. Carl Washington (D)
- 53. Debra Bowen (D)
- 54. Gerrie Schipske (D)
- 55. Richard E. (Dick) Floyd (D)
- 56. Sally M. Havice (D)
- 57. Martin Gallegos (D)
- 58. Grace F. Napolitano (D)
- 59. Brent A. Decker (D)
- 60. Susan Amaya (D)
- 61. Paul Vincent Avila (D)
- 62. Joe Baca (D)

State Assembly (Continued)

- | | |
|-----------------------------|-------------------------------|
| 63. Open (D) | 72. No Endorsement |
| 64. Grace Slocum (D) | 73. Robert D. Wilberg (D) |
| 65. Shirley A. Morton (D) | 74. Fred Clayton (I) |
| * 66. Patsy Hockersmith (D) | 75. Adrian S. Kwiatkowski (D) |
| 67. No Endorsement | 76. Susan A. Davis (D) |
| 68. Audrey L. Gibson (D) | 77. Janet Gastil (D) |
| 69. Lou Correa (D) | 78. Howard Wayne (D) |
| 70. Shirley W. Palley (D) | 79. Denise Moreno Ducheny (D) |
| 71. Jack Roberts (D) | 80. Steve Clute (D) |

State Assembly District No. 63 was set aside by request.

Recommendations Adopted

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendations for State Assembly with the exception of District. No. 63.

His motion was seconded and carried.

District No. 63

Secretary-Treasurer Henning moved to recommend *Open, Democrat* and *No Endorsement, Republican* in the 63rd Assembly District.

His motion was seconded and carried.

Recommendations Adopted as a Whole and as Amended

On Secretary-Treasurer Henning's motion, duly seconded, the Executive Council's recommendations for State Assembly were adopted, as a whole and as amended.

Chairman Gruhn then requested Secretary-Treasurer Henning to announce the Executive Council's recommendations for the ballot propositions on the November 5, 1996 general election ballot.

BALLOT PROPOSITIONS

The Executive Council of the California Labor Federation, AFL-CIO, makes the following recommendations regarding the propositions which will appear on the November 5, 1996 General Election ballot.

PROPOSITION NO. 204

Safe, Clean, Reliable Water Supply Act.

Recommendation: Vote YES

Official summary: This act provides for a bond issue of nine hundred ninety-five million dollars (\$995,000,000) to provide funds to ensure safe drinking water, increase water supplies, clean up pollution in rivers, streams, lakes, bays, and coastal areas, protect life and property from flooding, and protect fish and wildlife and makes changes in the Water Conservation and Water Quality Bond Law of 1986 and the Clean Water and Water Reclamation Bond Law of 1988 to further these goals. Fiscal Impact: General Fund cost of up to \$1.8 billion to pay off both the principal (\$995 million) and interest (\$776 million). The average payment for principal and interest over 25 years would be up to \$71 million

per year. (SB 900, Chapter 135)

PROPOSITION NO. 205

Youthful and Adult Offender Local Facilities Bond Act of 1996

Recommendation: Vote YES

Official Summary: This act provides for a bond issue of seven hundred million dollars (\$700,000,000) to provide funds for the construction, renovation, remodeling, and replacement of local juvenile and adult correctional facilities. Fiscal Impact: General Fund costs of \$1.25 billion to repay principal and interest, with annual payments averaging \$50 million for 25 years. Unknown costs, potentially millions of dollars annually, to counties to operate new facilities. (AB 3116, Chapter 150)

PROPOSITION NO. 206***Veterans' Bond Act of 1996*****Recommendation: Vote YES**

Official Summary: This act provides for a bond issue of four hundred million (\$400,000,000) to provide farm and home aid for California veterans. Fiscal Impact: General Fund cost of about \$700 million to pay off both the principal (\$400 million) and interest (about \$300 million) on the bonds, with an average annual payment for 25 years of about \$28 million to retire this debt; costs offset by payments from participating veterans. (SB 852, Chapter 161)

PROPOSITION NO. 207***Attorneys Fees. Right to Negotiate. Frivolous Lawsuits. Initiative Statute.*****No Recommendation**

Official Summary: Declares this measure to be in conflict with the "Lawyer Contingent Fee Limitation Act" initiative and similar measures. Provides the right to negotiate amount of attorneys' fees, whether fixed, hourly or contingent, shall not be restricted. Prohibits attorney from charging/collecting excessive or unconscionable fees. Authorizes court to impose sanctions upon attorney who files a lawsuit or pleading which is completely without merit or filed solely to harass opposing party. Prohibits sanctioned attorney from collecting fees for case. Requires State Bar to recommend appropriate discipline for attorneys who have repeated sanctions.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: Possible increased, but insignificant, costs to state and local governments.

PROPOSITION NO. 208***Campaign Contributions and Spending Limits. Disclosures. Initiative Statute.*****Recommendation: Vote NO**

Official Summary: Limits a contributor's campaign contributions per candidate to \$100 for districts of less than 100,000, \$250 for larger districts, and \$500 for statewide elections. Committees of small contributors can contribute twice the limit. Contribution limits approximately double for candidates who agree to limit spending. Limits total contributions from political parties, and specified committees and individuals. Prohibits transfers between candidates. Limits fundraising to specified time before election. Prohibits lobbyists from making and arranging contributions to those they influence. Requires disclosure to top contributors on ballot measure advertising. Increases penalties under Political Reform Act.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: Annual enforcement costs of potentially \$1.5 million could result to the state. There are unknown, but potentially significant, costs to the state and local governments for campaign statements added to ballot pamphlets.

PROPOSITION NO. 209***Prohibition Against Discrimination or Preferential Treatment by State and other Public Entities. Initiative Constitutional Amendment.*****Recommendation: Vote NO**

Official Summary: Prohibits the state, local governments, districts, public universities, colleges, and schools, and other government instrumentalities from discriminating against or giving preferential treatment to any individual or group in public employment, public education, or public contracting on the basis of race, sex, color, ethnicity, or national origin. Exempts reasonably necessary sex-based classifications and actions necessary for receipt of federal funds from prohibition. Mandates enforcement to the extent permitted by federal law. Requires uniform remedies for violations. Provides for severability of provisions if invalid.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: The measure would result in annual savings in public employment and contracting costs, potentially in the tens of millions of dollars, and

potential annual savings in state higher education programs of up to \$50 million. Funds (potential in the tens of millions of dollars) currently spent on affected programs in the public schools and community colleges would most likely become available for other education programs. Saving could be more or less depending on court decisions on legal issues in program areas covered by this measure.

PROPOSITION NO. 210

Minimum Wage Increase. Initiative Statute.

Recommendation: Vote YES

Official Summary: Increases the current state minimum wage of \$4.25 per hour to \$5.00 per hour on March 1, 1997, and then to \$5.75 per hour on March 1, 1998 for all industries. Requires the California Industrial Welfare Commission to adopt minimum wage orders consistent with section, which are to be final and conclusive for all purposes.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: Would have unknown, ongoing impact on state and local government revenues, depending on the measure's effect on the state's economy. Would increase annual governmental costs, primarily in in-home supportive services, by about \$230 million due to higher costs for goods and services. Could result in unknown annual savings, potentially in the tens of millions of dollars, due to caseload and cost changes in various health and welfare programs.

PROPOSITION NO. 211

Attorney-Client Fee Arrangements. Securities Fraud. Initiative Statute.

Recommendation: Vote YES

Official Summary: Prohibits restrictions on fee arrangements attorneys may make with clients, except those existing on January 1, 1995. Allows courts to prohibit illegal or unconscionable fees. Prohibits deceptive conduct in purchase or sale of securities resulting

in loss to institutional or personal retirement funds, savings. Imposes civil liability, including punitive damages, for losses. Authorizes class actions, derivative suits; declares "fraud on market" doctrine applicable. Business entities cannot indemnify officers found liable for specified deceptive practices, but may purchase insurance covering such liability. Declares measure conflicts with ballot measures restricting attorney fees or securities fraud actions.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: Possible increase in securities fraud lawsuits with an unknown increase in court related costs to state and local governments. Could result in additional revenue to the state from civil damages payable to state General Fund.

PROPOSITION NO. 212

Spending Limits and Campaign Contributions. Lobbyist Restrictions. Initiative Statute.

Recommendation: Vote YES

Official Summary: Limits contributor's contributions per candidate per election to \$200 for statewide offices, \$100 for most other offices. Allows committees of small contributors 100 times this individual limit. Imposes spending limits. Prohibits more than 25 percent of contributions from outside district. Limits total contributions by committees and individuals. Limits fundraising to nine months before election. Bans contributions from businesses, unions, banks, and nonprofit corporations. Prohibits transfers between candidates. Prohibits tax deduction for lobbying expenses. Prohibits lobbyists from making/arranging contributions to those they influence. Requires disclosure of top contributors on ballot measure advertising.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: Implementation of this measure would result in increased campaign finance enforcement costs ranging from \$1.5 to \$2.5 million, and increased General Fund revenues of \$6 million due to elimination of tax deductions for lobbying expenses and unknown potential fines and penalty revenues.

PROPOSITION NO. 213***Limitation on Recovery to Felons, Uninsured Motorists, Drunk Drivers. Initiative Statute.*****Recommendation: Vote NO**

Official Summary: Denies all recovery of damages to a convicted felon whose injuries were proximately caused during the commission of the felony or immediate flight therefrom. Denies recovery for noneconomic damages (e.g., pain, suffering, disfigurement) to drunk drivers, if subsequently convicted, and to uninsured motorists who were injured while operating a vehicle. Provides exception when an uninsured motorist is injured by a subsequently convicted drunk driver. With this one exception, provides that insurer is not liable for noneconomic damages.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: Reduction in these types of lawsuits could decrease court-related costs to state and local governments and payments to these plaintiffs. The savings would probably be minor. Possible decrease in gross premiums tax revenue to the state through somewhat lower premiums for liability coverage. This revenue loss would probably be less than \$5 million annually and would result in a corresponding reduction in state school spending of about half of the loss.

PROPOSITION NO. 214***Health Care Businesses. Regulation. Consumer Protection. Initiative Statute.*****Recommendation: Vote YES**

Official Summary: Prohibits health care businesses from: discouraging health care professionals from informing patients or advocating for treatment; offering incentives for withholding care; refusing services recommended by physician or nurse without examination by business' own professional. Requires health care businesses to: make tax returns and other financial information public; disclose certain financial information to consumers including administrative costs;

establish criteria for authorizing or denying payments; provide for minimum safe and adequate staffing of health care facilities. Authorizes public and private enforcement actions. Provides penalties for repeated violations. Defines "health insurer."

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: Unknown direct and indirect costs to state and local governments of potentially \$10 million to several hundreds of millions of dollars.

PROPOSITION NO. 215***Medical Use of Marijuana. Initiative Statute.*****Recommendation: Vote YES**

Official Summary: Provides that patients for defined caregivers, who possess or cultivate marijuana for medical treatment recommended by a physician, are exempt from general provisions of law which otherwise prohibit possession or cultivation of marijuana. Provides physicians shall not be punished or denied any right or privilege for recommending marijuana to a patient for medical purposes. Declares that the measure not be construed to supersede prohibitions of conduct endangering others nor to condone diversion of marijuana for non-medical purposes. Contains severability clause.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local government: Because this measure restricts the use of marijuana to only those persons for whom it is prescribed by a licensed physician, it would probably have no significant state or local fiscal impact.

PROPOSITION NO. 216***Health Care. Regulation. Consumer Protection. Initiative Statute.*****Recommendation: Vote NO**

Official Summary: Prohibits health care business from: discouraging health care professionals from informing patients or advocating for treatment; offering incentives for withholding care; refusing services recommended by physician or nurse without examination by business' own professional; conditioning coverage on arbitration agreement;

increasing charges without filing required statement. Requires health care businesses to: make tax returns public; establish written criteria for denying payments which are determined by licensed health professionals. Assesses taxes for certain downsizings, mergers, and conversions to for-profit status. Establishes non-profit corporation to advocate for health care consumers. Authorizes public and private enforcement actions.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: This measure could result in unknown revenues and expenditures, potentially ranging from tens to hundreds of millions of dollars in any particular year, from the Public Health and preventive Services Fund, for state administration costs and certain health services. The measure could also result in unknown revenue losses to the state General Fund, potentially in the millions to tens of millions of dollars in any particular year, due to the four new taxes on certain health care businesses which would be tax deductible business expenses. The measure could result in unknown costs, potentially in the several hundreds of millions of dollars annually, to state and local governments as providers of health care, primarily due to provisions affecting health facility staffing and utilization review processes. To the extent that this measure increases costs for health care delivery in the private sector, it could also result in unknown, but potentially significant, indirect costs to state and local governments which provide or purchase health care for employees.

PROPOSITION NO. 217

***Top Income Tax Brackets.
Continuation.
Revenues to Local Agencies.
Initiative Statute.***

Recommendation: Vote YES

Official Summary: Continues highest tax rates of 10 percent and 11 percent on residents with taxable income over \$100,000 and \$200,000, respectively, and residents who are heads of households with taxable income over \$136,115 and \$272,230, respectively. Requires appointment of revenues from continued tax brackets among counties. Requires counties to allocate such revenues among local agencies in accordance with each

agency's proportionate share of property tax revenue that must be transferred under 1994 legislation to local school and community college districts. Prohibits future reduction of a local agency's proportionate share of property taxes.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: Increased revenue to the state of approximately \$900 million in the 1996-1997 fiscal year and approximately \$750 million annually thereafter. Up to 60 percent of the increased revenue would be allocated to schools and the remainder would be allocated to local governments. Limits the state's ability to reduce local government revenues through property tax shifts.

PROPOSITION NO. 218

***Voter Approval for Local Government Taxes. Limitations on Fees, Assessments, and Charges.
Initiative Constitutional
Amendment.***

Recommendation: Vote NO

Official Summary: Limits authority of local governments to impose taxes and property-related assessments, fees, and charges. Requires majority of voters approve increases in general taxes and reiterates that two-thirds must approve special tax. Assessments, fees and charges must be submitted to property owners for approval or rejection, after notice and public hearing. Assessments are limited to the special benefit conferred. Fees and charges are limited to the cost of providing the service, and may not be imposed for general governmental services available to the public.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: Annual local government revenue losses, potentially exceeding \$100 million annually, due to restrictions on taxes, assessments, and fees. Annual state and local costs-potentially tens of millions of dollars-to pay property assessments and for new procedural and election requirements.

Concluding Actions

Proposition No. 212 was set aside upon request.

Recommendations Adopted

On Secretary-Treasurer Henning's motion, duly seconded, the Executive Council's recommendations for the ballot propositions with the exception of Proposition No. 212, were adopted.

Proposition No. 212

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation for Proposition No. 212, Vote YES.

His motion was seconded.

Delegate Paul Shaimas (Electrical Workers No. 332, San Jose) asked for clarification.

Secretary-Treasurer Henning explained the effect of Proposition No. 212 and the reasoning for the Executive Council's recommendation.

Delegate David Rolph (Los Angeles County Employees No. 434, SEIU, Vernon) spoke on a point of information, asking for further clarification of Proposition No. 212's effect on COPEs, local unions and state councils.

Secretary-Treasurer Henning provided further explanation of the proposition's impact.

Previous Question

A motion to call the previous question was seconded and carried by the necessary two-thirds majority.

Recommendations Adopted as a Whole

On Secretary-Treasurer Henning's motion, duly seconded, the Executive Council's recommendations for the propositions on the November 5, 1996 general election ballot were adopted.

Adjournment

On recognition from the Chair, Secretary-Treasurer Henning moved that the Convention be adjourned sine die.

His motion, duly seconded, was carried, whereupon, the Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO 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 1996 Convention.*

DIGEST

I

THE ECONOMY

The U.S. economy has recovered steadily from the Bush recession of the early 1990s, but the recession hit California harder and it lasted longer. The Federation proposes a government fiscal stimulus program for job creation and retention through public works projects, by spending for education and training, and by building housing for low and moderate income Americans. A long-term industrial policy is required to increase America's global economic presence, to rebuild America's infrastructure and restore our industrial base, to convert from military spending, and to guarantee good jobs in the future. Foreign trade agreements must be structured to improve trade union rights and living standards of our trading partners, and not undermine American jobs and incomes.

Adopted, p. 15.

II

TAXATION

Tax policy was a cornerstone of Reagan-Bush plans to redistribute income away from working people and into the pockets of the very rich. The California Labor Federation supports further change of our tax system to raise adequate revenues for needed programs and to shift the tax burden back to those most able to pay—the wealthy and the corporations. The Federation reaffirms its unconditional opposition to Social Security cutbacks and pledges its support of the efforts of the national AFL-CIO to insulate the system from political decision making and assure beneficiaries of the safety of their benefits. The Federation supports the November 1996 ballot initiative to restore the top marginal income tax rates, and opposes the latest Jarvis initiative to deprive local government agencies of the right to assess property owners for benefits they receive from upkeep and improvement of publicly used facilities.

Adopted, p. 15.

III

INTERNATIONAL AFFAIRS

Rapacious corporations have created a global economy in which workers and unions are pitted against each other, as corporations seek the lowest wages and the fewest restrictions on their operations. The answer to this global system of exploitation must be global unionism. The Federation advocates alliances with workers and free unions throughout the world, who face the same employers, and the same problems of unemployment, attacks on wages and unions, and the undermining of social benefits. Our foreign policy should be based on the principle of democracy, including democracy in the economic sphere, as well as on the principles of human rights, self-determination, and freedom of association. The Federation opposes trade pacts like NAFTA and GATT, and austerity programs promoted by international financial institutions, which attack the standard of living in other countries, and undermine the security of jobs in the U.S.

Adopted, p. 15.

IV STATE BENEFITS

The Workers' Compensation Reforms in 1989 and 1993 provided California's injured workers with new benefits totaling 2.25 billion dollars. But much still needs to be done to bring the workers' compensation system into good working order. Despite huge savings, employers and insurers continue to press the legislature to adopt anti-worker "reforms." Further improvement is required to insure that the system serves the needs of injured workers, not the enrichment of doctors, lawyers, insurers and other third parties.

The California Labor Federation is committed to the continued upgrading of the system's benefit levels and operating effectiveness.

During California's prolonged recession, our state's unemployment insurance system failed to provide adequate economic support for those who have lost their jobs. California's system provides only 34 percent of the unemployed with benefits. In 1995, California's average weekly benefit of \$154 represented only 27 percent of the state's average weekly wage, the lowest replacement rate in the nation. The weekly benefit amounts should be increased, and eligibility expanded.

California's 48 year old Unemployment Compensation Disability Insurance Program is one of only five such programs in the nation. It provides wage-related benefit payments to workers who are suffering from injuries or illnesses not related to their jobs. The California Labor Federation is committed to achieving further improvements in the UCDI program, to insure that workers do not suffer undue financial stress from sickness, injury or disease. The Federation urges the national AFL-CIO to support the adoption of comparable programs in other states.

Adopted, p. 15.

V WOMEN'S RIGHTS

The California Labor Federation supports the struggle of women to gain equality both on and off the job. Women are still denied full social and economic equality by pervasive sex discrimination and sexual harassment. The Federation supports affirmative action programs designed to overcome past discrimination, and opposes Proposition 209, the deceptively-named California Civil Rights Initiative, which would increase discrimination by prohibiting such programs. Women must be a visible and increasing part of the union movement's face to the public on all issues, not just on a narrow set of "women's issues."

Adopted, p. 15.

VI HEALTH CARE

Our nation's health care system is in a state of collapse. Managed care has boosted corporate profits at the expense of quality of care for patients, and the jobs and rights of health care workers. The private, for-profit health care system is at odds with the welfare of our country. Soaring medical costs have resulted in high premiums that encourage employers to shift the cost burden onto employees. The consequence is 6 million uninsured Californians and more collective bargaining impasses caused by disputes over health benefits. The Federation continues to support the establishment of a single-payer system and Proposition 214, the HMO Patients Rights Initiative, which would ban gag rules barring health care providers from criticizing health plans or explaining treatment options to patients, make it harder for HMOs to deny treatment, and give providers more freedom to make decisions for their patients based on medical need rather than corporate profit. We oppose proposals to deny or cut access of legal immigrants to basic public health care benefits.

Adopted, p. 15.

VII WELFARE

Thirty seven million Americans live in poverty. Tens of millions more scrape by barely above the official poverty line. Reagan-Bush era welfare cuts must be restored. We call for an employment program as the only long-term solution to poverty.

Adopted, p. 16.

VIII CONSUMER PROTECTION

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

Adopted, p. 16.

IX ORGANIZING AND LABOR LEGISLATION

An upsurge in union organizing is going on in California. Federal labor law, however, has become a tool for union-busting employers, and must be reformed. The Federation supports comprehensive labor law reforms, including severe and immediate penalties for employers who fire workers for union activity or who interfere with employee free choice. Banning permanent replacements for strikers is essential for equitable labor relations. Because conservative politicians have blocked immediate reform, the Federation supports the efforts made by many unions to adopt new and innovative organizing strategies. At the state level, the Federation supports legislation to combat the state's \$60 billion a year underground economy. The Federation calls for the defeat of all efforts to eliminate or weaken existing prevailing wage requirements in the construction industry.

Adopted, p. 16.

X 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. We support the UFW's new upsurge in organizing activity, its boycott of table grapes, and its efforts to ban dangerous pesticides from the fields.

Adopted, p. 33-34.

XI PUBLIC EMPLOYEES

Huge federal budget deficits and state revenue shortfalls have led to opposition to government services and attacks on the jobs, pay, legal rights and dignity of public workers, while the real inequities in the tax system go unresolved. The Federation opposes attempts to reduce budget deficits by cutting public employees' pay and benefits. Public employees need protection from the increasing practices of contracting out and privatization. The Federation calls for extending public employees full collective bargaining rights, including the right to strike, permission to negotiate the agency shop, enforcement of prevailing rate laws, extension of federal OSHA to all public workers and reform of the California Public Employment Relations Board.

Adopted, p. 33-34.

XII CIVIL RIGHTS

The California Labor Federation has historically supported affirmative action programs, which are needed to redress a history of inequality and discrimination in the workplace, in education, and in other areas of public life. We condemn the governor's opportunistic effort to abolish affirmative action at the University of California, harming its existence as a preeminent educational institution. The California Labor Federation vehemently opposes Proposition 209, the so-called California Civil Rights Initiative, and urges all our affiliates to make the maximum possible effort to defeat it. The Federation supports the enactment of legislation to deal with the growing number of hate crimes, the growth of racist militias, and the misuse of the public airwaves for hate radio. We encourage the participation and leadership of women and minorities at all levels of the union movement.

Adopted, p. 33-34.

XIII HOUSING

The American dream of owning one's own home remains out of reach for many American families. Affordable rental housing is becoming scarce, and 3 million Americans are homeless, living in the streets without a roof over their heads. In California, 60 percent of households do not earn enough to buy a median priced home. The California Labor Federation calls on federal and state government to adopt programs to provide decent, affordable housing for everyone. In the meantime, adequate shelters for the homeless must be provided by government.

Adopted, p. 33-34.

XIV EDUCATION

California's schools will require a massive infusion of money to meet the needs of sharply increasing enrollments. The Federation reaffirms its commitment to adequate funding of public education, to universal early childhood education, to adequate child care facilities and its opposition to tuition increases within California's higher education system.

Adopted, p. 33-34.

XV ENVIRONMENT AND SAFETY AND HEALTH

The concerns of the labor movement and of environmentalists have too often been seen to be contradictory. The California Labor Federation affirms its support for a wide range of environmental issues. We salute the contribution of environmental groups in the struggle for workplace safety and health. The California Labor Federation opposes all attempts to gut environmental protections and workplace safety and health regulations. We need more stringent regulations and greater enforcement. As part of the 1993 workers compensation reform, Cal-OSHA was mandated to adopt an ergonomics standard, a mandate the Federation was forced to go to court to enforce. The Federation will work to make the final standard, the first in the nation, as strong as possible.

Adopted, p. 33-34.

XVI ENERGY

The deregulation of electric and gas utilities in California threatens equal access by the state's residents to these essential services, threatens to increase consumer prices drastically, threatens the wages, working conditions and unions of utility workers, and threatens to do irreparable harm to the environment. Industry, agriculture and individual consumers not only need cheap power, but safe and reliable power as well. A stable, organized and well-trained

work force is essential to high-quality service. U.S. dependence on imported oil continues to increase. The Federation supports increased conservation and development of alternative energy sources as well as greater democratic control of the energy and utility industry.

Adopted, p. 33-34.

XVII COMMUNITY CONCERN AND SERVICE

The labor movement must be actively involved in the communities where workers live. Crime, alcoholism, drug abuse and other problems directly affect our society and the lives of wage earning Californians, on and off the job. The California Labor Federation believes that the achievement of full employment for all at a just wage with good working conditions would go far to alleviate many of these problems. Public policies must attack the social conditions which are the root of crime, rather than use anti-crime hysteria as an election issue. California has adopted a "three-strikes" policy which victimizes workers, minorities and the poor. The state spends far more on prisons than on ending the conditions which cause crime. The California Labor Federation renews its arguments against "three-strikes" in order to correct its excesses, and calls for the reduction of the prison population through rehabilitation programs.

Adopted, p. 33-34.

XVIII RIGHTS OF PEOPLE WITH DISABILITIES

The Federation supports legislation prohibiting discrimination against people with disabilities by mass transit providers, continued enforcement of federal legislation prohibiting discrimination against people with disabilities 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. 33-34.

XIX IMMIGRATION

We are a nation and a labor movement built by immigrants. Although immigrants pay taxes and their work contributes greatly to our state, they are being blamed for California's economic woes. Thousands of immigrant workers, both with and without documents, have mounted large and effective campaigns to organize into unions in California in the last few years. The Federation stands for the equality of all workers, both in our own ranks and facing our employers. The current immigration bill, however, contains anti-immigrant provisions, which we oppose. Immigration laws must not be used to make immigrant workers vulnerable and cheapen their labor, but must protect their rights as workers and human beings. All workers, regardless of immigration status, must have the right to form unions and effectively demand better wages and working conditions. Only social and economic justice on a global scale will create a world where immigration is not a means of survival for the world's poor.

Adopted, p.33-34.

I THE ECONOMY

The U.S. economy has recovered steadily from the Bush recession of the early 1990s. Official U.S. unemployment stood at 5.6 percent in May, 1996, down from a peak of 7.7 percent in June, 1992. The recession hit California harder and it lasted longer. California unemployment peaked at 10.1 percent in January, 1994. By May, 1996, it had dipped to 7.0 percent. Despite these temporary improvements, the overall trend is towards a growing permanent unemployment.

In recent decades, each recession and boom tends to have a higher unemployment rate than the previous cycle. Present boom period unemployment is the equivalent to that during recessionary periods of the 1950s. Corporate economists call this permanent unemployment necessary to hold down wages, effectively eliminating the idea of a full-employment economy from national debate.

During the past two years, California has restored over 600,000 of the 800,000 jobs it lost between 1990 and 1994. Economists predict robust job growth for our state. The UCLA business forecast anticipates California's economy to grow at a rate that is 50 percent faster than the national economy until the year 2000.

The fruits of economic recovery have not been equally shared. Far too many of the new jobs are being created in low-paying occupations. Unemployment in minority communities even during good times is the equivalent of recession-era levels for the general population.

While corporate profits and CEO pay soar, workers slip further behind. Between 1979 and 1994, U.S. worker productivity rose by 24 percent, while average U.S. worker pay dropped by nine percent in purchasing power.

Between 1988 and 1995, corporate CEO compensation rose by 73 percent, corporate profits were up 50 percent, Governor Wilson's salary rose 53 percent, inflation went up by 26 percent, factory wages rose only 21 percent, and the state's minimum wage has remained frozen.

Our enemies have overreached in the marketplace and in the political arena. Wave after wave of corporate downsizing has accompanied obscene growth in the pay and stock option packages of corporate executives,

resulting in popular revulsion against the excesses of corporate greed at worker expense. A recent Time Magazine article showed the impact of CEO compensation under the headline "Corporate Killers."

Reactionary politicians misinterpreted their 1994 victory in Congress and State Assembly as a mandate to dismantle social programs. Voters in recent polls overwhelmingly responded that big business is a larger threat than big government. Public opinion has decisively turned against Gingrich-Dole in Washington and the Wilson-Pringle-Hurtt cabal in Sacramento.

President Clinton has tried to avoid blame for stagnant wages and a growing wage gap while receiving credit for opposing Republican attacks on Social Security, Medicare and the environment.

As an independent labor movement, we will support the President when he is right, and fight him when he is wrong. We applaud his efforts since the debacle of November 1994 to support a minimum wage increase and to promote job-creating low interest rate policies.

As election day approaches, the President realizes that the labor-urban-minority-women base must be turned out at the polls. Should he prevail, and we will support him despite our disagreements with some of his policies, labor will have to remain vigilant in its dealings with the White House, and continue to build an independent political base.

Our positions on the economy are:

1. Full employment must be the primary objective of national policy. Full employment is a precondition for the health and well-being of all Americans. We urge Congress to enact a job creation program through spending on public works projects, on education and training, to build new housing for low- and moderate-income Americans, to aid state and local governments to forestall further public service cutbacks, and to provide extended unemployment benefits. We oppose Federal Reserve Board interest rate hikes which stifle growth.
2. Job growth alone is not sufficient if the bulk of jobs created are low wage, do not pay benefits, or are only temporary or part-time. We support efforts to require employers to provide benefits, such as health insurance, pensions and

parental leave. Part-time, temporary and contract workers now make up almost one-third of the work force, yet on average they only earn 60 percent of the hourly wage of full-time workers. We oppose legislative efforts to expand the definition of independent contractors and contingent employees.

Real wages at the end of the third quarter of 1995, adjusted for inflation, were 9.1 percent lower than in 1979, while U.S. worker productivity increased by 24 percent. Workers are not enjoying the fruits of their labor. The de-industrialization of our nation has wiped out over 2.5 million well-paid manufacturing jobs. Studies show that for each manufacturing job lost, three more jobs disappear in the surrounding community. The fruits of this job loss include suicide, family breakups, homelessness, drug and alcohol abuse, and the social disintegration of communities.

We believe labor, government and business must develop an industrial policy to nurture our global competitiveness in key industries which create well paid jobs. Such long-term economic planning must be both democratic and pro-labor.

3. California must raise the minimum wage, and pressure must be maintained on the Federal government to continue to increase it beyond the level recently approved by Congress. Since 1988, CEO pay is up over 70 percent and corporate profits have risen by over 50 percent, while the minimum wage, frozen at \$4.25 per hour, purchases less than at any time in the last 40 years.

A declining minimum wage is a chief cause of the growing wage gap between America's rich and poor. In 1980, average corporate CEO pay was equal to the pay of 97 full-time minimum wage workers. By 1994, an average CEO earned as much as 325 workers at the minimum wage.

The California Labor Federation is a sponsor of the Living Wage Act of 1996. This ballot initiative would raise the minimum wage to \$5.00 an hour in March, 1997, and to \$5.75 an hour in March, 1998. This would restore the value the wage held when it was last increased in 1988.

4. The trade deficit is a major component of America's economic woes. The \$160 billion trade deficit at the end of 1995 represents 2.5 million U.S. jobs lost. Communities are being devastated

through plant shutdowns. The passage of the North American Free Trade Agreement (NAFTA) has worsened our trade imbalance. Department of Labor figures alone, which understate the job loss, document that the jobs of over 70,000 workers had disappeared as a result of NAFTA by October of last year. The devaluation of the Mexican peso, a development hastened by NAFTA and economic reforms, brought windfall profits to U.S. corporations operating in Mexico while wiping out over a million Mexican jobs and halving the standard of living for Mexican workers. The agreement has cost thousands of Canadian jobs as well.

The General Agreement on Tariffs and Trade (GATT) further erodes the concept of fair trade, and will produce more job losses for American workers, and austerity programs for workers in developing countries.

NAFTA's promised labor side agreement has proved worthless in protecting labor rights in either the U.S. or Mexico. Both NAFTA and GATT should be renegotiated to provide genuine protections for the labor rights of workers in all countries. Trade agreements should emphasize a course of economic development in poor countries which lifts the living standards of their people, rather than increasing their poverty to make the low cost of their labor an attraction for foreign investors. They should protect social benefits and subsidies which help the poor, and stop encouraging privatization which eliminates the jobs of countless public workers.

All trade agreements must link trade with the respect for workers' rights, and should provide for loss of trading privileges to those countries which fail to respect them, including the right to organize free unions and strike, even within so-called "free trade" zones.

The Federation calls for democratic controls over the investment decisions of U.S. corporations, restricting their ability to invest in building production capacity outside the country, while reducing it and laying off workers here, or shifting production and jobs within the U.S. to break unions and undermine wages and conditions. Government legislation should prohibit "bidding wars," in which corporations pit communities against each other, extorting subsidies and tax breaks, in return for the location of plants. Government agencies should be required to buy goods produced by workers in the U.S., under

union conditions, wherever possible.

Corporations which intend to close plants must be required to bargain over alternatives to those decisions. In cases of closure, they must provide ample severance pay and income maintenance programs, extended health benefits, high-quality retraining for real jobs, and early retirement. Local governments must calculate the social cost of closures, and corporations must be required to pay these costs.

Retailers must take corporate responsibility for the treatment of workers who make what these merchants sell in their stores. Retailers must not profit from the sale of products made, at home or abroad, by children, prisoners, or other workers forced to labor for poverty wages or denied internationally recognized labor rights.

5. The end of the cold war, while welcome, has battered California's defense-dependent economy. The federal government must provide California with extra retraining and retooling, and income maintenance for unemployed defense workers. Industrial policy must focus on converting defense to civilian production.

At the state level we call upon the legislature to:

1. Crack down on the underground economy, which is a \$60 billion California enterprise. The underground economy deprives the state of \$3 billion in desperately needed tax revenues, and consigns workers to sub-minimum poverty wages, with lack of workers' compensation, disability insurance and unemployment insurance benefits. We support legislation to increase penalties for lawbreakers, to allow workers to sue to recover illegally withheld wages and benefits, and to make employers jointly liable for violations by their subcontractors.
2. Oppose deregulation of protective labor, consumer and environmental laws. Legislators must not cave in to employers who threaten to leave our state unless we impose lower standards.
3. Pursue policies to revitalize our urban areas and provide jobs in inner cities. African Americans, Asians and Latinos will soon together make up the majority of California's population, and they should have the right to participate

equally in our economy.

4. Restore state services, and pursue public works projects such as housing development and rehabilitation, and clean water and sewage treatment facilities.
5. Special legislative efforts should be undertaken to preserve vital industries, including aerospace, manufacturing, and film making, providing such legislation upholds established labor standards, and that recipients of government aid give guarantees to maintain set levels of employment.

Adopted, p. 15.

II TAXATION

Tax policy was a cornerstone of Reagan-Bush plans to redistribute income away from working people and into the pockets of the very rich.

The Reagan Administration undermined popular support for our system of taxation by riddling the tax code with loopholes, then rode a wave of cynicism to cut taxes on the rich by promoting the notion of a flat tax.

Corporate income taxes have plummeted. Corporations' share of total federal taxes has fallen from 31 percent in 1953 to nine percent in 1993.

Now, many Republican officials are asking us to embrace a flat tax. Congressman Dick Armey's flat tax proposal would raise federal income taxes by nine percent on taxpayers earning between \$30,000 and \$75,000 per year. Taxpayers earning above \$200,000 would have an average income tax reduction of 26 percent. The flat tax proposal also targets working people for added tax burdens because it exempts unearned income such as stock dividends and capital gains, which are overwhelmingly the province of the rich.

In 1977 the richest one percent paid an effective federal tax rate of 35.4 percent. By 1990 the effective federal tax rate had dropped to 26.3 percent. Meanwhile, the payroll tax rate on the poorest 20 percent increased by 16 percent.

At the federal level, the California Labor Federation calls for:

1. Ending tax breaks for multinational corporations.
2. Increasing the progressivity of the FICA

tax.

3. Opposing any measure to tax employer-paid health care or fringe benefits.

The California Labor Federation supports the efforts of the national AFL-CIO to protect and improve the Social Security system by:

1. Creating an independent Social Security agency to improve the efficiency of services, insulate it from political decision-making and assure beneficiaries that assets accumulating in the trust funds will be used exclusively for their health and economic security.
2. Changing the index for computing annual cost-of-living adjustments to one that reflects the experience of a majority of the work force.
3. Improving the benefits formula for those who have worked at substandard wages and for women who have worked in both the home and work force.
4. Repealing the increased age requirement for retirement adopted in 1983, which is scheduled to take effect in the year 2000.
5. Instituting a system to recognize periods of layoff for benefit accrual eligibility purposes.
6. Raising the maximum taxable wage base to reach to the total earnings of high-wage earners. Only about 90 percent of all earnings in Social Security-covered employment is now taxable.
7. Rectifying an inequity in reduced benefits suffered by those persons who were born between the years 1917 and 1926, known as the "notch years."

At the state level, the California Labor Federation calls for:

1. Support for Proposition 217, the November 1996 ballot initiative which continues the highest tax rates of 10 percent and 11 percent on residents with taxable income over \$100,000 and \$200,000, respectively, and residents who are heads of households with taxable income over \$136,115 and \$272,230, respectively. Requires apportionment of revenues from continued tax brackets among counties.
2. Opposition to the latest Jarvis initiative, Proposition 218, to deprive local government agencies of the right to assess

property owners for benefits they receive from upkeep and improvement of publicly used facilities. The proposed initiative would give the property classes the right to vote down assessments by a simple majority.

3. Increase bank and corporation taxes.
4. Restore the renter's tax credit.
5. Impose an oil severance tax.

We call for the elimination of the 2/3 supermajority vote required to raise state or local taxes. Majority vote requirements removed by Proposition 13 should be restored.

Federal and state legislators have been too eager to provide corporate tax breaks. Any capital investment tax credits must have guarantees that corporations will provide set numbers of permanent jobs to California residents at prevailing wages. Penalties should be imposed for corporations receiving tax breaks that fail to maintain a long term job commitment.

Adopted, p. 15.

III

INTERNATIONAL AFFAIRS

Rapacious corporations have created a global economy in which workers and unions are pitted against each other. Production and investment are transferred from country to country, as corporations seek the lowest wages and the fewest restrictions on their operations. The answer to this global system of exploitation must be global unionism. We must create and strengthen alliances with workers and free unions throughout the world, who face the same employers, and the same problems of unemployment, attacks on wages and unions, and the undermining of social benefits, which we face.

In a world dominated by multinational corporations, communication between unions of different countries is crucial to our ability to bargain and organize. We call for increased contact between free unions in the United States and free trade unions in the rest of the world, and an end to the cold-war prohibition on contact with free unions viewed as too militant or too opposed to U.S. foreign policy.

We rededicate ourselves to the defense and advancement of human rights, both at home and abroad. We are committed to movements for economic justice, democracy and human

rights wherever they occur. We condemn all manifestations of a revival of global anti-Semitism, racism, and ethnic nationalism. We make no excuses for the enemies of human rights. Whether they be capitalist, fascist or communist, a single standard must apply.

There is no longer a cold war to provide an excuse for excessive military spending. Military spending creates as many as 20,000 fewer jobs for each \$1 billion spent than civilian production and spending for social needs. The military budget must be reduced to, provide for more jobs and higher social spending at home. Defense workers need retraining, defense industries need retooling, and new jobs must be found for the work force at closed military installations.

In the world of free trade, the governments of many countries use policies of low wages, high unemployment, attacks on unions and privatization to attract foreign investment. Workers and unions who challenge these pro-investment policies and the corporations who take advantage of them are often subject to repression. We must make every effort to defend them. Democracy cannot exist when union officials and other critics of government are systematically murdered or brutalized.

Where international financial institutions, such as the International Monetary Fund and the World Bank, seek to impose these pro-investment policies as the condition for economic assistance, we must oppose them.

International resolve is required to make sure the collapse of Communism doesn't lead to a new era of regional conflict and mass repression. Global capital is exploiting the genuine desire of the people of eastern Europe and the former Soviet Union for greater democracy to transform them into a cheap labor force. We should support their efforts to maintain and improve their standard of living, their social benefits, and their right to choose their own political system.

We applaud the establishment of non-racial democracy in South Africa. Decades of sacrifice, armed struggle and union organizing under the leadership of the African National Congress and Congress of South African Trade Unions succeeded in bringing down the racist regime. Throughout the 1980's and 1990's, U.S. labor gave moral, political and material support to the South African black freedom movement. Our concern must extend to the workers of Nigeria, where military dictators have imprisoned union leaders and banned union activity, and

murdered human rights activists, in order to protect the operations of multinational oil corporations.

We reiterate our historical opposition to imprisonment without trial in Northern Ireland and call for replacement of British troops with a peace-keeping force of the United Nations. 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 historic entity. We support the political dialogue between the British government and Irish nationalists.

We call on all U.S. employers operating in Northern Ireland to adopt and abide by the MacBride Principles which provide for fair employment practices. We support legislation banning the investment of public funds in companies which fail to abide by these principles.

Ethnic cleansing in the former Yugoslavia must be halted through decisive international peacekeeping action. Those responsible for violating human rights must be brought to justice.

Most-favored-nation status for China should be revoked. The United States should no longer support the Chinese government's repression of its own citizens.

The Federation supports the right of national existence for the democratic State of Israel, and the right of all the people of the Middle East to freedom from terrorism and war. The Federation reaffirms its long-standing and unswerving commitment to the security of the State of Israel and U.S. support for its survival. That security can best be guaranteed by the continuation of the peace process, which must guarantee Israel's right to live in secure borders, and ensure freedom and self-determination for Palestinians and all Middle Eastern peoples. We reaffirm our close friendship with Histadrut and support the struggles of the Israeli and Palestinian working people.

We support the reestablishment of the legitimate government of Haiti. The efforts by the International Monetary Fund and World Bank to maintain Haiti's low standard of living by enforced privatization and unemployment, and by holding down the already inadequate minimum wage, must be ended.

The Federation supports the right of oppressed people to engage in militant forms of self-defense. While we hope liberation can be achieved through peaceful means, we rec-

ognize that violent repression must at times be countered by armed struggle.

The Federation supports the Zapatista rebellion by the native population in Chiapas, Mexico and condemns the Mexican government's bloody reprisals. We support the efforts by Mexican workers, like the Mexico City bus drivers, to resist privatization and economic reforms which have cost more than a million jobs, and led to increased and widespread poverty. The Mexican government pursues these policies in collaboration with United States corporations and banks, and with United States government support. Unless the one-party PRI dictatorship ends these policies, and makes way for real democratic elections, popular resistance will grow and should have the support of United States trade unionists.

United States trade policy should not treat the Mexican people as a cheap labor pool for U.S. business. The North American Free Trade Agreement boosted the profits of corporate investors and cost the jobs of over 70,000 United States workers. The agreement has undermined the jobs, wages and welfare of people in the United States, Canada and Mexico. The General Agreement on Tariffs and Trade extends these misplaced priorities around the world. These agreements must be renegotiated to ensure economic development which lifts the living standards of working people in all countries.

Trade sanctions should be imposed on countries restricting the formation and activities of free unions, lest American workers be forced to compete with slave labor. There should not be free trade for nations without free labor unions. We call for the protection of those parts of trade agreements, like the General System of Preferences, which allow the suspension of trade privileges for governments which violate labor rights.

Over the past few years, U.S. unions have exposed the abysmal conditions for workers, especially for children, in the maquiladoras in the free trade zones of Central America, the Caribbean and Mexico. These workers produce products for sale in the U.S. The corporations responsible for this production must end these abuses and raise the standard of living of their work force. Trade sanctions should be imposed on nations everywhere in accordance with a single uniform standard of internationally recognized labor rights, like that in the General System of Preferences, without regard to criteria left over from a cold war era. The Federation supports the boycott

efforts which have been effective in bringing pressure to bear on these companies.

Rebuilding our economy in the post-cold war era is required to insure that our democratic system continues to inspire the rest of the world. In the end, a sound economy will prove the essential defense of our national security.

Adopted, p. 15.

IV STATE BENEFITS

Workers' compensation insurance was designed to promptly guarantee specific levels of compensation for injured workers for losses due to work-related injuries and remove matters of fault and proper levels of compensation from litigation.

The system should provide for safety in places of employment and full provision for medical and remedial treatment.

Over the years the system fell into a state of disrepair. Benefits were inadequate. State administrative agencies were not adequately staffed to handle the volume of cases. The system of evaluating permanent disability served the interests of doctors and lawyers and not those of injured workers. The cost of the system continued to rise at rapid rates, much of it attributed to medical and insurance companies' profits.

Two Workers' Compensation Reform laws, in 1989 and 1993, negotiated by the California Labor Federation, brought about many improvements in the system, in addition to new benefits totaling \$2.25 billion.

Benefits payable to injured workers were hiked by almost 120 percent as a result of the 1989 and 1993 reforms. Weekly temporary disability and permanent total disability benefits, which were capped at \$224 as recently as 1989, rose to \$490 on July 1, 1996.

Death benefits that stood at \$70,000 in 1989 increased to \$125,000 for one dependent, to \$145,000 for two dependents, and to \$160,000 for three or more dependents on July 1, 1996. Maximum weekly permanent partial disability benefits increased from \$148 for employees with disabilities rated from 25 percent to 69 percent to \$170 on July 1, 1996. Permanent partial disability benefits rated between 70 percent and 99.75 percent increased from \$148 to \$230 on July 1, 1996.

The 1993 reform cut workers' compensa-

tion administrative costs by an estimated \$1.5 billion, with one half going to workers in higher benefits and one half to employers in reduced premiums.

The measure also banned the practice of doctors referring patients to clinics in which the doctor has an economic interest, set up a targeted high hazard industry inspection fund and provided for alternative dispute resolution systems in the unionized construction sector.

Much still needs to be done to bring the workers' compensation system into good working order. Despite these huge savings, employers and insurers continue to press the legislature to adopt anti-worker "reforms." As a result of the abolition of the minimum rate law in 1993, premiums have plummeted from \$9 billion in 1993 to under \$6 billion in 1995.

At \$490, California's current maximum temporary disability benefits still lag behind 26 states. Maximum benefits should be increased and indexed to keep pace with inflation despite the costs imposed by hospitals, doctors, insurers, and needless litigation.

Finally, the Federation recognizes that in the field of workers' compensation, prevention of illnesses and injuries is vital. Strict enforcement of occupational health and safety laws, safety training of workers and management personnel, and collectively bargained labor management safety committees are key to controlling workers' compensation costs.

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During California's prolonged recession, our state's unemployment insurance system failed to providing adequate economic support for those who have lost their jobs. California's system provides only 34 percent of the unemployed with benefits. In 1995, California's average weekly benefit of \$154 represented only 27 percent of the state's average weekly wage, the lowest replacement rate in the nation.

Maximum weekly benefits were increased to \$230 in 1992, as a result of Federation sponsored legislation in 1989. Since then, our efforts to raise maximum benefit levels have met vetoes, and in 1996 met death in the Republican controlled Assembly. Currently 34 states have higher maximum weekly benefits than California's. Thirty-seven states have indexed their maximum weekly benefits to rise with increases in the state's average weekly wage. California's benefits are not indexed, and thus may fall further behind

other states as cost of living increases produce automatic benefit increases in these states.

The reason for the inadequacy of California's unemployment insurance benefits lies not with economics but with politics. In contrast to underfunded U.I. Trust Funds in many states, California's U.I. Fund has a current balance of \$1.6 billion.

Moreover, California's employers pay a lower unemployment insurance tax than employers in 15 states. Our unemployment insurance tax rate as a percentage of total payroll is .9 percent, the same as the U.S. average. Forty states have a higher taxable wage base than ours which is the minimum required by federal law, \$7,000.

We strongly support the national AFL-CIO's efforts to reform the unemployment insurance system by setting minimum federal standards for benefits and for financing, and to reauthorize the emergency Federal Unemployment Compensation program. At the state level, we shall continue to seek to achieve the following goals:

1. The weekly benefit amounts should be increased so as to equal at least 50 percent of the worker's earnings in the highest quarter of earnings and the maximum benefit should be increased to equal at least two thirds of the state's average weekly wage, and be indexed.
2. Eligibility requirements for extended benefits should be reformed. All long term jobless workers with a demonstrated attachment to the labor force should be entitled to unemployment benefits regardless of the unemployment rate. Triggers for determination of availability of extended unemployment insurance benefits should be based on the total unemployment rate, rather than on the insured unemployment rate.
3. Extra benefits in California should be provided for dependents as in 10 other state plans.
4. The waiting week should be compensated retroactively after seven weeks of unemployment.
5. Unemployment insurance benefits should be available to strikers after seven weeks of strike, or immediately, in cases where an employer locks out employees or commits unfair labor practices.
6. The taxable wage base should be

increased to insure the adequacy of future benefits and solvency of the fund.

7. Where eligibility is disputed by employers, workers should receive unemployment pending resolution of their cases or while on appeal, and should be paid interest on unemployment benefits that are wrongfully denied.
8. Workers should not be asked to provide immigration documents in order to receive benefits, and any eligible worker whose employer has paid into the fund should be entitled to receive benefits, regardless of immigration status. Employers should be severely penalized for not paying into the fund.

* * * * *

California's 48 year old Unemployment Compensation Disability Insurance Program is one of only five such programs in the nation. It provides wage related benefit payments to workers who are suffering from injuries or illnesses not related to their jobs.

Most private sector and some public sector workers are covered by disability insurance. The program is financed entirely by covered workers through a payroll tax withheld from their earnings. The contribution is based on a percentage of a worker's earnings. For example, the contribution for 1996 is .8 percent of the first \$31,767 in earnings (a maximum of \$254.14). The contribution level may vary from year to year depending on the balance in the disability insurance fund.

A few private sector employers are covered by "voluntary" private plans approved by the Director of the Employment Development Department in lieu of the state plan. Some public sector employees have gained coverage under the state plan although unemployment disability insurance coverage for public sector employees is not mandatory. In 1995, a total of 10,273,709 workers were covered by the state plan and another 599,200 by voluntary plans.

More than \$2 billion in benefits were paid to 589,000 California workers in 1995 by the state plan. Of these claims, 154,000 were based on disabilities related to pregnancy.

After insolvency problems, the fund balance is higher than ever. Historically, disability insurance benefits have been adjusted to keep pace with increases in workers' compensation benefits. This year the Employment

Development Department proposed to raise maximum weekly benefits to \$423, but Governor Wilson and Assembly Speaker Pringle rejected the proposal. A Federation sponsored bill, AB 201, which would also raise benefits, is still pending, but to date Assembly Republicans have killed this year's efforts.

Disability benefits, like workers' compensation benefits, should be tied to the state's average weekly wage and the maximum benefit amount should be set at an amount equal to at least 200 percent of the state's average weekly wage, and should provide most injured workers with a replacement of two thirds of their regular wages, which would avoid the biennial legislative battles to achieve needed cost of living increases.

The Employment Development Department should be required to make every effort to recover monies owed by workers' compensation carriers to the disability insurance fund on claims which are paid by EDD and are eventually held to be work-related and thus covered by workers' compensation.

Adopted, p. 15.

V

WOMEN'S RIGHTS

The California Labor Federation supports the struggle of women to gain equality both on and off the job. Women are still denied full social and economic equality by pervasive sex discrimination.

Jobs that are predominately held by women are generally underpaid when compared to jobs of comparable skill, effort and responsibility traditionally held by men.

We urge all affiliates to work for "pay equity" to raise the pay of traditionally underpaid women's and minority occupations and end all unjust wage disparities.

On an annual basis women earn only 71 percent of what men earn. Twenty-four percent of all full-time working women earn less than the sub-poverty level income of \$13,091 calculated by the Census Bureau. This compares to 14 percent of full-time working men. Twenty seven percent of African American women and 37 percent of Hispanic women working full-time earn less than the sub-poverty level.

Union organization makes a dramatic difference for working women. On average, in 1994, women trade unionists earned 35 percent more than non-union women, and out-

earned non-union men. The wage gap between union men and women stands at 20 percent.

We urge all affiliates to vigorously support affirmative action plans that will give women access to higher paying occupations in which they are under-represented. Those plans, however, are endangered by Proposition 209, the falsely-named California Civil Rights Initiative, which would abolish state-mandated affirmative action programs.

Governor Wilson has already ended affirmative action in hiring and admissions at the University of California. Proposition 209 on the November ballot would open the doors even further to the ending of these programs. Because its passage would reinforce inequality for women, the California Labor Federation opposes it, and strongly urges affiliates to actively campaign against it.

We urge affiliates to increase efforts to organize clerical, service, food processing, electronics, garment and other occupations where women workers are predominant, and to bring into the collective bargaining process the issues of pay equity, child care, family leave, flexible work hours and expanded sick leave. To succeed in organizing women, the labor movement must encourage the participation and leadership of women at all levels of union activity and office.

Sexual harassment and sexual abuse of women workers are widespread. Unions must defend women workers who are victims, and must educate their members to help eradicate this problem. Employers must be held accountable for this ugly form of sex discrimination. The Federation supports legislation to establish a reasonable person of the same gender standard in determining sexual harassment charges.

The Federation supports coalitions with women's rights groups with the following objectives:

1. Support the Equal Rights Amendment.
2. Improve equal opportunity for women in employment and promotion.
3. Encourage the full participation of women in all trade union activities, including the Coalition of Labor Union Women, (C.L.U.W.)
4. Provide free quality child care for all working parents.
5. Support equal pay for work of compara-

ble value.

6. Support legislation and union contract protection against sexual harassment.
7. In light of increasing attacks on women's reproductive rights, we urge the national Federation to reconsider its position of neutrality on the issue.

Adopted, p. 15.

VI HEALTH CARE

Thirty nine million Americans, including six million Californians, do not have health insurance. Most of these are workers and their dependents. Health care costs consume over 15 percent of the gross national product. For many years, the cost of medical care has increased at a rate almost twice that of all other goods and services. Comprehensive health benefits now represent 12 percent of an employer's payroll, up more than 280 percent since 1980. These costs are a major factor in our nation's weakness as an economic power. The U.S. spends on a per capita basis, 40 percent more than Canada, and 90 percent more than Japan on health care. These nations provide universal health care, unlike the U.S.

More and more employers shift the burden of health insurance on to their employees, as medical costs skyrocket. The percentage of uninsured Californians has increased by over 50 percent since 1980. Today, 21 percent of Californians have no health insurance.

Opposition from insurance companies and the health care industry defeated the Clinton health care proposal, and the single-payer initiative in California. Nevertheless, the California Labor Federation continues to support the establishment of a single-payer system.

The health care and insurance industries have introduced the principle of managed care into the nation's health care system. Managed care has boosted corporate profits at the expense of quality of care for patients, and the jobs and rights of health care workers. The private, for-profit health care system is at odds with the welfare of our country, and should be replaced with one which functions for the benefit of people.

To alleviate the growing abuses of this system, the California Labor Federation supports Proposition 214, the HMO Patients Rights Initiative, which would ban gag rules barring health care providers from criticizing health plans or explaining treatment options to patients, make it harder for HMOs to deny

treatment, and give providers more freedom to make decisions for their patients based on medical need rather than corporate profit. At the same time, the medical profession itself must be held to the highest standards and licensing requirements should be strictly enforced.

We oppose legislative efforts to tax employee health benefits. We support union negotiated employee wellness programs, other preventive measures, and early intervention programs which are both cost effective and reduce the incidence of illness. Any comprehensive health reform legislation must allow exceptions for labor-management negotiated benefits that provide superior coverage. Legal immigrants work and pay taxes like citizens and should have the same access to basic public health care benefits. Proposals to cut off such benefits for legal immigrants and their children should be opposed as inhumane and a threat to the public health.

Adopted, p. 15.

VII WELFARE

Today over 37 million Americans live in poverty. Children account for 40 percent of the poor. Millions of families with somewhat higher incomes are not officially poor, but do not have adequate incomes.

While economic hardship and misery have grown, the federal and state governments have slashed welfare programs to the bone and beyond. Millions of people in need now receive no government assistance whatsoever. Social program cuts have hit minority families especially hard.

The poor have become convenient scapegoats for the economic decline of American capitalism. Conservatives have turned public opinion against welfare recipients to obscure corporate greed as the source of our economic ills. Their thinly-disguised racism stereotypes recipients as mostly minority, despite the fact that the vast majority are white.

The Federation opposes federal legislation recently passed through Congress, which would disqualify all immigrants, legal or not, from many kinds of welfare and social services. Undocumented workers, who contribute more in taxes than they receive back in services, and are ineligible for welfare, are nevertheless being blamed for abusing it.

Persistent high unemployment and reduced real earnings contribute to the

increase in poverty in the 1990's. Poverty-level jobs have increased 50 percent since 1979. Almost half of full-time workers, age 18-24, earn poverty wages.

The California Labor Federation believes it is the duty of the state in a democratic society to provide an adequate income for those who work but whose earnings are insufficient to keep them above poverty. Working with our affiliates and community allies in the Liveable Wage Coalition, we have successfully qualified Proposition 210, the Living Wage Initiative for the November ballot, which would raise the state's minimum wage to \$5.00 an hour on March 1, 1997 and \$5.75 on March 1, 1998. The minimum wage is presently set so low that full-time workers qualify for many forms of public assistance. Raising the wage will enable many workers to more fully support themselves.

To ensure an adequate income for those who work, and for those who are unable to work, we urge the following:

1. An all-out effort by affiliates to pass Proposition 210, the Living Wage Initiative, and eventual restoration of the minimum wage to 50 percent of the state average weekly wage.
2. Reversal of federal and state social service cutbacks. Expand eligibility rules to restore coverage to those cut from assistance, including workers on strike. Restoration of the purchasing power of Aid to Families with Dependent Children (AFDC) benefits.
3. An industrial policy which fosters full employment at good wages, and educational and job training programs targeted to the economically disadvantaged.
4. Federally and state-financed child care centers with educational, health and nutritional services for children of working and welfare parents.
5. Federal fiscal relief for the state and local governments which bear the rising financial costs due to their current welfare programs, and expansion of the Federal Earned Income Credit.

Adopted, p. 16.

VIII CONSUMER PROTECTION

The Federation reaffirms its traditional support for consumer rights under the law. We

pledge our best efforts to maintain and expand the rights of consumers, to support adequate staffing and budgets for consumer agencies, and to seek assurance that agencies will act with independence and integrity in advancing the consumer's interest.

We are opposed to "regulatory relief" for business that undermines product safety, weakens consumers' rights to full and accurate product information, or reduces penalties for deceptive practices. The "free market" will not insure product safety without government intervention. Moves to relax consumer product safety requirements are greedy attempts to raise business profits at the direct expense of the consumers.

The California Labor Federation supports efforts to:

1. Abolish false and misleading advertising and to require labels to show ingredients, nutritional values, expiration dates, durability and item pricing.
2. Provide that all lenders on consumer borrowing be subject to usury laws which provide a reasonable maximum rate of interest.
3. Support expanded consumer education programs in schools, consumers and non-profit organizations. We endorse the Consumer Federation of California.
4. Enact legislation to create boards to represent consumers before the Insurance Commission and Public Utilities Commission. Such legislation must recognize the key protective role collective bargaining plays for workers in the utility industry.
5. Support proposals for state supervision of the cable television industry. We support those provisions of communications legislation which guarantee public access to cable TV, the strengthening public interest and fairness requirements for broadcast media, and oppose corporate domination and privatization of public television and radio. The Federation supports cooperation with community and local labor groups to gain access to cable TV, public television, and other media.
6. Oppose all attempts to eliminate or restrict lifeline utility rates, and to ensure that poor people, working people and minorities have fair access to communications services and technology.
7. Amend the California Constitution to provide for the election of California Public Utility Commissioners and permit appeal of P.U.C. decisions to the California Court of Appeal. We call for an end to the close relationship between public utility commissioners and the utilities they regulate.
8. The Federation supports the continuing regulation of all public utilities in the public interest, and opposes efforts to eliminate regulation in favor of free market forces. Where regulatory efforts fail and where utilities consistently do not operate in the public interest, we support efforts to achieve that goal including public ownership.
9. Encourage the purchase of union-made American goods, and to require and enforce labeling of goods with their places of origin.
10. Pass stronger anti-trust laws and strictly enforce them, to stop corporate mergers, such as those between Bank of America and Security Pacific Banks, Wells Fargo and First Interstate and Union Pacific and Southern Pacific Railroads, which have cost the jobs of thousands of workers.
11. Enact stronger regulations covering the insurance industry, especially auto and earthquake insurance.

Adopted, p. 16.

IX

ORGANIZING AND LABOR LEGISLATION

The efforts of workers to join unions have mushroomed in California in the last few years. Many unions have given a new and greater priority to these efforts, and increased the percentage of their budgets spent on organizing. Local officers and active members have formed organizing committees, and are creating a new culture of organizing among many affiliates. The Federation supports these efforts, and urges our affiliates to increase them.

Some of the most successful experiences have involved challenging the traditional limitations of organizing drives to a single workplace, a single industry or a single union. We urge the cooperation of our affiliates in multi-

union efforts, which can effectively pool resources and eliminate jurisdictional disputes.

Area-wide organizing drives, based on challenging whole industries, and on permanent alliances of mutual support between unions and community organizations, are overcoming enormous obstacles. The Federation supports efforts like the Los Angeles Manufacturing Action Project, whose success will greatly increase the economic and political power of the entire state labor movement, and we urge affiliates to join it where appropriate.

Our hard won laws to protect the rights of workers to organize into unions and bargain collectively have been eroded over the decades by the Taft-Hartley Act, and hostile rulings of the National Labor Relations Board and federal courts. Employers violate labor laws with impunity, knowing that procedural delays prevent enforcement for years and that the price of settling will be cheap.

The 1994 Fact Finding Report of the Dunlop Commission pointed out the failure of federal labor law to protect workers' rights. In the late 1980's the NLRB found unlawful firings of union supporters occurred in one out of four union certification election cases, compared to one out of twenty cases in the early 1950's. The increase in the number of union supporters fired increased from one out of 700 in the early 1950's to one out of 50 in the 1980's.

These statistics understate the true dimension of these unfair labor practices, since they only reflect organizing campaigns that advance to the stage of election petitions. Many more organizing attempts are snuffed out by employer coercion and retaliations.

Faced with the lack of effective enforcement of workers' rights and the perversion of the certification process, many unions have sought other means to effectively empower workers and win representation rights. Many of these efforts are based on the reality that unions exist because workers create them and use them effectively to fight for their rights, often long before they are legally certified to bargain. Unions are using tactics of civil disobedience, corporate campaigns, community mobilizations, Construction Organizing Member Education and Training (C.O.M.E.T.), boycotts, strikes and other forms of direct action to win recognition and contracts.

The Federation supports all of these

efforts, and opposes the current move in Congress to outlaw certain forms of corporate campaigns or other strategies not based on traditional NLRB elections. But while seeking new strategies, we must continue and increase our efforts to make labor law into an instrument which protects workers' rights, rather than an obstacle to them.

We therefore call for the renewal of the campaign to ban the permanent replacement of strikers, to restore balance to labor-management relations. We also call for restoring the right of workers to use such weapons as the secondary boycott, hot cargo agreements, sitdown strikes, intermittent strikes, and mass picketing, which were all legal under the original National Labor Relations Act.

We also support comprehensive labor law reforms, including:

- severe and immediate penalties for employers who fire workers for union activity or who interfere with employee free choice, with immediate reinstatement of fired workers while their cases are pending;
- prompt resolution of representation questions;
- prohibition on corporate reshuffling, including double breasting, bankruptcy and ownership changes, which are used to evade contract terms and end union representation rights;
- union certification based upon determination of majority support through card checks;
- arbitration of unresolved first contracts at the request of the union involved;
- prohibition of public contracts for labor law violators;
- the extension of federal and state labor law to foreign-flag vessels calling U.S. ports;
- and an end to the misclassification of workers as independent contractors to deny them their right to organize.

Pro-employer politicians have trumpeted the idea that labor-management cooperation schemes increase job security by boosting productivity and competitiveness. They have used this argument as a pretext for introducing the TEAM Act, which would end legal prohibitions on such programs, which are used to weaken unions where they exist, and to function as modern versions of company unions during organizing drives.

The Federation opposes the TEAM Act. Should it become law, labor-management cooperation schemes will proliferate and undermine our bargaining ability, and will render industries such as electronics and high-tech manufacturing much more difficult to organize.

We also oppose proposals in Congress to deny backpay awards to undocumented workers in FLSA, NLRA, and other cases, which would, if enacted, encourage recruitment of such labor, undermine the workplace rights of all workers, and reward employers who break the law.

At the state level, we are faced with a major erosion of our longstanding overtime protections. The Industrial Welfare Commission has already adopted employer-sponsored 12 hour day proposals in four wage orders covering hospital workers, restaurant and hotel workers, office workers, transportation workers, and workers in the amusement and recreation industry. Although an enormous outcry from broadcast union members convinced the IWC to reject an employer 12 hour petition in that industry, the commission has opened five new wage orders.

Federation affiliates have actively demonstrated working people overwhelmingly oppose these efforts to end the standard 8-hour day. Overtime after 8 hours must be protected, and all 12 hour provisions reversed either by the IWC or by legislative action. We also oppose federal efforts to allow the use of compensatory time off in the private sector.

This year the governor moved to end the prevailing wage requirement on state construction projects, despite evidence that low-ball, non-union construction is actually more costly to the taxpayer. Tens of thousands of building trades workers and their supporters mounted massive demonstrations in rejection of the governor's move. The Federation calls for the defeat of all efforts to eliminate or weaken existing prevailing wage requirements.

We also support legislation and/or administrative action to:

1. Combat the state's \$60 billion a year underground economy, by increasing penalties on wage and hour law violators, and to allow workers a private right of action against employers violating these laws.
2. Strengthen apprenticeship laws.

3. Prevent the PUC from interfering with collective bargaining in their rate making process.
4. Increase funds for job training provided by the Employment Training Panel and the Job Training Partnership Act.
5. Oppose non-union parallel programs in apprenticeship.

We oppose the outside contracting of prison labor, and its use to compete with "free" labor.

The virtual imprisonment and enslavement of Thai workers in El Monte exposed the growing abuse of sweatshop labor in California's garment industry, which now employs more than 130,000 workers. We call for legislation making manufacturers and retailers jointly liable for labor law violations in the shops of their sewing sub-contractors, and for increased resources to wipe out violations in these sweatshops.

Adopted, p.16.

X

AGRICULTURAL LABOR

In the last two years, a new upsurge of organizing activity by the United Farm Workers has won representation rights for 4,000 workers, and successfully negotiated new contracts for 4,500 others. In particular, after two decades of violent opposition to the union efforts among its own workers, the Bruce Church Corporation signed a new contract with the union, a vindication of Cesar Chavez, who died while testifying in a failed lawsuit the company brought against the union. The union has successfully raised the wages of grape workers for the first time in many years, and has now gone on to mount an industry-wide organizing drive among strawberry workers in Watsonville.

Farm workers have always needed the support of other California workers and the public at large to redress the gross imbalance in power between workers and growers in rural areas. The Federation pledges its continued support to the UFW in their difficult task of organizing the more than 300,000 farm workers working in California's fields and vineyards.

California's unique Agricultural Labor Relations Act of 1975 was the culmination of years of struggle in the fields and on the boycott picket lines. Under this law, scores of

elections were held and farm workers overwhelmingly chose union representation with the United Farm Workers of America, AFL-CIO.

Yet, through staff cuts and the domination of the ALRB by pro-grower members and a General Counsel hostile to the interests of farm workers, the Deukmejian and Wilson administrations succeeded in converting the Board from a protector of workers' interests to a protector of growers' interests. Future appointments must rebalance the Board and provide a fair General Counsel.

We also support the boycott of table grapes, which underscores the union's demands for safe, healthful working conditions and its efforts to ban dangerous pesticides from the fields. Republicans were successful this year in preventing the prohibition of the use of methyl bromide, an extremely dangerous pesticide which is also environmentally harmful. Methyl bromide and chemicals like it must be banned, in the interest of farm workers, public health, and the environment.

Growers and their Republican allies are now trying to weaken fines for not maintaining adequate sanitation and healthy work conditions for field workers. The Federation opposes these efforts, and notes that they can also endanger the public through contamination of farm products.

Conditions in the fields have been worsened by the reemergence of large numbers of farm labor contractors in this state who in many instances insulate the grower from liability for payment of good wages, benefits and social insurance. The Federation supports legislation to make growers liable for labor law violations committed by farm labor contractors.

Adopted, p. 33-34.

XI

PUBLIC EMPLOYEES

Public employees, federal, state and local, number over two million in California and comprise 17 percent of the state's wage and salary work force. Public employees are the largest group of union members in the state.

For over a decade public employees have come under attack. Popular frustration with taxes and a declining standard of living has led to opposition to government services and attacks on the jobs, pay, legal rights and dignity of public employees, while the real inequities in the tax system are ignored.

Balancing government budgets on the backs of public employees is totally unacceptable. Public employees are not responsible for the deficits, and their pay and benefits are not legitimate targets for the budget cutting axe.

It is necessary to create a fair and equitable system of taxation, so that the cost of government falls on those most able to pay the corporations and wealthy individuals.

Public employees continue to contend with attempts to contract out or privatize work they have traditionally performed, to private for-profit firms. Contracting out often results in higher costs and poorer quality of services, decreased accountability, and increased potential for corruption.

To secure greater protection for public employees, the California Labor Federation supports:

1. The extension of full collective bargaining rights to all public employees, including the inviolate right to strike, and the right to use dues deducted from wages for political purposes.
2. Adoption of legislation permitting the negotiation of an agency shop for all public employees.
3. Adoption of legislation prohibiting the contracting out or privatization of work traditionally performed by public employees.
4. Strict enforcement of prevailing rate laws in work performed under public contracts.
5. Extension of federal OSHA to cover public employees where they are not covered by state programs.

Adopted, p. 33-34.

XII

CIVIL RIGHTS

The California Labor Federation has historically supported affirmative action programs, which are needed to redress a history of inequality and discrimination in the workplace, in education, and in other areas of public life. Civil rights struggles have made important progress in reducing discrimination against African-Americans, Latinos, Asian-Pacific Islanders, Native Americans and other minority people, and against women. The labor movement has a proud history of participating in many of these struggles.

Nevertheless, discrimination has not been eradicated. The average income of minority

families lags substantially behind that of the population as a whole, and unemployment in minority communities is still much higher. The gender gap between wages for men and women is still real. Affirmative action is necessary to make progress towards equality. We cannot end discrimination by pretending that it no longer exists.

Affirmative action is under a determined assault by Republican and other conservative politicians, who seek to maintain economic and social discrimination. Governor Wilson, in his failed presidential bid, undermined affirmative action in admissions and hiring at the University of California. By betraying the principle of inclusion, he and other regents not only harmed minorities and women, but reduced access to education for the children of working families generally. The Federation calls for a reversal of the regents' anti-affirmative action policy.

Wilson and other conservative Republicans have engineered a ballot initiative for the November 1996 election, Proposition 209, the deceptively-named California Civil Rights Initiative. This initiative would actually increase inequality and discrimination by outlawing affirmative action programs by state government. They intend to use this initiative in much the same way they used the anti-immigrant Proposition 187 in the 1994 election - as a vehicle to mobilize conservative voters by whipping up racist hysteria.

The California Labor Federation vehemently opposes the Proposition 209, and urges all our affiliates to make the maximum possible effort to defeat it.

Immigrants continue to be blamed for California's budgetary woes.

Today, as racial antagonism is on the upswing, it is crucial for the future of the labor movement and our country, that we strengthen our efforts to ensure equal rights for all.

The Federation calls on all affiliates to make a renewed, committed effort to organize women and minority workers. To succeed, the labor movement must increase the participation and leadership of women and minorities at all levels of union activity and office.

Jobs that are predominantly held by women and minorities are generally underpaid when compared to other jobs of comparable skill, effort and responsibility. To address this problem, we urge all affiliates to

work for "pay equity."

Gays and lesbians deserve protection from discrimination as workers and as citizens. There is no place in this country for racism, sexism, anti-semitism, anti-gay prejudice or discrimination against immigrants. All manifestations of bigotry must be condemned.

The Federation supports the enactment of legislation to deal with the growing number of hate crimes, and the active prosecution of extreme rightwing and racist organizations and militias. The spread of hate radio talk shows is creating a political climate which encourages hate crime by legitimizing racism, sexism, anti-union hysteria, xenophobia and homophobia. Television and radio stations which air hate radio for profit should have their licenses revoked because of their gross violation of the public interest, and we should not patronize advertisers who support it.

In addition to the above policies, we support the following:

1. Full economic, social and political justice, for all persons irrespective of their race, color, creed, ethnicity, national origin, sex, sexual orientation, age, or physical disability.
2. Full support to the continuing efforts to see the Equal Rights Amendment placed into the U.S. Constitution.
3. Enactment of legislation to guarantee the civil rights of persons who have tested HIV positive from discrimination in employment, housing, credit, public accommodations and public service.
4. Additional resources for schools located in depressed areas to insure equal educational opportunities for all.
5. Increased support for and cooperation with the Leadership Conference on Civil Rights, A. Philip Randolph Institute, Labor Council for Latin American Advancement, the Asian Pacific American Labor Alliance, Pride at Work, Coalition of Black Trade Unionists, the National Urban League, National Association for the Advancement of Colored People, Coalition of Labor Union Women, National Organization for Women, and similar community organizations that have visions of a just and fair society.
6. Active involvement of retired union members in senior organizations such

as the Federation of Retired Union Members and the Congress of California Seniors, National Council of Senior Citizens and the continued efforts by the Federation's senior action program in organizing retired workers on issues reflecting the concerns of the aging.

7. Defense of women's health clinics from attack by extreme rightists.
8. Justice for Wards Cove Packing Co. workers.

Adopted, p. 33-34.

XIII HOUSING

For far too many, the dream of owning a home is beyond reach. An estimated 60 percent of California households, and 42 percent of households nationwide, cannot afford a median priced home.

Homelessness has become a national disgrace, an agony suffered by working people and many of our own members. In California, as many as 250,000 are homeless. An additional 6 million poverty level households in the U.S. spend more than one-half of their incomes on housing.

Housing starts are inadequate to fill the need. Rational housing policy is needed to stop the boom and bust cycle in home construction, eliminate speculation, and to furnish an adequate and steady supply of new housing.

Our Federation urges the implementation and funding of the federal Homeownership Trust, enacted in 1990 but never funded. Funding at \$500 million a year would provide aid to 50,000 moderate-income families who would otherwise be unable to buy a home.

We support the AFL-CIO Housing Trust Ulico which funds homebuilding constructed by union craftsmen. In California, we support efforts to assist migrant farm workers through the provision of state supported housing.

The California Labor Federation supports the following:

1. Increase state funding for low-income housing through housing bonds, long term funding for the California Housing Trust Fund, and other methods.
2. Restore federal funding to low-income housing assistance programs.
3. Restore and increase the amount of the renter's state income tax credit.
4. Encourage local public entities to offer deferred payment, interest-free loans to low-income homeowners for rehabilitation.
5. Remove the onerous, costly and unnecessary requirement of holding a referendum before low-income public housing can be developed.
6. Expand the use of employee pension funds for housing construction.
7. Prohibit discrimination in housing against single parent households, students, families with children, the elderly, minorities, and people with disabilities.
8. Provide that renters cannot be evicted without just cause. In cities with rent control, we support vacancy control so landlords do not have an economic incentive to evict tenants in order to raise rents. We oppose state legislation to eliminate local rent control ordinances.
9. Require strict building, safety, health and plumbing codes enforcement in construction and rehabilitation.
10. Ban the use of plastic pipe and cellulose insulation in housing construction.

Adopted, p. 33-34.

XIV EDUCATION

The California labor movement has long recognized the primary role that public schools play in the advancement of a free and democratic society. Labor was a major force in destroying the notion of education as the privileged preserve of the rich alone, consistently working to expand and improve the public education system.

Education is an investment in the future of America, with a better trained, more productive work force 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, economic status and neighborhood in order to provide equality of access.

All public school personnel should have

the right to organize and bargain collectively, and all school reform programs should recognize the collective bargaining rights of teachers and other school personnel. The California Labor Federation firmly opposes any employment discrimination in our public schools based on age, sex, sexual orientation, race, ethnicity or political belief.

Quality education needs adequate funding. Fifty four percent of local school funding for most districts is derived from the state budget. California schools, however, have been short-changed. California ranks 50th in average class size, and 43rd in per pupil spending on a wealth-adjusted basis. Schools have been robbed of ten percent of the money due them under Proposition 98.

This year an education coalition including the California Federation of Teachers, the American Federation of State, County and Municipal Employees, the Service Employees International Union and the California State Employees Association, pressed hard for full funding. The coalition succeeded in forcing the governor to carry out the law's mandate. Schools should receive funding, however, on a per-pupil basis, rather than the per-school basis proposed by the governor.

The average California teacher has one-third more students than the typical teacher in the United States. Thousands of new classrooms and new teachers are needed to house and teach new students. Salaries must be increased to a level that will attract and retain teachers.

The Federation calls for a more progressive state income tax system to fund education at an adequate level, and opposes quick fixes such as funding by lottery.

The Federation urges local central labor council COPEs to actively participate in local school board races, and to vigilantly monitor and expose "stealth" candidates of the radical right.

Vocational education must be related to actual employment and training needs, for high skill, high wage jobs. These programs must consider local economic conditions and be developed in cooperation with the labor movement. Transition from school to work should be an integral part of the curriculum of the last two years of high school. The Federation's participation in the School to Work Curriculum Committee and in the School to Career Task Force has been successful in including a strong labor rights component.

The Federation applauds President Clinton

for his administration's emphasis on education, especially for the Goals 2000 program designed to raise academic standards and foster student achievement, and for the School to Career initiative to bring together and focus the nation's myriad work preparation programs. We call on Governor Wilson to embrace these programs and to involve labor and education professionals in their implementation.

Cutbacks in college financial aid and the rising costs of university education are turning public higher education into a haven for the rich alone. The Federation supports free public higher education to assure equal opportunity to all youth.

The California Labor Federation recognizes that to succeed in school, children need parental involvement in their education. Programs to encourage parental volunteer activities are vital to our schools. However, parent volunteers must never become a substitute for the employment of full-time teachers, counselors and paraprofessionals.

The California Labor Federation supports efforts to bring parents and teachers more directly into the education decision-making process. School site councils should be expanded and their funding should be increased. We support mentor teacher programs which lead to collaborative improvement in teaching skills.

We acknowledge the crucial role that non-certificated classroom personnel play in the educational process and believe that California should consider the certification of these employees. It is also the policy of the California Labor Federation that all non-certificated employees be included in staff development funds and programs generated by both the federal and state governments.

In reaffirmation of our support of quality education for all citizens as a civil right, we also endorse:

1. Adult and life long education, increased funding to expand arts education, and presentation of organized labor's contribution to this nation's history.
2. Programs designed to further reduce the rate of student truancy and drop-outs through expansion of remedial, clinical and guidance services.
3. Opposition to the growing tendency by educational institutions, especially higher education institutions to "casu-

alize" the jobs of teachers and support staff.

4. Bilingual education, and adequately funded programs to meet the educational needs of limited English speaking students.
5. The separation of church and state in public education.
6. Opposition to efforts to deny education to children of undocumented immigrants.
7. The Bill of Rights and Responsibilities for Learning promulgated by the American Federation of Teachers to promote high standards of achievement and behavior for students, high standards of professional performance by teachers and educational support staff, and active family and community support to assist student achievement. We reaffirm our opposition to vouchers and to other schemes based on the erroneous premise that market competition is the key to educational success.

Adopted, p. 33-34.

XV ENVIRONMENT AND SAFETY AND HEALTH

The California Labor Federation salutes the contribution of environmental groups to the struggle for workplace safety and health. We oppose attempts by industry to pit workers' jobs against environmental policies. We can both protect the environment, and have full employment. Short-sighted, environmentally destructive policies cannot be the basis of a healthy economy.

Sound environmental programs—which benefit society as a whole—must not impose disproportionate burdens on workers or diminish their standard of living. Organized labor must be involved in shaping of environmental programs.

Experience shows that environmental and workplace deregulation leads to increased business profits at the expense of the environment and the lives and health of workers. The decline in manufacturing jobs in California is due to the recession and structural defects in the U.S. economy, not over-regulation.

As part of the 1993 workers' compensation reform, Cal-OSHA was mandated to adopt an ergonomics standard, a mandate the Federa-

tion was forced to go to court to enforce. Republicans have responded with legislative proposals to remove this mandate, which the Federation strongly opposes. Under pressure from the Federation, affiliate unions and occupational safety and health activists, the Cal-OSHA Standards Board was forced to issue a proposed set of regulations. The Federation will work to make the final standard, the first in the nation, as strong as possible.

This year grower pressure won the postponement of the ban on methyl bromide, which has a long record of danger to farm workers and consumers. The Federation will fight to implement the ban, to defend California's pesticide registration program, and to protect from exposure to toxic substances farm workers and persons in workplaces adjacent to sprayed fields, as well as consumers.

We support tougher enforcement of environmental and health and safety laws and stronger penalties for violators, including:

1. Reform of federal OSHA to extend coverage to all workers, enhance enforcement authority, and mandate employer safety programs with worker participation.
2. Faster progress by the EPA in cleaning up hazardous waste sites, while maintaining adequate worker training and health and safety.
3. A strengthening of the federal pesticide law requiring full testing of pesticides and restriction of those products which pose adverse health and environment effects.
4. An increase in the level of funds for wastewater treatment projects to the level of the late 1970's and early 1980's.
5. Implementation and strict enforcement of rules to regulate releases of hazardous chemicals from chemical plants.
6. Inclusion of provisions in all trade agreements, including the General Agreement on Tariffs and Trade, that guarantee the sovereignty of U.S. environmental laws from attack by foreign nations with lower standards.
7. Increased assistance from developed countries and international lending institutions to less developed countries for ecologically sound development.
8. The development of a state comprehensive solid waste management resource

recovery system.

9. Greater state control over the disposal of toxic wastes to insure long term safety and to minimize the future incidence of birth defects and diseases.
10. Development of a Cal-OSHA workplace violence prevention standard.

Adopted, p. 33-34.

XVI ENERGY

The deregulation of electric and gas utilities in California threatens equal access by the state's residents to these essential services, threatens to increase consumer prices drastically, threatens the wages, working conditions and unions of utility workers, and threatens to do irreparable harm to the environment.

The state's private utility companies have established unregulated, non-union subsidiaries. These out-of-state subsidiaries pay substandard wages, and produce power by using polluting technologies banned in California. Deregulation should not allow them, and other similar cheap producers, to sell this power in the state at cut rates, threatening jobs, unions and environmental protections.

Deregulation proposals have been written in cooperation with the state's largest manufacturers and growers, and who seek to benefit large-scale power users, while boosting rates for the general public.

Deregulation is a threat to the entire economy. Industry, agriculture and individual consumers need not only cheap power, but safe and reliable power as well. A stable, organized and well-trained work force is essential to high-quality service. Excessive cuts in personnel at private utilities have already caused unnecessary outages and delays in restoring service during winter storms in recent years.

The California Public Utilities Commission must continue to safeguard the public interest in this essential service.

Any restructured system for providing energy and setting rates for the citizens of California must meet the following criteria:

1. Continue to provide the obligation to serve all customers.
2. The cost of poor management decisions in building high cost power plants should be borne by the owners, not by ratepayers.
3. The Legislature and the CPUC must assure that the jobs of utility employees shall be guaranteed in any transition process. Power plants in the state should not be closed until the CPUC finds there is adequate generation for all California consumers.
4. Any cost savings from the introduction of competition should benefit small business and residential ratepayers at the same time as large industrial energy users. Lifeline rates must be protected.
5. Safeguards against California becoming totally dependent upon out-of-state generation must be established in order to prevent loss of jobs in construction, maintenance, and operation of future power plants in California. The sale of power generated out-of-state by environmentally-destructive technology should be prohibited, and existing incentives for generating power by environmentally-beneficial means should be maintained.
6. Non-regulated utility generators, all newly formed public power agencies, and other organizations engaged in energy utility business must be required to meet same level of standards of training, safety and skills for their operations and maintenance employees that historically has been provided by energy utilities through collective bargaining.
7. Performance-based ratesetting must guarantee that utilities maintain a sufficient work force for dealing with natural disasters, and for adequately maintaining and expanding the existing generation and distribution system.

To encourage energy conservation the California Labor Federation supports:

1. Conservation programs at California utilities, through true least-cost energy planning and putting conservation providers on the same footing as power providers, giving priority to the use of renewable resources for the production of energy.
2. Increased government funding of research on effective energy-conserving technologies, products and services.
3. Temperature, lighting and ventilation standards to improve energy conservation and prevent indoor air pollu-

tion.

4. Strong automobile efficiency standards, the expansion of subsidized mass transit and the retooling of industry to build more mass transit, and development of non-polluting transportation systems, including an electric and natural gas car industry and the U.S. flag Jones Act fleet of ferries, tankers and dry-cargo vessels.
5. Efforts to encourage water conservation.
6. Lower energy prices through government intervention to cut oil company profits, and a permanent ban on Alaskan oil exports.

Adopted, p. 33-34.

XVII COMMUNITY CONCERN AND SERVICE

The labor movement must be actively concerned with the welfare of the poor, and with issues such as crime, alcoholism and drug abuse. These issues affect trade unionists on the job, and in the communities in which they live. Thousands of our own members have become homeless and unemployed because of two decades of economic attacks on working people. Hunger is no stranger at the table of many working families.

Achievement of full employment for all at a just wage with good working conditions is necessary to alleviate many social ills. Studies show that when workers lose their jobs, many families become victims of domestic violence, drug and alcohol abuse, suicide and murder.

Crime is a product of unemployment, poverty, racism and social inequality. It cannot be stopped by quick-fix political sloganeering. Poverty, declining living standards, and joblessness, combined with media glorification of violence and glamorization of the lifestyles of the rich, all help to breed a culture of despair and irresponsibility that fosters crime.

Public policies must attack the social conditions which are the root of crime. Instead, right wing politicians have created anti-crime hysteria and made it an election issue. One of the results of this hysteria has been the enactment through initiative of a "three-strikes" policy. The implementation of this policy has already proved the extreme nature of this law, leading as it has to the life-

long incarceration of petty thieves whose crimes happened to be classified as felonies. Little distinction is made between crimes of this nature and those involving bodily harm to individuals.

The California Supreme Court, although dominated by Republican appointees, declared the state's three-strikes law invalid to the extent that it removes judges' discretion in making sentencing decisions.

Moreover, the building and maintenance of the prisons necessary to house all the inmates sentenced under three-strikes threaten to devour practically all of the discretionary funds now used for higher education, job training and other social programs that seek to provide alternatives to criminality.

The Federation opposed, and continues to oppose, the three-strikes legislation. The Supreme Court decision provides an opportunity to review the three-strikes legislation and to renew our arguments to correct its excesses. We support programs designed to reduce crime, including community self-policing and early intervention with at-risk children.

Alcoholism and drug abuse are serious threats to job performance and job-site safety as well as to the life and health of millions. The Federation supports programs which focus on prevention and rehabilitation rather than punishment. Workplace drug testing should be based on evidence of impairment and any worker who is tested must be provided with adequate opportunities of checking the accuracy of the test results.

Charity is not a substitute for justice. We oppose the effort to cut public funding of social services and community organizations, and substitute for it inadequate funding from private sources. It is the ethical obligation of government to assist the less fortunate, whether in chronic distress or suffering the temporary effects of natural disasters or human-caused chaos. Labor has a rich history of helping those in need, and we will continue to contribute to relief for victims of earthquake, drought, hurricane, famine, and civic unrest around the world.

As a supplement to government's role, labor unions should cooperate with charitable organizations including the United Way, International Guiding Eyes, and others of similar merit. Such support is contingent upon these organizations' active support of the right of workers in non-profit social service agencies to organize unions and bar-

gain collectively. These organizations must give proper public recognition to organized labor's financial assistance.

Workplace fundraising efforts must be non-coercive and must contain safeguards to assure that workers' contributions are strictly voluntary. The distribution of funds must be made without corporate interference. Workers, unions and community-based organizations should control the decision-making process.

We support the Clinton Administration's National Youth Service program, the National Council on Alcoholism and other drug and alcohol-abuse programs, and joint AFL-CIO-American Red Cross programs.

Adopted, p. 33-34.

XVIII

RIGHTS OF PEOPLE WITH DISABILITIES

People with disabilities and sensory impairments make up nearly 20 percent of our nation's population, yet unfair social policies, and prejudicial paternalistic attitudes oppress them and exclude them from full participation in American society.

Historically, persons with disabilities have faced discrimination based on the general public's misconception 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 unemployment and underemployment.

Organized labor strongly supported passage of the Americans with Disabilities Act. This law provides basic civil rights to people with disabilities. We urge the vigorous enforcement of ADA.

In order to promote the full employment of people 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. Legislation prohibiting discrimination against individuals with disabilities by local transit providers.
2. Expanded state and county support of community programs for the mentally and developmentally disabled to ensure that those individuals have adequate

licensed professional medical services to continue to live outside of institutions.

3. Expanded state and federal funding of rehabilitation and vocational rehabilitation programs so that individuals with disabilities have the maximum opportunity of entering or reentering the work force.
4. Accessibility by qualified individuals with disabilities to union employment and apprenticeship programs.
5. Expansion of efforts to bring union representation to sheltered workshops for persons with disabilities and to workers at community group homes and private convalescent facilities housing and caring for persons with disabilities.
6. Expanded funding for county operated personal assistant services programs so that individuals employed as personal assistants can earn a decent wage and provide quality care to individuals with disabilities. The personal assistant work force must have the right to unionize.
7. The right of job applicants and workers to know the contents of pre-employment medical examinations. For those with disabilities, such examinations should be conducted in accord with the Americans with Disabilities Act.
8. Legislation to remove work disincentives from the SSI, SSDI, Medicare and Medicaid programs.
9. Legislation to insure that people with disabilities have full access to medical benefits including health care insurance, HMO plans and all health care procedures.
10. Vigorous enforcement of existing federal, state and local legislation and administrative mandates that eliminate architectural barriers for people with disabilities. Further, people with disabilities shall have, as a right, the same accessibility as people without disabilities.

Adopted, p. 33-34.

XIX IMMIGRATION

The labor movement and this country were built by immigrants, including those from

Africa who were kidnapped and forced into slavery. Public concern about immigration rises and falls with our economy, and our immigration laws reflect this. Our laws have also historically reflected public attitudes about race, with bans and discriminatory limits on legal immigration from Asia, Africa, and Latin America which have only recently been rectified.

In 1994, California unions campaigned vigorously against Proposition 187, which unfairly and falsely blamed immigrants for all the budgetary and economic woes that face the state. Governor Wilson chose to incite anti-immigrant hysteria to cover his administration's failure to take action to relieve the economic crisis suffered by the state's working families. He and other conservative legislators continue to fan the flames of this hysteria in the current election campaign.

Proposition 187, which denies education to undocumented children and prevents their families from receiving medical care, poses a major threat to the human and civil rights of all of California's working people and their children, wastes precious public resources, threatens the health and security of our communities, and turns teachers and nurses into immigration police spies. A federal judge has held most of the initiative unconstitutional. Its provisions, however, have been included as an amendment to immigration legislation which passed through Congress. The Federation opposes this amendment.

Legislation pending in Congress contains other anti-immigrant provisions, which we oppose. It denies health and many social benefits even to legal immigrants, scapegoating them for cuts in social services. It moves towards establishing a national ID card and work authorization, a potential source of enormous abuse of workers' rights. These anti-immigrant measures are a threat to the rights of all working people.

Thousands of immigrant workers, both with and without documents, have mounted large and effective campaigns to organize into unions in California in the last few years, including among others, janitors, hotel and restaurant workers, carpenters, farm workers, machinists, manufacturing and food processing workers, garment workers and health care workers. These efforts have created new unions, and strengthened and revived many others. All labor in California has benefited as a result.

The Federation stands for the equality of all workers. Our unity is our strength. Immigration legislation which divides workers

undermines that strength.

To protect that unity, the Federation resolved in 1994 that employer sanctions, because they cause discrimination against anyone who looks or sounds foreign, should be repealed. The rise in discrimination following the passage of Proposition 187 confirms this danger. Employer sanctions also provide a weapon employers have used repeatedly to fire and threaten immigrant workers who organize unions.

Immigration laws must not be used to make immigrant workers vulnerable and cheapen their labor, but must protect their rights as workers and human beings. All workers, regardless of immigration status, must have the right to form unions and effectively demand better wages and working conditions. They must have the ability to file complaints against illegal and unfair treatment without fear of reprisal, and must enjoy the same remedies under labor law as all other workers, including the right to reinstatement if fired for union activity, and the right to unemployment, social security and other benefits paid through payroll deductions.

Immigrants come here for jobs, not for free education or health care. They are driven from their homes in their countries of origin by hunger, poverty, unemployment, political repression and the lack of economic opportunity. These conditions are often exacerbated by trade and economic policies which use them as lures for corporate investment.

We therefore call for an end to programs of austerity and structural adjustment, which create the pressure for immigration by impoverishing workers. There are over 100 million people in the world today who have left their countries of origin. Only social and economic justice on a global scale will create a world where immigration is not a means of survival for the world's poor.

Attacks on immigrants have led hundreds of thousands of legal immigrants to exercise their constitutional right to become naturalized citizens. All budgetary and bureaucratic bottlenecks to realization of their American dream must be eliminated. Those attacking immigrants have now begun to question the right of legal immigrants to become naturalized citizens. Organized labor strongly supports the right to naturalize. The separation of the right to a job and the right to vote only promises to promote division among working people, to create a two-tiered society, and to reduce working conditions for all.

RESOLUTIONS

Don't Buy Bridgestone/Firestone Tires

Resolution No. 1—Presented by Steelworkers No. 1304, San Leandro. Whereas, Four thousand union members at Bridgestone/Firestone, Inc. were devastated in a 1994-95 unfair labor practice strike; and

Whereas, After the unfair labor practice strike ended, the company retained temporary replacements and refused to let hundreds of union members return to work; and

Whereas, The National Labor Relations Board has issued a massive complaint against the company seeking reinstatement of the strikers and tens of millions of dollars in backpay for the victims of the company's unfair labor practices which included discharging strikers, refusing to reinstate unfair labor practices strikers, cutting off accident and sickness benefits to sick and injured non-strikers, and refusing to grant full pension credits to unrecalled strikers; and

Whereas, Bridgestone/Firestone claims to have "permanently replaced" its employees, a tactic to which it would never resort to in Japan and which has inflicted untold misery on its American workers; and

Whereas, Bridgestone/Firestone, while insisting that its American workers take wage and benefit cuts, granted wage increases to its Canadian workers at a plant in Quebec; and

Whereas, Bridgestone/Firestone-made Firestone tires claim to be "America's tire" but Bridgestone/Firestone continues to import tires from overseas; and

Whereas, When Iowa's Governor declared a snow emergency this past winter, Bridgestone/Firestone insisted that workers at its Des Moines plant come to work in blizzard conditions; and

Whereas, Bridgestone/Firestone has no intention of negotiating an honorable contract with the union and that when the parties were close to an agreement in January 1996, the company made an insulting offer which was worse in many ways than any previously made and which was designed to torpedo a contract; and

Whereas, In response to Bridgestone/Firestone's unfair labor practices and anti-worker and anti-union policies, workers, consumers and governmental bodies are pledging not to

buy Bridgestone/Firestone products until Bridgestone/Firestone returns all unfair labor practices strikers to work and settles a contract with the union; therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation urges its affiliates to refuse to purchase Bridgestone or Firestone tires until all 4,000 union members are returned to work under a contract that provides dignity, equity and security; and be it further

Resolved, That the California Labor Federation will advise neighboring bodies and associates not to purchase Bridgestone or Firestone tires until this conflict is resolved.

Referred to Committee on Resolutions.

Adopted, p. 34..

Support Striking Workers at Union-Buster Bridgestone/Firestone

Resolution No. 2—Presented by Steelworkers No. 1304, San Leandro.

Whereas, Four thousand union members at Bridgestone/Firestone, Inc. were devastated in a 1994-95 unfair labor practice strike; and

Whereas, After the unfair labor practice strike ended, the company retained temporary replacements and refused to let hundreds of union members return to work; and

Whereas, The National Labor Relations Board has issued a massive complaint against the company seeking reinstatement of the strikers and tens of millions of dollars in backpay for the victims of the company's unfair labor practices which included discharging strikers, refusing to reinstate unfair labor practices strikers, cutting off accident and sickness benefits to sick and injured non-strikers, and refusing to grant full pension credits to unrecalled strikers; and

Whereas, Bridgestone/Firestone claims to have "permanently replaced" its employees, a tactic to which it would never resort to in Japan and which has inflicted untold misery on its American workers; and

Whereas, Bridgestone/Firestone, while insisting that its American workers take wage and benefit cuts, granted wage increases to its Canadian workers at a plant in Quebec; and

Whereas, Bridgestone/Firestone-made

Firestone tires claim to be "America's tire" but Bridgestone/Firestone continues to import tires from overseas; and

Whereas, When Iowa's Governor declared a snow emergency this past winter, Bridgestone/Firestone insisted that workers at its Des Moines plant come to work in blizzard conditions; and

Whereas, Bridgestone/Firestone has no intention of negotiating an honorable contract with the union and that when the parties were close to an agreement in January 1996, the company made an insulting offer which was worse in many ways than any previously made and which was designed to torpedo a contract; and

Whereas, In response to Bridgestone/Firestone's unfair labor practices and anti-worker and anti-union policies, workers, consumers and governmental bodies are pledging not to buy Bridgestone/Firestone products until Bridgestone/Firestone returns all unfair labor practices strikers to work and settles a contract with the union; therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that all unionists represented by this body redouble efforts to carry the message "Don't Buy Bridgestone or Firestone Tires" to every man, woman and child in the United States and in every other industrialized country, and that they be made aware of the injustices of this company against working men and women, and especially against families and children; and be it further

Resolved, That all union members and all working people join in this campaign against this renegade company since this affects all working people and since they could be next to be replaced by scab workers; and be it further

Resolved, That this worldwide campaign against Bridgestone/Firestone continue until all 4,000 members are returned to work under a contract that provides dignity, equity and security.

Referred to Committee on Resolutions.

Adopted, p. 34..

Labor Project for Working Families —An Aid to Organizing

Resolution No. 3—Presented by Central Labor Council of Contra Costa County, Martinez.

Whereas, The AFL-CIO's newly elected

officers have declared that organizing the unorganized will be the number one responsibility; and

Whereas, It is important that the "New Voice" be heard in a loud, clear manner through all segments of society; and

Whereas, 60 percent of women with children under age six and 76 percent of women with school age children are in the work force needing child care and support for elderly relatives; and

Whereas, Today's working world can be a cold, complex world because of the need for two parent families to be employed to guarantee family financial security; and

Whereas, Shift work, which affects over five million full-time workers, forces families to face bleak and complicated futures due to lack of community resources for child and elder care support. The need for child care, elder care, flexible hours and family leave has increased as our economy changes to a service-based, 24 hour operation; and

Whereas, The Labor Project for Working Families has, for over three years, provided information, technical assistance and resources to unions to negotiate for child care, elder care, family leave, flexible hours and other family friendly provisions; and

Whereas, The Labor Project has created the only database of family friendly contract language from many different unions; and

Whereas, The Labor Project publishes the only newsletter which highlights collective bargaining on work and family issues; and

Whereas, The Labor Project has been a voice for labor on work/family issues in the press including the Wall Street Journal, New York Newsday, Daily Labor Report, National Report on Work and Family, San Francisco Examiner, syndicated press and more; and

Whereas, The Labor Project has advocated for more family friendly policies in unionized workplaces; now therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that we urge the AFL-CIO to focus on work and family issues to assist unions in organizing; and be it further

Resolved, That we urge the AFL-CIO to integrate the work being done by the Labor Project for Working Families into its organizing program and inform affiliates of its resources; and be it further

Resolved, That we urge the AFL-CIO to provide ongoing support and funding to the Labor Project for Working Families to continue its work as a resource to unions and as an advocate for working families; and be it finally

Resolved, That the subject of the Labor Project for Working Families be placed on the AFL-CIO Executive Council Agenda, and that representation be invited to present the program and to answer questions.

Referred to Committee on Resolutions.

Adopted, p. 34..

Remove U.S. Embargo on Trade with Cuba

Resolution No. 4—Presented by San Francisco Labor Council, San Francisco.

Whereas, The San Francisco Labor Council and other Central Labor Bodies have supported the lifting of the U.S. blockade against Cuba; and

Whereas, The decades-old U.S. blockade continues to inflict suffering on the Cuban people, including children, through the denial of food, medicine and other necessities; and

Whereas, Lifting the blockade and normalizing relations with Cuba, as with Vietnam, China and other nations having different economic, political and social systems, would help create thousands of jobs for U.S. workers and restore the constitutional right of Americans to travel to Cuba; and

Whereas, The U.S. interference in other nations' trade with Cuba violates international law and the will of the overwhelming majority of nations in the U.N. General Assembly for an end to the blockade against Cuba; therefore be it

Resolved, That this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, calls for the lifting of the U.S. economic embargo against Cuba.

Referred to Committee on Resolutions.

Adopted as amended, p. 34.

Defeat California Civil Rights Initiative

Resolution No. 5—Presented by San Francisco Labor Council, San Francisco.

Whereas, The California Civil Rights Initiative (CCRI) seeks to defeat civil rights by eliminating affirmative action in public employment, public education, and public

contracting; and

Whereas, The labor movement has supported civil rights and affirmative action as a remedy to overcome inequality and injustice created by hundreds of years of racial, ethnic, gender and other forms of discrimination against working people and their families; and

Whereas, Racism, ethnic prejudice, sexism and other forms of discrimination continue to exist in our society and have reared their ugly heads in the form of the CCRI and other initiatives such as Proposition 187; and

Whereas, Governor Pete Wilson and other demagogic politicians are pushing CCRI to drive a wedge between working people; and

Whereas, The California Labor Federation has gone on record condemning the California Civil Rights Initiative as a cynical attempt to divide the working class; now therefore be it

Resolved, That the San Francisco Labor Council commend the California Labor Federation for its leadership in working to defeat the California Civil Rights Initiative; and be it further

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation campaign for the resounding defeat of the California Civil Rights Initiative.

Referred to Committee on Resolutions.

Adopted as amended, p. 34.

Raise the Minimum Wage

Resolution No. 6—Presented by San Francisco Labor Council, San Francisco.

Whereas, The California Labor Federation has successfully led a statewide coalition of labor, religious and community groups to qualify the Living Wage Act of 1996 for the November ballot; and

Whereas, The Living Wage Act of 1996 provides for an increase in the California minimum wage from the current \$4.25 per hour to \$5.00 per hour on March 1, 1997, and then to \$5.75 per hour on March 1, 1998; and

Whereas, In California more than 640,000 workers earn \$4.25 per hour or less, and 1.8 million workers earn less than \$5.57 per hour; and

Whereas, \$4.25 per hour, which is \$8,840 per year, does not even come close to being adequate to provide for basic food, shelter and

clothing; and is in fact less than the poverty level set by the U.S. Department of Health and Human Services; and

Whereas, \$4.25 per hour has been the minimum wage since 1988, which means that adjusted for inflation, purchasing power for minimum wage workers is down 26 percent, a 40 year low; and

Whereas, The minimum wage was originally intended to protect workers from the shameful excesses of exploitation; and

Whereas, It is in the interest of the labor movement to raise the level of wages for all workers; therefore be it

Resolved, That the San Francisco Labor Council commends the California Labor Federation for its leadership in qualifying the Living Wage Act of 1996 for the November ballot; and be it further

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation continue its support for raising the minimum wage.

Referred to Committee on Resolutions.
Adopted as amended, p. 34.

Building Labor's Strength

Resolution No. 7—Presented by Amalgamated Transit Union No. 1574, Foster City; Machinists No. 1414, San Mateo; IAMAW Local Lodge No. 1111, Hawthorne; Machinists Automotive Trades District Lodge No. 190, Oakland; Machinists and Mechanics Lodge No. 2182, Sacramento; United Public Employees No. 790 SEIU, Oakland.

Whereas, A strong labor movement not only promotes and protects workers' interests, but also serves as a cornerstone of a healthy democratic society; and

Whereas, Workers and their families in this country need strong unions in the face of emboldened corporate greed and governmental indifference; and

Whereas, There is a revitalization of the labor movement underway as demonstrated through increasingly successful organizing, corporate campaigns, political victories, and a wide range of other new and creative activities and programs; now therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation renews its commitment to building a strong labor movement through:

- Supporting and encouraging organizing;
- Strengthening and expanding its political and legislative program;
- Reaching out to sympathetic allies and building effective coalitions;
- Recognizing and embracing the diversity of the work force in California;
- Advocating for responsible economic growth that creates good jobs, with a focus on creating education and training opportunities for workers;
- Working closely with central labor bodies and affiliates to promote one strong voice for labor;
- Using new communications technologies and the media;
- Building the Federation through new affiliations and expanded participation of current affiliates.

Referred to Committee on Resolutions.
Adopted, p. 34.

Labor's Political Power

Resolution No. 8—Presented by Amalgamated Transit Union No. 1574, Foster City; Machinists No. 1414, San Mateo; San Mateo; IAMAW Local Lodge No. 1111, Hawthorne; Machinists Automotive Trades District Lodge No. 190, Oakland; Machinists and Mechanics Lodge No. 2182, Sacramento; United Public Employees No. 790 SEIU, Oakland.

Whereas, It is urgent for labor to assert its values in the political arena, not only on behalf of its members but also to salvage the political process from the deep cynicism, disillusionment and mistrust felt by millions in California and throughout the nation; and

Whereas, Labor's political program, skills and resources make it the major progressive institutional force on the political landscape, and the demands of effective political action are constantly increasing; and

Whereas, Californians face critical challenges this fall to long-standing, hard won gains in the form of attacks on prevailing wage and overtime; and

Whereas, California labor has an opportunity this political year to go beyond defense of interests that are under attack and take an important pro-active step in advancing the Living Wage Initiative, and in doing so help derail its traditional enemies from their offen-

sive against labor and put them on the defensive where they belong; and

Whereas, Labor and Californians can never make sufficient progress on a progressive, humane social agenda until there is a receptive legislature and governor; now therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation affirms that its number one short-term priority is the November, 1996 elections and the fight to regain the legislature, turn back the attacks on workers and their families, and establish a living wage in California; and be it further

Resolved, We will pursue our political agenda through an expansion of all aspects of the Federation's political and legislative work, including:

- Building grass roots activism through field operations such as labor-to-neighbor type precinct-based programs, with voter registration and get-out-the-vote efforts;

- Forging coalitions with organizations and movements who share our goals;

- Establishing a COPE Planning Committee for consultation on targeting key assembly, senate and congressional races and to coordinate labor's resources in priority districts;

- Creating a COPE Field Team to assist central bodies in building strong precinct programs;

- Expanding the legislative program in Sacramento and supporting local lobbying efforts in districts around California.

Referred to Committee on Resolutions.

Adopted, p. 34.

Media and Communications

Resolution No. 9—Presented by Amalgamated Transit Union No. 1574, Foster City; Machinists No. 1414, San Mateo; IAMAW Local Lodge No. 1111, Hawthorne; Machinists Automotive Trades District Lodge No. 190, Oakland; Machinists and Mechanics Lodge No. 2182, Sacramento; United Public Employees No. 790 SEIU, Oakland.

Whereas, The use of new technologies, including on-line communications, is playing an increasing role in the lives of working people; and

Whereas, The media portrayal of labor

unions and our positions on critical social and economic issues is often inaccurate and biased, with labor's achievements frequently given no coverage at all; and

Whereas, It is essential for the growth and success of the labor movement to take advantage of all avenues of communications to bring our message to the public and to our own members; now therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation broaden its efforts to make use of communications technologies to spread labor's message and to keep affiliates and union members informed of the latest developments on the electoral, legislative and regulatory fronts; and be it finally

Resolved, That the Federation aggressively use media to spread labor's message and promote a positive perception of unions and workers.

Referred to Committee on Resolutions.

Adopted, p. 35.

Diversity and Full Participation

Resolution No. 10—Presented by Amalgamated Transit Union No. 1574, Foster City; San Mateo County Central Labor Council, San Mateo; Machinists No. 1414, San Mateo; IAMAW Local Lodge No. 1111, Hawthorne; Machinists Automotive Trades District Lodge No. 190, Oakland; Machinists and Mechanics Lodge No. 2182, Sacramento; United Public Employees No. 790 SEIU, Oakland.

Whereas, California's work force has become one of the most demographically diverse of any economy in the world; and

Whereas, People of color, women and young people, who make up the fastest growing numbers of new entrants in the work force, are substantially more likely to view unions positively and to vote for a union in an organizing campaign; and

Whereas, The national AFL-CIO Committee on Full Participation, established in 1994 to further the long-standing goal of recognizing diversity in the labor movement, concluded that "more workers must see themselves in union leaders and activists if they are to have a personal stake in the union"; and

Whereas, The national AFL-CIO at its 1995 convention expanded its Executive Council to include more women, people of color and unions not previously represented

on the Council; and

Whereas, The national AFL-CIO at its 1995 convention passed Resolution 145 urging state federations and local central labor bodies to take every appropriate action "to broaden the opportunities for women and minorities to take part in their structures ..."; and

Whereas, Other state federations, such as the New York State AFL-CIO, have expanded their Executive Councils to provide broader representation of people of color and women; and

Whereas, The California Labor Federation historically has been in the forefront of including women and people of color on its Executive Council; now therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the California Labor Federation's constitution be amended as follows with the goal of continuing its practice of working to achieve increased representation of people of color, women and unions not previously represented:

Article IV, Section 1 (page 9) shall be amended by deleting "36" on line 3 and substituting "46"; by deleting "36" on line 4 and substituting "46", and by deleting "13" on line 7 and substituting "23". As amended, Article IV, Section 1 shall read:

ARTICLE IV

Officers

Section 1. The officers of the Federation shall consist of a President, a Secretary-Treasurer, and 46 Vice Presidents.

For purposes of designation only, the 46 Vice Presidents shall be divided into:

- (a) 23 Geographical Vice Presidents; and
- (b) 23 At-Large Vice Presidents.

Article IV, Section 3 (page 11) shall be amended by deleting "thirteen" on line 2 and substituting "twenty-three", and by deleting "and" on line 4 and adding after "M", "N, O, P, Q, R, S, T, U, V and W."

As amended, Article IV, Section 3 (page 11) shall read:

"Section 3. For purposes of designation only, the twenty-three At-Large Vice Presidents shall be allocated to At-Large Vice President Office A, B, C, D, E, F, G, H, I, J, K, L, M, N, O, P, Q, R, S, T, U, V and W respec-

tively."

Article VIII, Section 1 (page 23) shall be amended by deleting "36" on line 3 and substituting "46".

As amended, Article VIII, Section 1 (page 23) shall read:

ARTICLE VIII

Executive Council

Section 1. The Executive Council shall consist of the President, the Secretary-Treasurer, and the 46 Vice Presidents, specified in Article IV, Section 1 herein.

Referred to Committee on Constitution.

Adopted, p. 14.

Economic Development

Resolution No. 11—Presented by Amalgamated Transit Union No. 1574, Foster City and Machinists Lodge No. 1414, San Mateo.

Whereas, Income and wealth disparities continue to widen in California, and the nation, to an extent that threatens to undermine confidence in economic democracy and a sense of hope and opportunity; and

Whereas, Corporations increasingly demonstrate a callous disregard for their employees and the communities in which they operate, and government often seems unresponsive to any voice but that coming from Wall Street; and

Whereas, Development and expansion of economic opportunities is a fundamental social responsibility in a healthy democratic society; and

Whereas, Failure to achieve broad economic growth will exacerbate social tension, cynicism and hopelessness, expanding poverty, misery, crime and corruption; now therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation will be an active policy advocate for creating and maintaining good jobs with good wages and benefits in California, from economic development and construction, to service industries and new technologies, and be it further

Resolved, That the Federation will advocate corporate responsibility to provide good jobs and to be competitive on factors other than labor costs, such as streamlined management; product and service quality; design and

materials content; product support and delivery; marketing, etc; and be it further

Resolved, That the Federation recognizes that a key component of economic development is quality education, and that it will therefore seek to play a leading role in creating education and training opportunities for workers, including fighting to save and protect union apprenticeship programs as a high priority; and be it further

Resolved, That the Federation confirms that transportation is a centerpiece of our economic well-being in California, from urban transit to Pacific Rim trade. The Federation will coordinate support for transit and transportation policies that serve community and economic growth needs while preserving good employment opportunities and protecting hard won gains; and be it further

Resolved, That the Federation will respond boldly to attempts to destroy public services and education in California, working to develop a common analysis and strategy with the state's public sector and education unions; and be it further

Resolved, That in light of the globalization of the economy and its profound impact on California, the Federation will work with the national AFL-CIO to build solidarity with workers in other countries with the goal of eliminating labor competition based on the exploitation of workers; and be it finally

Resolved, That the Federation will support more aggressive corporate campaigns against employers who attack unions and ignore the needs of the communities in which they operate.

Referred to Committee on Resolutions.
Adopted, p. 35.

Organizing

Resolution No. 12—Presented by Amalgamated Transit Union No. 1574, Foster City; Machinists No. 1414, San Mateo; IAMAW Local Lodge No. 1111, Hawthorne; Machinists Automotive Trades District Lodge No. 190, Oakland; Machinists and Mechanics Lodge No. 2182, Sacramento; United Public Employees No. 790 SEIU, Oakland.

Whereas, The percentage of the organized work force has declined by more than half from a high of over 35 percent in the 1960's; and

Whereas, Unions are the one institution in America dedicated to furthering the rights and economic interests of working people; and

Whereas, In order to maintain and improve our ability to represent our members' interests as well as to bring the benefits of union membership to all of America's workers we must take action to restore the power of numbers; now therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation work closely with the national AFL-CIO, with local labor councils, and with interested affiliates to support and encourage a culture of organizing, to coordinate resources for assistance to affiliates engaged in organizing, to help educate the public about the general democratic and economic benefits of a unionized work force, to enlist our political allies and to exercise economic pressure to help extend union recognition to workers who seek it.

Referred to Committee on Resolutions.
Adopted, p. 35.

Boycott Mastagni, Holstedt and Chiurazzi

Resolution No. 13—Presented by Humboldt and Del Norte Counties Central Labor Council, Eureka.

Whereas, The California State Employees Association, SEIU Local 1000, AFL-CIO, earned the exclusive bargaining rights for teachers employed by the State of California in 1981; and

Whereas, In 1991 the law firm of Mastagni, Holstedt and Chiurazzi were openly involved in decertification efforts with these teachers against the California State Employees Association, SEIU Local 1000; and

Whereas, In 1996 the law firm of Mastagni, Holstedt and Chiurazzi were again actively and openly involved in decertification efforts with these teachers against the California State Employees Association, SEIU Local 1000; therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation shall place the law firm of Mastagni, Holstedt and Chiurazzi on its "Do Not Patronize List."

Referred to Committee on Resolutions.
Withdrawn, p. 35.

Economic Development

Resolution No. 14—Presented by IAMAW Local Lodge No. 1111, Hawthorne; Machinists Automotive Trades District Lodge No. 190, Oakland; Machinists and Mechanics

Lodge No. 2182, Sacramento; United Public Employees No. 790, SEIU, Oakland.

Whereas, Income and wealth disparities continue to widen in California, and throughout the nation, to an extent that threatens to undermine confidence in economic democracy and a sense of hope and opportunity; and

Whereas, Corporations increasingly demonstrate a callous disregard for their employees and the communities in which they operate, and government often seems unresponsive to any voice but that coming from Wall Street; and

Whereas, Development and expansion of economic opportunities is a fundamental social responsibility in a healthy democratic society; and

Whereas, Failure to achieve broad economic growth will exacerbate social tension, cynicism and hopelessness, expanding poverty, misery, crime and corruption; now therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation will be an active policy advocate for creating and maintaining good jobs with good wages and benefits in California, and be it further

Resolved, That the Federation will advocate corporate responsibility to provide good jobs and to be competitive on factors other than labor costs, such as streamlined management; product and service quality; design and materials content; service, product support and delivery; marketing, etc; and be it further

Resolved, That the Federation recognizes that a key component of economic development is quality education, and that it will therefore seek to play a leading role in creating education and training opportunities for workers, including fighting to save and protect union apprenticeship programs as a high priority; and be it further

Resolved, That the Federation confirms that transportation is a centerpiece of our economic well-being in California, from urban transit to Pacific Rim trade. The Federation will coordinate support for transit and transportation policies that serve community and economic growth needs while preserving good employment opportunities and protecting hard won gains; and be it further

Resolved, That the Federation will respond boldly to attempts to destroy public services and education in California, working

to develop a common analysis and strategy with the state's public sector and education unions; and be it further

Resolved, That in light of the globalization of the economy and its profound impact on California, the Federation will work with the national AFL-CIO to build solidarity with workers in other countries with the goal of eliminating labor competition based on the exploitation of workers; and be it finally

Resolved, That the Federation will support more aggressive corporate campaigns against employers who attack unions and ignore the needs of the communities in which they operate.

Referred to Committee on Resolutions.

Combined with No. 11, adopted as amended, p. 35.

Expand Executive Council

Resolution No. 15—Presented by the San Francisco Labor Council, San Francisco.

Whereas, The Asian Pacific American Labor Alliance (APALA), the A. Philip Randolph Institute (APRI), the Coalition of Labor Union Women (CLUW), the Labor Council for Latin American Advancement (LCLAA) and Pride at Work (PAW) represent minority constituents including women, people of color, lesbian, gay, bisexual and transgender workers; and

Whereas, The California Labor Federation, AFL-CIO, currently has only six women who serve on the Executive Council of the 38 seats; and

Whereas, There are no Asians, three African-Americans and three Hispanics; and

Whereas, The goal of new leadership within the AFL-CIO is toward the inclusion of minorities in leadership roles, including their Executive Council; and

Whereas, The California Labor Federation, AFL-CIO, agrees with and supports the AFL-CIO in these concepts; therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation create eight additional Executive Council seats to reflect their support of the cultural, ethnic and gender diversity of its membership; and be it further

Resolved, That the California Labor Federation's constitution be amended as follows with the goal of achieving increased representation of people of color, women, lesbians and

gays:

Article IV, Section 1 (page 9) shall be amended by deleting "36" on line 3 and substituting "46"; by deleting "36" on line 4 and substituting "46" and by deleting "13" on line 7 and substituting "23". As amended, Article IV, Section 1 shall read:

ARTICLE IV

Officers

"Section 1. The officers of the Federation shall consist of a President, a Secretary-Treasurer, and 46 Vice Presidents.

"For purposes of designation only, the 46 Vice Presidents shall be divided into:

- (a) 23 Geographical Vice Presidents; and
- (b) 23 At-Large Vice Presidents."

Article IV, Section 3 (page 11) shall be amended by deleting "thirteen" on line 2 and substituting "twenty-three" and by deleting "and" on line 4 and adding after "M", "N, O, P, Q, R, S, T, U, V and W."

As amended, Article IV, Section 3 (page 11) shall read:

"Section 3. For purposes of designation only, the twenty-three At-Large Vice Presidents shall be allocated to At-Large Vice President Office A, B, C, D, E, F, G, H, I, J, K, L, M, N, O, P, Q, R, S, T, U, V and W respectively."

Article VIII, Section 1 (page 23) shall be amended by deleting "36" on line 3 and substituting "46".

As amended, Article VIII, Section 1 (page 23) shall read:

ARTICLE VIII

Executive Council

"Section 1. The Executive Council shall consist of the President, the Secretary-Treasurer and the 46 Vice Presidents, as specified in Article IV, Section 1 herein."

Referred to Committee on Constitution.

Filed, p. 14.

Building Labor's Strength

Resolution No. 16—Presented by East Bay Automotive Machinists No. 1546, Oakland; UNITE! Pacific Northwest District Council, San Francisco; United Auto Workers Region 5, Artesia; Machinists Automotive Trades No. 1101, San Jose; California Con-

ference of Machinists, Sacramento; Automotive Machinists Lodge No. 1173, Pleasant Hill; Machinists Lodge No. 1484, Wilmington.

Whereas, A strong labor movement not only promotes and protects workers' interests, but also serves as a cornerstone of a healthy democratic society; and

Whereas, Workers and their families in this country need strong unions in the face of emboldened corporate greed and governmental indifference; and

Whereas, There is a revitalization of the labor movement underway as demonstrated through increasingly successful organizing, corporate campaigns, political victories, and a wide range of other new and creative activities and programs, now therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation renews its commitment to building a strong labor movement through:

- Supporting and encouraging organizing;
- Strengthening and expanding its political and legislative program;
- Reaching out to sympathetic allies and building effective coalitions;
- Recognizing and embracing the diversity of the work force in California;
- Advocating for responsible economic growth that creates good jobs, with a focus on creating education and training opportunities for workers;
- Working closely with central labor bodies and affiliates to promote one strong voice for labor;
- Using new communications technologies and the media;
- Building the Federation through new affiliations and expanded participation of current affiliates.

Referred to Committee on Resolutions.

Combined with No. 7 and adopted, p. 34.

Labor's Political Power

Resolution No. 17—Presented by East Bay Automotive Machinists No. 1546, Oakland; UNITE! Pacific Northwest District Council, San Francisco; United Auto Workers Region 5, Artesia; Machinists Automotive Trades No. 1101, San Jose; California Con-

ference of Machinists, Sacramento; Automotive Machinists Lodge No. 1173, Pleasant Hill; Machinists Lodge No. 1484, Wilmington.

Whereas, It is urgent for labor to assert its values in the political arena, not only on behalf of its members but also to salvage the political process from the deep cynicism, disillusionment and mistrust felt by millions in California and throughout the nation; and

Whereas, Labor's political program, skills and resources make it the major progressive institutional force on the political landscape, and the demands of effective political action are constantly increasing; and

Whereas, Californians face critical challenges this fall to long-standing, hard won gains in the form of attacks on prevailing wage and overtime; and

Whereas, California labor has an opportunity this political year to go beyond defense of interests that are under attack and take an important pro-active step in advancing the Living Wage Initiative, and in doing so help derail its traditional enemies from their offensive against labor and put them on the defensive where they belong; and

Whereas, Labor and Californians can never make sufficient progress on a progressive, humane social agenda until there is a receptive legislature and governor; now therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation affirms that its number one short-term priority is the November, 1996 elections and the fight to regain the legislature, turn back the attacks on workers and their families, and establish a living wage in California; and be it further

Resolved, We will pursue our political agenda through an expansion of all aspects of the Federation's political and legislative work, including:

- Building grass roots activism through field operations such as labor-to-neighbor type precinct-based programs, with voter registration and get-out-the-vote efforts;

- Forging coalitions with organizations and movements who share our goals;

- Establishing a COPE Planning Committee for consultation on targeting key assembly, senate and congressional races and to coordinate labor's resources in priority districts;

- Creating a COPE Field Team to assist central bodies in building strong precinct programs;

- Expanding the legislative program in Sacramento and supporting local lobbying efforts in districts around California.

Referred to Committee on Resolutions.

Combined with No. 8 and adopted, p. 34-35.

Media and Communications

Resolution No. 18—Presented by East Bay Automotive Machinists No. 1546, Oakland; UNITE! Pacific Northwest District Council, San Francisco; United Auto Workers Region 5, Artesia; Machinists Automotive Trades No. 1101, San Jose; California Conference of Machinists, Sacramento; Automotive Machinists Lodge No. 1173, Pleasant Hill; Machinists Lodge No. 1484, Wilmington.

Whereas, The use of new technologies, including on-line communications, is playing an increasing role in the lives of working people; and

Whereas, The media portrayal of labor unions and our positions on critical social and economic issues is often inaccurate and biased, with labor's achievements frequently given no coverage at all; and

Whereas, It is essential for the growth and success of the labor movement to take advantage of all avenues of communications to bring our message to the public and to our own members; now therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation broaden its efforts to make use of communications technologies to spread labor's message and to keep affiliates and union members informed of the latest developments on the electoral, legislative and regulatory fronts; and be it finally

Resolved, That the Federation aggressively use media to spread labor's message and promote a positive perception of unions and workers.

Referred to Committee on Resolutions.

Combined with No. 9 and adopted, p. 35.

Diversity and Full Participation

Resolution No. 19—Presented by East Bay Automotive Machinists No. 1546, Oakland; UNITE! Pacific Northwest District

Council, San Francisco; United Auto Workers Region 5, Artesia; Machinists Automotive Trades No. 1101, San Jose; California Conference of Machinists, Sacramento; Automotive Machinists Lodge No. 1173, Pleasant Hill; Machinists Lodge No. 1484, Wilmington

Whereas, California's work force has become one of the most demographically diverse of any economy in the world; and

Whereas, People of color, women and young people, who make up the fastest growing numbers of new entrants in the work force, are substantially more likely to view unions positively and to vote for a union in an organizing campaign; and

Whereas, The national AFL-CIO Committee on Full Participation, established in 1994 to further the long-standing goal of recognizing diversity in the labor movement, concluded that "more workers must see themselves in union leaders and activists if they are to have a personal stake in the union"; and

Whereas, The national AFL-CIO at its 1995 convention expanded its Executive Council to include more women, people of color and unions not previously represented on the Council; and

Whereas, The national AFL-CIO at its 1995 convention passed Resolution 145 urging state federations and local central labor bodies to take every appropriate action "to broaden the opportunities for women and minorities to take part in their structures ..."; and

Whereas, Other state federations, such as the New York State AFL-CIO, have expanded their Executive Councils to provide broader representation of people of color and women; and

Whereas, The California Labor Federation historically has been in the forefront of including women and people of color on its Executive Council; now therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the California Labor Federation's constitution be amended as follows with the goal of continuing its practice of working to achieve increased representation of people of color, women and unions not previously represented:

Article IV, Section 1 (page 9) shall be amended by deleting "36" on line 3 and substituting "46"; by deleting "36" on line 4 and

substituting "46", and by deleting "13" on line 7 and substituting "23". As amended, Article IV, Section 1 shall read:

ARTICLE IV

Officers

Section 1. The officers of the Federation shall consist of a President, a Secretary-Treasurer, and 46 Vice Presidents.

For purposes of designation only, the 46 Vice Presidents shall be divided into:

- (a) 23 Geographical Vice Presidents; and
- (b) 23 At-Large Vice Presidents.

Article IV, Section 3 (page 11) shall be amended by deleting "thirteen" on line 2 and substituting "twenty-three", and by deleting "and" on line 4 and adding after "M", "N, O, P, Q, R, S, T, U, V and W."

As amended, Article IV, Section 3 (page 11) shall read:

"Section 3. For purposes of designation only, the twenty-three At-Large Vice Presidents shall be allocated to At-Large Vice President Office A, B, C, D, E, F, G, H, I, J, K, L, M, N, O, P, Q, R, S, T, U, V and W respectively."

Article VIII, Section 1 (page 23) shall be amended by deleting "36" on line 3 and substituting "46".

As amended, Article VIII, Section 1 (page 23) shall read:

ARTICLE VIII

Executive Council

Section 1. The Executive Council shall consist of the President, the Secretary-Treasurer, and the 46 Vice Presidents, specified in Article IV, Section 1 herein.

Referred to Committee on Constitution.

Filed, p. 23.

Economic Development

Resolution No. 20—Presented by East Bay Automotive Machinists No. 1546, Oakland; UNITE! Pacific Northwest District Council, San Francisco; United Auto Workers Region 5, Artesia; Machinists Automotive Trades No. 1101, San Jose; California Conference of Machinists, Sacramento; Automotive Machinists Lodge No. 1173, Pleasant Hill; Machinists Lodge No. 1484, Wilmington.

Whereas, Income and wealth disparities continue to widen in California, and throughout the nation, to an extent that threatens to undermine confidence in economic democracy and a sense of hope and opportunity; and

Whereas, Corporations increasingly demonstrate a callous disregard for their employees and the communities in which they operate, and government often seems unresponsive to any voice but that coming from Wall Street; and

Whereas, Development and expansion of economic opportunities is a fundamental social responsibility in a healthy democratic society; and

Whereas, Failure to achieve broad economic growth will exacerbate social tension, cynicism and hopelessness, expanding poverty, misery, crime and corruption; now therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation will be an active policy advocate for creating and maintaining good jobs with good wages and benefits in California, and be it further

Resolved, That the Federation will advocate corporate responsibility to provide good jobs and to be competitive on factors other than labor costs, such as streamlined management; product and service quality; design and materials content; service, product support and delivery; marketing, etc; and be it further

Resolved, That the Federation recognizes that a key component of economic development is quality education, and that it will therefore seek to play a leading role in creating education and training opportunities for workers, including fighting to save and protect union apprenticeship programs as a high priority; and be it further

Resolved, That the Federation confirms that transportation is a centerpiece of our economic well-being in California, from urban transit to Pacific Rim trade. The Federation will coordinate support for transit and transportation policies that serve community and economic growth needs while preserving good employment opportunities and protecting hard won gains; and be it further

Resolved, That the Federation will respond boldly to attempts to destroy public services and education in California, working to develop a common analysis and strategy with the state's public sector and education

unions; and be it further

Resolved, That in light of the globalization of the economy and its profound impact on California, the Federation will work with the national AFL-CIO to build solidarity with workers in other countries with the goal of eliminating labor competition based on the exploitation of workers; and be it finally

Resolved, That the Federation will support more aggressive corporate campaigns against employers who attack unions and ignore the needs of the communities in which they operate.

Referred to Committee on Resolutions.

Combined with No. 11, adopted as amended, p. 35.

Organizing

Resolution No. 21—Presented by East Bay Automotive Machinists No. 1546, Oakland; UNITE! Pacific Northwest District Council, San Francisco; United Auto Workers Region 5, Artesia; Machinists Automotive Trades No. 1101, San Jose; California Conference of Machinists, Sacramento; Automotive Machinists Lodge No. 1173, Pleasant Hill; Machinists Lodge No. 1484, Wilmington.

Whereas, The percentage of the organized work force has declined by more than half from a high of over 35 percent in the 1960's; and

Whereas, Unions are the one institution in America dedicated to furthering the rights and economic interests of working people; and

Whereas, In order to maintain and improve our ability to represent our members' interests as well as to bring the benefits of union membership to all of America's workers we must take action to restore the power of numbers; now therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation work closely with the national AFL-CIO, with local labor councils, and with interested affiliates to support and encourage a culture of organizing, to coordinate resources for assistance to affiliates engaged in organizing, to help educate the public about the general democratic and economic benefits of a unionized work force, to enlist our political allies and to exercise economic pressure to help extend union recognition to workers who seek it.

Referred to Committee on Resolutions.

Combined with No. 12 and adopted, p. 35.

Support for UFWA and Strawberry Workers

Resolution No. 22—Presented by the Executive Council of the California Labor Federation, AFL-CIO San Francisco, and the Alameda County Central Labor Council, Oakland.

Whereas, Farm workers toiling in the strawberry fields are among the most exploited workers in the nation; and

Whereas, The 20,000 men, women and children working in California strawberry fields typically spend ten to twelve hours a day bending over to pick fruit from ankle level plants, suffer chronic back pain and injuries, as well as the dangerous effects of pesticide poisoning; and

Whereas, Strawberry workers have not received a pay raise above poverty level wages for 10 years, and often crowd into apartments with two or three families; and

Whereas, Most strawberry workers have few or no medical benefits, sexual harassment is commonplace, and bathrooms in the fields are filthy; and

Whereas, Coolers bear the major responsibility to establish a rational system for labor relations in the strawberry industry. Eight large coolers exercise great control over roughly 270 strawberry growers, supplying growers with loans, plants from nurseries, packaging and marketing. Coolers set the prices and develop varieties of strawberries; and

Whereas, Over 20,000 strawberry workers are tired of these terrible conditions and seek safety, security and a voice on the job; and

Whereas, Organized labor has supported Cesar Chavez and the courageous members of the United Farm Workers for over 30 years; and

Whereas, The California Labor Federation can provide leadership throughout the state to inform all California affiliates, and leaders of the communities; therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation endorses the strawberry organizing through building coalitions, informing local affiliates, and energizing the labor movement; and be it finally

Resolved, That the California Labor Federation will lead these coalitions in visits to

local supermarkets and corporate offices, and will actively support the strawberry workers in their public action campaign.

Referred to Committee on Resolutions.
Adopted, p. 35.

Freedom for Ireland and Justice for Jimmy Smyth

Resolution No. 23—Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco and Alameda County Central Labor Council, Oakland.

Whereas, The struggle for Irish freedom from the British has been going on for over 800 years; and

Whereas, The British have ruled over the Irish people by introducing the draconian laws and institutions it used as a model for its entire colonial empire; and

Whereas, The Irish people were the first people to be enslaved, have their land confiscated and endure the introduction of the plantation system, long before it was imposed on the British colonies in America; and

Whereas, The Irish people have responded against the British tyranny both through armed struggle and civil disobedience, using all the forms of struggle that have been adopted throughout the world in reaction to the stranglehold of British Imperialism; and

Whereas, After centuries of valiant struggle, the Irish under the leadership of the likes of Labor Leader James Connolly, finally forced the British to concede their independence, the British introduced partition of Ireland into two nations, the democratic and the free south and the six northern counties under domination, leading to the present day struggle for total independence from the British; and

Whereas, The fight in British-controlled Northern Ireland has been not only for the unification of the Irish nation, but for equal rights and justice for all Irish people; and

Whereas, The recent breakdown of peace talks in Northern Ireland were obviously sabotaged by the puppet police department of the British Government by openly allowing for the provocative march of Orangemen through Catholic neighborhoods; and

Whereas, Jimmy Smyth, an outspoken Irish freedom fighter, is now being threatened with deportation and denied his political refugee status; therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation goes on record in support of the Irish struggle for independence, and in opposition to the continued provocative policies of the British Government against a just settlement in Northern Ireland; and be it further

Resolved, That the Federation calls on the Clinton administration to use its powers to intervene in the deportation of Jimmy Smyth because it is "the right thing to do".

Referred to Committee on Resolutions.
Adopted, p. 35-36.

**Kaiser's Plan to Contract Out Care
Forcing Union Members to Use Non-
Union Medical Facilities**

Resolution No. 24—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco and Alameda County Central Labor Council, Oakland.

Whereas, Union members and their families account for one in seven of Kaiser's California Health Plan membership; and

Whereas, Kaiser is the HMO that was built by Labor; and

Whereas, Labor and our families are Kaiser Health Plan members and as Health Plan members we oppose contracting out our health care to non-Kaiser Hospitals; and

Whereas, Labor has supported Kaiser by negotiating the Kaiser Health Plan into contracts with employers in order to promote Unionized Kaiser Health care; and

Whereas, Kaiser has announced plans to close their hospitals and contract out inpatient services to non-union providers; and

Whereas, Organized Labor institutionally opposes the contracting out of Union jobs; now therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation urges Kaiser not to contract out our care to other hospitals or providers; and be it further

Resolved, That the Federation urges Kaiser to continue to provide quality patient care by Kaiser Staff and physicians at Kaiser-owned and operated facilities; and be it further

Resolved, That the Federation urges all Union members and their families covered by

the Kaiser Health Plan to refuse treatment at facilities where the health care workers that are Union at Kaiser are non-Union at the contracted facility; and be it finally

Resolved, That all Unions who have Kaiser as an option for their members be informed of Kaiser's plan to force Union members to receive treatment at non-union facilities and that these unions are requested to take any and all action to prevent this outrage.

Referred to Committee on Resolutions.
Adopted, p. 36.

**California Labor Federation
COPE Program**

Resolution No. 25—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco and Alameda County Central Labor Council, Oakland.

Whereas, The 1996 November General Election is of critical importance and all progressive forces must do a maximum mobilization to overturn the regressive and draconian contract on America as advocated by the right-wing ideologues of the U.S. Senate and U.S. House of Representatives; and

Whereas, The American voting public was misled, lied to by not only those right-wing ideologues and the U.S. news media's failure to investigate and ascertain the true meaning on the contract on America. The American voters by a slim margin voted to accept this reactionary and regressive program; and

Whereas, The new leadership of the AFL-CIO has developed a progressive political action program to inform the American voters of the truth and expose the contract on America. Also, since 1994 the American voter has learned despite surface U.S. media attention the terrible destruction and hardship that are the underlying foundation of the contract on America; and

Whereas, The AFL-CIO leadership has committed human resources and financial resources to accomplish its program on the contract on America. The AFL-CIO leadership understanding that political campaigns cost money has funded this program in the amount of \$36,000,000. While this is a significant amount of money, in reality labor's Progressive Campaign Program will be outspent by the reactionary ideologues and their supporters by a ratio of \$7.00 to \$1.00 rather than the previous ratio of \$10.00 to \$1.00; and

Whereas, President Clinton presently enjoys a substantial lead in the polls nationwide and in California, this advantage can dramatically change—nowhere more especially than in California. For example, the Democratic candidate for Governor in June of 1994 led the Republican incumbent by 20 points, but yet on election day the Republican incumbent defeated the Democratic challenger by 20 points. California with its 54 electoral votes constitutes 20 percent of the necessary electoral college votes for a candidate to be elected President. It is clear without California President Clinton cannot be reelected; and

Whereas, In addition to reelecting President Clinton the AFL-CIO's major political campaign is to take the Congress back from the reactionary Republicans. California's 52 Congressional Districts represent 12 percent of the House of Representatives. In California, eight Republican Congressional seats have been targeted by the AFL-CIO. This ambitious program does not address the California Labor Federation program to increase the Democratic majority in the State Senate and recapture the State Assembly; and

Whereas, The California Labor Federation's Political Action Program is one of the most effective in the nation and played a leading role in generating the 1,400,000 voter plurality that placed California in President Clinton's victory column in 1992; and

Whereas, California is recognized because of its size, geography and widely dispersed population centers, it is therefore extremely difficult to build an effective campaign. Media costs are prohibitive. Under the leadership of the California Labor Federation, the Central Labor Councils, most especially in the urban areas, have built a grass roots program; and

Whereas, This grass roots program must attempt to reach approximately 1,800,000 union members in the state to insure the reelection of President Clinton and take control of the U.S. Congress. It must also strengthen the Democratic majority in the State Senate and take control of the State Assembly; and

Whereas, The national AFL-CIO, the California Labor Federation and the Central Labor Councils are developing a comprehensive educational program to inform the union members of the need to support progressive candidates and incumbents. The essential components of this program are the Central Labor Councils with guidance and counsel

provided by the State Federation of Labor and the national AFL-CIO; and

Whereas, Since thousands of union volunteers implement the AFL-CIO's program, necessary financial support is required. While the Labor Councils utilize their limited financial resources to the utmost, the California Labor Federation has provided a supplemental augmentation to assist the Councils to carry out the AFL-CIO COPE program. In turn, the California Labor Federation has received a subsidy of \$100,000 for voter registration and Get-Out-The-Vote from the national AFL-CIO for each general election campaign. This amount was obviously not adequate and not in proportion to California's large union membership, its geography and dispersion of population centers and costs of campaigns; therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation requests the national AFL-CIO to increase its campaign subsidy for voter registration and GOTV to the California Labor Federation to reflect the 1,800,000 union members in California, the 54 electoral votes for the Presidential campaign, the 52 Congressional seats, the seven targeted Republican Congressional Districts, and the importance of increasing the majority in the State Senate and recapturing the State Assembly. These goals of reelecting President Clinton, recapturing the seven House of Representatives seats and the program regarding the State Legislature, to say nothing of the many local government races have a vast impact on union members, are closely connected; and be it finally

Resolved, That all affiliates of the California Labor Federation and the affiliates of the Central Labor Councils and the Building Trades Councils are urged to contact the national AFL-CIO to urge it to provide the increase in the subsidy to the California Labor Federation for voter registration and GOTV to ensure a successful political campaign.

Referred to Committee on Resolutions.

Adopted, p. 36.

Stop the Privatization of the UCSF Medical Center

Resolution No. 26—Presented by Communications Workers of America, District 9, Sacramento and Los Angeles County Federation of Labor, Los Angeles and San Francisco Labor Council, San Francisco.

Whereas, The University of California is a

great public resource, built with tax dollars by and for the citizens of California; and

Whereas, The decision to privatize any part of the University is a public policy decision that requires careful review by the public as well as the legislature; and

Whereas, The UC Regents' plan to merge the University of California at San Francisco Med Center with Stanford University Hospital and hand over the Medical Center to a private corporation known as NewCo endangers the high-quality, affordable, and accessible health care now available to the citizens of San Francisco and Northern California from UCSF; and

Whereas, The UCSF Medical Center is a premier institution for medical education and a world class center for cutting edge research, and has produced countless important advances in medical scientific treatments and therapies for AIDS, coronary disease, and cancer; and

Whereas, The NewCo corporation, with its corporate concern for "competitiveness" and "efficiency" will have a profoundly negative effect on the quality of medical education and funding for future cutting edge research; and

Whereas, The merger will transfer nearly a half a billion dollars in public assets to the private corporation, and that corporation will be exempt from public accountability, and the UC Regents will have a minority role on the governance board of the corporation; and

Whereas, The NewCo merger will cost thousands of UC San Franciscans their union-represented, UC jobs, and cost them their UC benefits, including UC retirement benefits; and

Whereas, This merger is just the first step in the University's larger scheme to transfer all five of the University Medical Centers to private hands; and

Whereas, The privatization is part of the general attack on public services orchestrated by the right wing, anti-worker, anti-union, anti-immigrant, jail-building, forces of racism and reaction in California and throughout the U.S. and the world; and

Whereas, The coalition of labor unions representing employees at the UCSF Med Center, consisting of AFSCME, UPTE-CWA, UCAIR-SEIU and the SFBCTC, is unified in total opposition to the merger plan; therefore be it

Resolved, By this Twenty-first Biennial

Convention of the California Labor Federation, AFL-CIO, that the Federation goes on record as opposing the privatization of the UCSF Medical Center, and that the Secretary-Treasurer communicates our opposition to this plan to the Mayor and Members of the Board of Supervisors of the City of San Francisco, to other legislators, and to the UC Board of Regents; and be it further

Resolved, That we join the call for extensive public review and discussion of the future of publicly funded medical education and medical research in California.

Referred to Committee on Resolutions.

Adopted as amended, p. 36.

Latino March to Washington

Resolution No. 27—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco and UNITE! Western States Region, Los Angeles.

Whereas, A wave of hatred has been fostered against immigrants, especially Latinos, based on culture, language, ethnicity, and skin color; and

Whereas, This campaign of hatred has been waged by opportunistic politicians, like California Governor Peter Wilson, to divide working people; and

Whereas, Latinos must unite with their historical allies, like the Labor Movement, in order to counteract these demagogic forces; therefore be it

Resolved, By this 21st Biennial Convention of the California Labor Federation, that the California Labor Federation endorses the Latino March to Washington, D.C. on October 12, 1996, to jointly protest these attacks and to seek political enfranchisement, an end to racial discrimination, legislative protection for farm and domestic workers, a bill of rights for undocumented workers, and equal access to government employment, education and medical care.

Referred to Committee on Resolutions.

Adopted, p. 36.

COPE Political Contributions

Resolution No. 28—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, Proposition 208 and 212 on the November 1996 General Election Ballot propose certain restrictions on the operations of the Standing Committee on Political Educa-

tion and;

Whereas, It is the desire of those making voluntary earmarked contributions to the Standing Committee on Political Education to assure maximum participation in California elections for public office; therefore be it

Resolved, That the third paragraph of Article XII, Section 1 (a) as found on pages 33 through 34 of the Constitution of the California Labor Federation be amended to read as follows:

“Amounts accruing to the Standing Committee on Political Education reflect voluntary earmarked contributions at 10¢ per month from individual members of affiliated Unions and will be utilized, in part or in whole, for contributions to candidates for California legislative and constitutional offices. No per capita payment shall be made by or on behalf of financial core members of affiliated Unions. To the extent constitutionally required by applicable law no member of the Standing Committee on Political Education Executive Council required to be registered as a lobbyist shall play any role in making or arranging contributions to candidates for elective office nor shall such contributions be made through such officers. At all times such applicable restrictions of law exist contributions to candidates shall be made and arranged through and by the other elected officers of the Standing Committee on Political Education Executive Council. To the extent constitutionally required by applicable law individuals paying voluntary earmarked contributions to the Standing Committee on Political Education shall at all times be deemed members of the Standing Committee on Political Education.”

Referred to Committee on Constitution.

Adopted, p. 23-24.

Support the AFL-CIO Human Resources Development Institute (HRDI)

Resolution No. 29—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco and Glass, Molders, Pottery, Plastics and Allied Workers No. 192, Corona.

Whereas, The AFL-CIO Human Resources Development Institute (HRDI) offers expert assistance to labor organizations in the state of California and helps them take

full advantage of the opportunities offered by the Job Training Partnership Act by providing myriad services, including:

- Training, education, and specially developed informational materials to union members serving on state and local JTPA councils so they can better serve and protect the interests of all workers in California;

- An array of technical services to help labor organizations develop and implement programs for dislocated workers with special emphasis on helping our unemployed union brothers and sisters;

- Special assistance to unions and other labor bodies in upgrading the skills of workers via upgrade/career ladder skills training;

- Helping local, state, and international labor organizations protect workers and labor standards by participating as full and equal partners in the planning and implementation of school-to-work initiatives as mandated by the federal School-to-Work Opportunities Act of 1993;

- Providing customized financial management services to local, state, and international labor organizations which operate federally-funded programs; and

Whereas, The Institute provides support to special labor-involved projects that help disabled workers find meaningful, productive employment; and

Whereas, The Institute is in its 27th year of exemplary service to Organized Labor; therefore be it

Resolved, That the Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, commends the AFL-CIO Human Resources Development Institute for its unfaltering service to Organized Labor and the unemployed working men and women of California; and be it further

Resolved, That the Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, heartily endorses HRDI's continuing efforts to strengthen Organized Labor's role in the national employment and training system and its commitment to help affiliated unions and other labor entities develop employment and training services for dislocated, economically disadvantaged, and disabled workers.

Referred to Committee on Resolutions.

Adopted, p. 36.

State Retiree Council

Resolution No. 30—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, The California Labor Federation has supported the formation of chapters of FORUM, the Federation of Retired Union Members, and of union retiree clubs; and

Whereas, The California Labor Federation was a pioneer in permitting FORUM and union retiree clubs to affiliate with our Federation and to participate at our conventions; and

Whereas, The Rules of the national AFL-CIO governing State Central Bodies permits an affiliated State Retiree Council to have up to three delegates to conventions of State Central Bodies; and

Whereas, The Constitution of the California Labor Federation, AFL-CIO, permits the affiliated State Retiree Council only two delegates; and

Whereas, The State Retiree Council should have maximum participation; now therefore be it

Resolved, Article III Section 1 (e) found on page 8 of the Federation's Constitution be amended by deleting the second sentence which reads, "The Council shall be entitled to 2 delegates (s) and 2 votes (s)." and be it further

Resolved, Article XIV part B Representation Section 3 found on pages 41 through 42 of the Federation's Constitution be amended by adding at its conclusion a new subsection (c) to read, "(c) The State Retiree Council eligible for affiliation under subsection (e) of Section 1, Article III shall be entitled to three delegates. Each delegate shall be entitled to one vote."

Referred to Committee on Constitution.
Adopted, p. 24.

Absenteeism

Resolution No. 31—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Be it Resolved that the Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, amend Article VIII, Section 8 (pages 26-27) of the Constitution, to add to its conclusion

"If a vice-president is absent from three

consecutive Executive Council meetings without good cause, the vice-president's office shall be declared vacant, subject to the above appeals procedure."

Referred to Committee on Constitution.
Adopted, p. 24.

International Dolphin Conservation Program Act

Resolution No. 32—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, H.R. 2823 and its companion bill S.B. 1420, now before the Congress will allow the United States Government to join with other nations in a conservation program that would protect dolphins and also would enable American tuna fishermen to land their catches in the U.S. and allow processing in the continental United States; and

Whereas, This action would revitalize tuna canning in the continental U.S., thus employing thousands of workers,

Be it Resolved, That this 21st Biennial Convention of the California Labor Federation, AFL-CIO, support H.R. 2823 and S.B. 1420 and shall immediately contact all members of California's Congressional delegation urging their support of these measures.

Referred to Committee on Legislation.
Adopted, p. 22.

Support for 1996/97 United Way Campaign

Resolution No. 33—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Citizen participation in voluntary human service programs is a hallmark of the American democratic society; and

Whereas, The AFL-CIO has been committed to voluntary action since its foundation and, through its Department of Community Services, has worked together with United Way of Greater Los Angeles and its member agencies for the benefit of the total community; and

Whereas, It is important that this cooperate relationship must be based on equal partnership and it must be extended to the entire community; and

Whereas, Two hundred forty-seven member agencies, Red Cross and health partners

are joined together in a campaign partnership with local affiliates; and

Whereas, This campaign now combines community services at the local level with national programs directed towards curing crippling and life threatening disease, constituting the largest federated campaign in California and one of the largest in the country; and

Whereas, Members of organized labor are represented on the United Way Corporate and Regional Boards, Councils and Campaign Committees; on the American Red Cross, as well as on the voluntary health agencies joining this campaign; and are participating in the effective budgeting and allocation of contributed funds for the good of the total community; and

Whereas, The support of Labor is extremely important to United Way in planning for the future social needs of our community, and United Way supports the basic voluntary services of the community through its campaign, and is the only one that can and does represent its agencies and partners; and

Whereas, Hundreds of thousands of residents of this community, including many members of organized labor and their families will be served through the United Way Campaign and the agencies and services it supports; and

Whereas, The United Way Campaign will have the effect of increasing people's opportunities to give where they work providing a partnership between public and private organizations, to attack the many and pressing needs of all residents of the community; and

Whereas, This partnership will underwrite to the maximum extent possible, a balanced network of vital human care services including health, child care, neighborhood centers, professional guidance, youth services, emergency aid and disaster relief, blood programs, aid to military families, as well as national research, therapeutic and educational programs; and

Whereas, There is an established Community Services Department, AFL-CIO, as a permanent part of the United Way, with full-time staff members on the United Way payroll and the Red Cross payroll, devoted to a year-round program of education, health and welfare referral services, strike assistance, etc. to union members and their families, utilizing 247 member agencies of United Way, 12 major health agency partners, and eight chap-

ters of American Red Cross; and

Whereas, It is the United Way policy, by action taken by the National Assembly of Voluntary Health and Social Welfare Organizations, including the United Way and Red Cross, to respect the right of their employees of member agencies to join unions of their own choosing without interference or coercion for the purpose of collective bargaining in good faith and to support the resolution of labor negotiation differences employing commonly recognized and accepted procedures provided in collective bargaining; and

Whereas, By a new Memorandum of Understanding reached recently between United Way of Greater Los Angeles and the Los Angeles County Federation of Labor, AFL-CIO, reiterating the commitment of the United Way of Greater Los Angeles area to the beliefs held mutually by United Way and organized labor, and a desire to continue the mutually advantageous relationship of many years standing, a relationship that has done much to contribute to the well-being of the total community; and

Whereas, It was agreed that if either party, the AFL-CIO or the United Way, brings to the attention of the other a situation that warrants reviews at the request of either the Secretary-Treasurer, AFL-CIO, of the Chairman of the Corporate Board of Directors, United Way, a fact-finding Task Force of six (6) will be formed, composed of three (3) voting members named by each party and a non-voting Task Force chair to be named by the United Way; the Task Force's finding will be reported expeditiously to the appropriate body within each organization for action purposes; and

Whereas, The United Way of Greater Los Angeles, while recognizing the autonomy of each organization that it funds, nonetheless, urges the organizations so related to consider the adoption of similar labor relationship practices as stated above; and

Whereas, The United Way's policy is to honor all designations of individual donors, allowing each freedom to choose, and is a continuing program, to be made available to all donors for as long as they elect to make designations; and

Whereas, Individual members of organized labor are working as volunteers in behalf of the United Way, the Red Cross, and the voluntary health agencies and have been continually and actively involved in fund-raising efforts for the benefit of the total community; therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation strongly endorses the United Way Campaign of 1996/97, and reaffirms its position in support of United Way, and urges all affiliates and members to support this year's campaign, where labor disputes do not exist, by contributing their fair share in accordance with established giving throughout the community.

Referred to Committee on Resolutions.

Adopted, p. 36.

In Honor of Jack Henning and Al Gruhn

Resolution No. 34—Presented by California State Theatrical Federation, San Francisco.

Whereas, The labor movement owes a great deal of gratitude to Brothers Jack Henning and Al Gruhn; and

Whereas, This delegation would be remiss, if their countless hours of effort were not acknowledged; and

Whereas, This delegation has always felt that these brothers gave when there was no more to give; therefore be it

Resolved, By this Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that due to their untiring efforts for labor, in the State of California, that together represents the better part of this century, the California State Theatrical Federation hereby recommends at the Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, that both Executive Secretary-Treasurer Jack Henning and President Al Gruhn be hereby, from this point forward, be extended the titles of Executive Secretary-Treasurer Emeritus and President Emeritus, of the California Labor Federation, AFL-CIO, and that each shall be entitled to attend all Executive Council meetings as well as each convention of the California Labor Federation, AFL-CIO.

Referred to Committee on Resolutions.

Adopted, p. 36.

Support America's Cabotage Laws

Resolution No. 35—Presented by Sailors' Union of the Pacific, San Francisco and Marine Firemen's Union, San Francisco.

Whereas, America's cabotage laws (the "Jones Act" provisions of the Merchant

Marine Act of 1920 and the Passenger Services Act of 1886) require that cargo and passengers transported by water between United States ports be carried on U.S.-crewed, U.S.-built and U.S.-owned vessels; and

Whereas, The United States domestic fleet operating under American cabotage laws pumps nearly \$15 billion into the American economy annually, including more than \$4 billion in direct wages to U.S. citizens; and

Whereas, This fleet includes more than 44,000 vessels (not including fishing vessels) and provides direct employment for over 124,000 American citizens, including 80,000 merchant mariners and 44,000 shipyard and other shoreside workers whose livelihoods are directly tied to the construction, repair and operation of the fleet; and

Whereas, The United States domestic merchant fleet is the cornerstone upon which U.S. maritime power and the national maritime infrastructure rests, representing 78 percent of U.S.-flag merchant tonnage; 38 percent of U.S. tonnage in vessels over 1,000 gross tons; 87 percent of all of shipboard employment opportunities and 97 percent of all U.S. waterborne commerce; and

Whereas, The United States domestic merchant fleet provides significant and cost-effective national security benefits in peace and war at no cost to the U.S. taxpayer; and

Whereas, The United States domestic merchant fleet operating under America's cabotage laws affords the United States a high standard of safety and environmental performance that minimizes dangers and damage to persons, property and the natural environment from vessel operations; and

Whereas, Cabotage laws exist throughout the world and, with some variations, in many other U.S. industries including aviation, rail, trucking, utilities and communications; and

Whereas, Repeal of America's cabotage laws would result in massive unemployment in the maritime industry as American operators would face an insurmountable disadvantage against foreign companies, exempt from U.S. laws and regulations and paying third-world wages; and

Whereas, America's cabotage laws do not "protect" American operators from competition, but simply require that everyone compete under the same set of rules; and

Whereas, A coalition of legislators (led by Senator Jesse Helms), lobbyists and foreign

and domestic entities has been formed to repeal America's cabotage laws and has been flooding the media, state legislatures and the Congress with misinformation aimed at destroying the United States domestic merchant marine either from ignorance of the economic consequences or from greed; therefore be it

Resolved, That the Twenty-first Biennial Convention of the California Labor Federation, AFL-CIO, reaffirms its long-standing support for America's cabotage laws and denounces the ongoing effort to repeal those laws as inimical to the interests of the American worker and United States; and be it further

Resolved, That the Executive Secretary-Treasurer communicates this resolution to all members of the California Legislature and to all members of the California Congressional delegation.

Referred to Committee on Legislation.

Adopted, p. 22.

Global Unionism

Resolution No. 36—Presented by San Francisco Labor Council, San Francisco.

Whereas, The International Trade Union Conference against Privatization held in Mexico City on March 25 and 26, 1996, passed a resolution in support of building a Western Hemisphere Conference against NAFTA and Privatization here in the United States. This resolution was adopted by 150 delegates from 14 countries in support of such a conference. That conference was convened by SUTOUR 100 whose struggle against privatization has been backed by the American Federation of Labor-Congress of Industrial Organization's 1995 National Convention, with the passage of Resolution No. 52; and

Whereas, In attendance in Mexico City, were high ranking officials from the ILWU, FLOC, S.F. Labor Council, as well as top leaders from the United Trade Union of Brazil (C.U.T.-representing over 9 million workers), the CGTP of Peru (General Federation of Peruvian Workers-representing 1.4 million workers) and others. All delegates and workers understood NAFTA and Privatization are the attack and decimation against workers, land reforms, and have created an increase in child and slave labor throughout Latin America; and

Whereas, Trade ministers from Latin America were present at a recent meeting in Colombia to merge all regional trade zones under "one" umbrella, an extension of NAFTA by the year 2005. Most recently, there have been "four" general strikes in Bolivia, fighting against the privatization of their mines. "Three" general strikes last year in Ecuador fighting against the privatization of their electrical and energy systems. Regional and local strikes fighting against the privatization of the mining industry, the electrical utilities, and fighting for land reform in Brazil. There have been massive peasant uprisings in Paraguay fighting for land reforms. In Mexico, we have witnessed the privatization of Pemex, the sea ports, Aero Mexico and public transportation; and

Whereas, A strategy to build links towards "Global Unionism" is the fight against these common attacks. American trade unions and their leaders are key to finally putting the last piece together in unifying this call to build and take action for such a "Hemispheric Conference" with the leaders of other labor federations throughout the Western Hemisphere. To hold American Multinationals and international financial institutions accountable for the implementation of these privatization schemes here and abroad. To charter a common campaign for all unions in this country and throughout the Hemisphere; and

Whereas, Already on board are the major federations in Bolivia, Peru, Brazil, Ecuador, and major unions in other countries such as Mexico, Panama, Chile, Venezuela, Uruguay, Paraguay, and the Caribbean Islands. The organizing committee would be broadly based to build this conference. The conference can be held in late 1997 or early 1998. The other labor federations are self-financed. They have resources, we have resources. The potential is "historic"; therefore be it

Resolved, That this 21st Biennial Convention of the California Labor Federation of 1996, endorses such a conference by building action, mobilization, and organizing towards a "Western Hemisphere Conference of Workers" here in California with local unions, other state labor federations, the national AFL-CIO, along with the major labor federations and unions throughout the Western Hemisphere and abroad.

Referred to Committee on Resolutions.

Adopted, p. 36.

Report of the Executive Council

Los Angeles
July 29, 1996

To: The 21st Biennial 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 July 25-27, 1994, Convention in Sacramento 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 7-8, 1994, at the Holiday Inn Financial District, San Francisco; March 28, 1995, at the Hilton Hotel, San Francisco; July 18, 1995 at the Holiday Inn Financial District, San Francisco; October 6, 1995, at the Radisson Hotel, Sacramento; and May 22, 1996 at the Capitol Plaza Holiday Inn, Sacramento.

Convening as the Standing Committee on Political Education, the Executive Council met on January 23-24, 1996 at the San Francisco Hilton Airport Hotel, and on July 26-28, 1996 at the Hyatt Regency Hotel, Los Angeles.

LEGISLATIVE PROGRAM

The Executive Council's Standing Committee on Legislation met with its Advisory Committee at the Holiday Inn Financial District on December 6, 1994, to develop recommendations on legislative priorities for the State Legislature's 1995-96 session to be submitted to the Federation's full Executive Council at its December 1994 meeting.

The Advisory Committee on Legislation was established, pursuant to action of the 1964 Convention for the purpose of assisting the Standing Committee on Legislation in establishing priorities for legislative proposals by the California Labor Federation, based on Convention policy statements and resolutions adopted. The Advisory Committee is appointed by the Executive Secretary-Treasurer and the President to assist the Committee on Legislation.

These committees are guided in drafting their recommendations by the provisions of the legislative review authority granted to the Executive Council under Article VIII, Section 4, of the Federation's Constitution which provides, 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 sponsors of the resolutions 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 such proposed legislation shall be introduced without any further review by the Executive Council or its Legislative Committee."

Procedurally, the Advisory Committee made its recommendations on each appropriate policy statement and resolution to the Legislative Committee, which in turn made its recommendations to the Federation's Executive Council. Final determination of the Federation's Legislative Program was made by the Council itself. The Legislative Committee and its Advisory Committee were confronted with the task of considering the twenty-two policy statements and several resolutions adopted by the Federation's Twentieth Convention in July, 1994.

All recommendations requiring the introduction of legislation were placed in categories calling for introduction in the first year of the session, the second year of the session, or for support of legislation introduced by others, consistent with policy statements and resolutions adopted.

The Federation's Standing Committee on Legislation presented its recommendations to the Federation's Executive Council at its meeting December 7-8, 1994 at the Holiday Inn Financial District, San Francisco.

California AFL-CIO trade union representatives requested to serve on the Advisory Committee included: Bob Balgenorth, State Building and Construction Trades Council; James Earp, Operating Engineers No. 3; Ted

Hansen, Hotel and Restaurant Employees No. 49; Arlene Holt, AFSCME; Dolores Huerta, United Farm Workers of America; E. Dennis Hughes, UFCW No. 428; Walter Johnson, San Francisco Labor Council; Ron Kutak, Motion Picture and Video Tape Editors, Local 776; Bruce Lee, UAW; Matt McKinnon, California Conference of Machinists; Gerald O'Hara, California Teamsters Public Affairs Council; Katie Quan, International Ladies Garment Workers, Pacific Northwest District Council; Mike Quevedo, Southern California District Council of Laborers; Richard Robbins, IBEW District 9; T Santora, CWA-California, Nevada and Hawaii; Margaret Shelleda, United Public Employees, SEIU Local 790; Daniel A. Terry, California Professional Fire Fighters, and Jim Wood, Los Angeles County Federation of Labor.

The Federation's Standing Committee on Legislation and the Legislative Advisory Committee met on October 5, 1995 at the Financial District Holiday Inn, San Francisco, to review resolutions and policy statements adopted by the 1994 Federation Convention that pertained to state legislation to develop proposals for the Federation's 1996 Legislative Program.

The Executive Council's Standing Committee on Legislation then formulated recommendations to the Executive Council at the Council's October 6, 1995 meeting. The final determination of the Federation's Legislative Program was made by the Council at that meeting.

At the January 23-24, 1996 meeting, the Standing Committee on Legislation met to consider and make recommendations on ballot propositions scheduled for the March 25, 1996 primary election. The Committee also reviewed and took positions on initiatives being circulated to qualify for the November 1996 ballot. It recommended that people sign three of the petitions being circulated: 1) The Living Wage Act, to raise the state's minimum wage to \$5.75, 2) an initiative that would block an \$800 million yearly tax cut mandated by the Legislature for the state's wealthiest 1.2 percent of the taxpayers, and 3) an initiative to allow persons defrauded of their retirement savings to sue wrongdoers for damages.

Trade unionists representing Federation affiliates from around the state were requested to serve on the Legislative Advisory Committee. Those representatives were: Bob Balgenorth, State Building and Construction Trades Council; Marjo Bernay, Story Analysts Local 854, IATSE; James Earp, Operat-

ing Engineers No. 3; Ted Hansen, Hotel and Restaurant Employees No. 49; Arlene Holt, AFSCME; Dolores Huerta, United Farm Workers of America; E. Dennis Hughes, UFCW No. 428; Walter Johnson, San Francisco Labor Council; Matt McKinnon, California Conference of Machinists; Larry Martin, California State Conference of Transport Workers; Gerald O'Hara, California Teamsters Public Affairs Council; Katie Quan, UNITE, Union of Needle Trades Industrial and Textile Employees, Pacific Northwest District Council; Mike Quevedo, Jr., Southern California District Council of Laborers; Richard Robbins, IBEW District 9; T Santora, CWA-California, Nevada and Hawaii; Daniel A. Terry, California Professional Fire Fighters, and Jim Wood, Los Angeles County Federation of Labor.

ELECTION OF NEW COUNCIL MEMBERS

At the July 18, 1995 meeting in San Francisco, members of the Council accepted with regret the resignation of Thomas Sweeney, Geographical Vice President of District 11-B. The Council elected Barry Luboviski, Secretary-Treasurer of the Alameda County Building and Construction Trades Council as Vice President of the California Labor Federation, District 11-B.

At the May 22, 1996 meeting, Council members elected Paul Varacalli, Service Employees Local 790 as Vice President At Large, District K, replacing Margaret Shelleda who had resigned in March.

At the same meeting, Council members elected Miguel Contreras, Hotel and Restaurant Employees Local 11 and Executive Secretary of the Los Angeles County Federation of Labor, as Vice President, District 3-A, replacing Jim Wood who had passed away on February 18, 1996.

COUNCIL STANDS UP TO UC'S ANTI-UNION TACTICS

California AFL-CIO unions affected by the University of California's attempt to contract out their work, formed the UC Labor Coalition for the purpose of speaking out against continuation of this anti-union practice.

The Coalition was composed of the Association of Graduate Student Employees, UAW; University Council, AFT; California Association of Interns and Residents, SEIU;

University Professional and Technical Employees, CWA; San Francisco Building and Construction Trades Council, and AFSCME Local 3211.

The University presented a stone wall when asked to resolve the conflict through collective bargaining or any other means.

The Executive Council of the California Labor Federation adopted the following resolution at its December 7-8, 1994 meeting, passed earlier by the San Francisco Board of Supervisors when submitted by the UC Labor Coalition:

Opposition to the Privatization of the University of California

Whereas, the Board of Regents of the University of California is intent on the continued privatization of this great, public university; and

Whereas, the UC Labor Coalition must confront the University of California's Improved Management Initiatives, a design of nineteenth century labor ideas for the University's 21st Century; and

Whereas, we must advocate against the continued suppression of organized labor's first amendment rights of free speech; and

Whereas, Cost of living adjustments are being used to fund merit awards for staff, with similar threats to faculty, and UC employee jobs are rapidly being contracted out; and

Whereas, The University's management structure has a fierce history of being a union buster, a union harasser—continually antagonizing union development and fruition; and

Whereas, The University's creation of lay-off units for staff, is one example of management's efforts to continuously erode collective bargaining agreements and units; and

Whereas, Since 1990, student fees have more than doubled, and in the same time, wages for employees were frozen, massive layoffs and early retirements ensued. University of California students are paying more and getting less; and be it

Resolved, That the California Labor Federation, AFL-CIO, opposes contracting out work traditionally performed by UC employees; and be it further

Resolved, That the California Labor Federation continue to support labor organizing

within the University.

DEPARTMENT OF LABOR'S SWEATSHOP SURVEYS HIT

At its December 7-8, 1994 meeting, the Executive Council took issue with an article printed in the San Francisco Chronicle praising U.S. Department of Labor crackdowns on garment industry sweatshops in the Bay Area. DOL spokespersons claimed in the article that their surveys revealed the number of factory inspections and citations for violations were signs of "turning the industry around."

The Federation's Executive Council challenged the reported figures, citing fewer factories were inspected in 1994 as compared to 1993. The samples were too small to be significant, the Council asserted, and charged the article misled the public to believe that the garment industry sweatshop problem was going away, a misrepresentation of the facts.

The Council noted that the ILGWU had never been contacted by the Chronicle or the Department of Labor before the story was published.

The Council voted to request that in the future the Department of Labor work more closely with the ILGWU on the issue of sweatshop conditions in the garment industry.

DISNEYLAND AND CHEVRON BOYCOTTS OPPOSED

A boycott targeting the unionized Disney Company and Chevron Corporation because of their support for Governor Wilson, who tied his reelection campaign to the immigrant-bashing Proposition 187, was opposed by the Executive Council in a resolution adopted at its December 8, 1994 meeting.

The boycott, announced by the National Coordinating Committee for Citizenship and Civic Participation, otherwise known as COORDINADORA '96, was formulated in a statement adopted at its meeting the week prior at Tucson, Arizona.

The Council's resolution declares the Federation's commitment to defeat the immigrant-bashing proposition and its spread to other states, while at the same time states its support for immigrant rights and its opposition to the boycott of both companies. The text of the resolution follows:

Whereas, Organized Labor in California called for the defeat of Proposition 187 when the delegates in the Twentieth Biennial Con-

vention of the California Labor Federation, AFL-CIO, in July 1994, unanimously resolved to defeat this divisive, racist and counter-productive initiative, for all the reasons set forth in the Resolutions and the Statement of Policy on Immigration adopted at the Convention;

Whereas, Organized Labor in California fought the adoption of Proposition 187, in concert with other organizations, such as Taxpayers Against 187, the Los Angeles County Organizing Committee to Defeat Proposition 187, and Californians United Against 187, and through such activities as voter registration, get out the vote, and public demonstrations;

Whereas, Proposition 187 was adopted into California law by the voters, at the urging of the California Republican Party and Governor Pete Wilson, who made it a focus of his political campaign for Governor;

Whereas, Proposition 187 violates the Constitutional right of immigrant children to education, to immunization, and other services, and the Constitutional and other rights of sick and injured immigrants to medical treatment;

Whereas, The enforcement of Proposition 187 will require teachers, health care workers, social workers, and other public employees to serve as immigration police spies, forcing many to refuse as a matter of conscience;

Resolved, That the California Labor Federation, AFL-CIO:

1. Continue to work to defeat and block the enforcement of Proposition 187 in California and to urge the AFL-CIO, which also fought this measure, to oppose similar measures in other states or on a federal level;

2. Oppose, in court, the enforcement of Proposition 187 as a violation of the U.S. Constitution, when it is brought before the U.S. Court of Appeals;

3. Continue to work for increased civil rights, citizenship, voter registration, civic participation, and union organization among immigrants so they can better defend themselves against such political attacks;

4. Advise the National Coordinating Committee, known as the COORDINADORA '96, that the Federation does not support its unilateral call for a Boycott of the Disney, Chevron, or other such unionized companies which gave financial support to Governor Wilson in the last election, because since most of their workers are Union members, a successful Boycott may adversely affect these

workers.

5. Meet with other community organizations fighting the enforcement and spread of Proposition 187, including COORDINADORA '96, to develop a common approach to deterring demagogic politicians and their corporate supporters from seeking similar measures in other states or on a federal level, including the possible economic boycott of non-Union companies.

CALL TO DEFEAT ANTI-AFFIRMATIVE ACTION INITIATIVE

The Executive Council put the Federation on record in strong opposition to the so-called California Civil Rights Initiative by unanimously adopting a resolution at its March 28, 1995 meeting denouncing efforts to place the measure on the statewide ballot in November 1996.

The resolution called for taking immediate action to defeat the initiative that would kill affirmative action in public employment, public education and public contracting should it qualify for the ballot. Although the CCRI has unfortunately qualified, the Council's resolution called for implementation of a proactive plan of education and organization among affiliates of the Federation to provide a for a defense of affirmative action programs.

The resolution points out that the labor movement has supported affirmative action as a remedy needed to overcome injustice created by hundreds of years of racial, ethnic, gender and other discrimination against working people and their children.

The text follows:

Whereas, The deceptively named California Civil Rights Initiative is now being circulated by those trying to kill affirmative action in public employment, public education, and public contracting;

Whereas, The Labor Movement has supported affirmative action as a needed remedy to overcome the injustice created by hundreds of years of racial, ethnic, gender, and other discrimination against working people and their children;

Whereas, The flames of racism, ethnic prejudice, sexism, and other forms of intolerance continue to burn unabated, stoked by cutbacks in work and educational opportunities for all, and fanned by the politics of opportunism;

Whereas, Governor Pete Wilson and other demagogic politicians have endorsed and are supporting this anti-civil rights initiative, like Proposition 187 before it, in hopes of reducing the power of working people by driving wedges between them; therefore be it

Resolved, That the California Labor Federation:

1. Condemn the so-called "California Civil Rights Initiative" and immediately meet to plan its defeat, in the event it is qualified to be placed on the ballot; and

2. Promote among its affiliates a proactive plan of education and organization to prepare for the defense of affirmative action programs.

COUNCIL PROTESTS KAISER'S NEWLY FOUND CORPORATE GREED

At its March 28, 1995 meeting, the Executive Council adopted a resolution condemning Kaiser's new management for turning away from the hospital's historic role and relationship with organized labor to pursue a purely commercial, profit-motivated restructuring course that would sacrifice members' services and patient care in order to gain a larger share of the health care market.

In doing so, the Council noted that hundreds of jobs belonging to members of Office and Professional Employees Local 29 in Oakland were targeted for layoff. Workers most affected were typically women, people of color and single heads of households serving in the hospital's billing department. The institution's managers have steadfastly refused to bargain in good faith over the planned subcontracting and transfer of jobs out of the city.

Kaiser's health care plan was built upon the dollars of wage earners. Nevertheless, management's plans include moving union jobs away to remote locations without regard to recognized seniority agreements and benefit rights, resulting in personal disaster as well as the inevitable erosion of members' services.

The Executive Council addressed these issues in its resolution as follows:

Whereas, Kaiser Permanente holds a unique and dominant market position as a health care provider and HMO primarily because of labor support; and

Whereas, Kaiser's growth into a national-

ly recognized HMO has been primarily because of the faithful participation of Union members in Kaiser health plans through negotiated agreements and Taft-Hartley trust funds, and through the loyal service of Kaiser's organized work force; and

Whereas, Kaiser's new management has repudiated the historical role and relationship with organized labor and has embarked on a purely commercial, profit-oriented restructuring program which sacrifices member services and patient care in order to capture a greater share of the health care market; and

Whereas, Negotiated health plans and Taft-Hartley trust funds which have contracted with Kaiser health plans have not been provided notice of:

1. Kaiser's new management philosophy of corporate greed which treats workers as expendable commodities;

2. Restructuring of patient care intended to lower patient care standards by transferring licensed caregiver duties to unlicensed personnel; and

3. Restructuring of member services and transfer of service operations to remote locations with the inevitable consequence of a deterioration of services, now therefore be it

Resolved, The California Labor Federation calls upon all of its affiliates and upon the Union Trustees of Taft-Hartley health and welfare trusts which use Kaiser Permanente health plans to:

1. Demand that Kaiser cease and desist from its current restructuring and fraudulent business practices which misrepresent the quality of health care and member services provided by Kaiser under restructured operations; and

2. Advise Kaiser that unless quality patient care standards and member services are restored and the reckless profit-oriented restructuring is stopped, union negotiated health plans and Taft-Hartley trust funds will instruct their health care consultants to insist on restoration of patient services by Kaiser or find alternative plans to replace Kaiser.

HEALTH CARE CRISIS ROOTED IN PROFITS

The health care industry's drive to maximize profits at the expense of patients and workers was addressed by the Executive Council at its January 23-24, 1996 meeting by adoption of the following resolution submit-

ted by the Alameda County Central Labor Council:

**The State of the Health
Care Industry: Restructuring
And Corporate Greed—
Playing With America's
Health**

Whereas, From its inception, the Labor Movement has fought to better conditions for all working people; and

Whereas, The American Federation of Labor and Congress of Industrial Organizations has historically and traditionally played a leading role in the fight for social benefits for all Americans, including Social Security, Unemployment Insurance, Medicaid and Medicare; and

Whereas, The AFL-CIO in its role as advocate for the rights of all working people was in the forefront of the battle to gain Civil Rights Legislation; and

Whereas, The AFL-CIO early on recognized the need to guarantee adequate and low cost health care for all people residing in the United States as a basic right; and

Whereas, Since the failure of the Government to pass national health care reform, the health care industry has been in the process of restructuring to cut costs at the expense of patient care; and

Whereas, The health care industry is already the most profitable industry in the United States, with hospitals alone generating over \$24 billion in profits in 1992 and 1993, and for-profit medical group earnings increasing on the average of 30 percent per year, the highest of any U.S. industry; and

Whereas, In order to cut costs and increase profits even more, the health care industry has been laying off thousands of skilled and licensed health care providers, replacing them with unskilled, low-paid and non-union workers while paying their top ten health care CEO's a total of \$2.4 billion in stock holdings alone in 1994; and

Whereas, The horror stories of deaths and maiming due to restructuring cutbacks and speed-ups are becoming all too common; and

Whereas, The health and safety of all union members is directly affected by the changes in the health care industry; let it be

Resolved, That the AFL-CIO and its affli-

ated bodies consider a plan to stage a sit in at the Stock Exchanges in Los Angeles, New York, Chicago and San Francisco at an appropriately planned date to dramatize to the American people the crisis created by the growing profit driven health care industry; and let it further be

Resolved, That the AFL-CIO consider an appeal to the President of the United States to convene a meeting of all parties involved in the health care industry, including organized labor and consumer groups, to correct flagrant abuses that are adversely affecting all health care and to eliminate the outrageous profits obtained at the expense of millions of Americans; and let it further be

Resolved, That the AFL-CIO convene a meeting of all of its affiliates to formulate a program to call on all its affiliated unions with either Taft-Hartley pension plans or public employee pension plans, that all trading will be halted. Before this action is taken by the AFL-CIO and its affiliates, the President of the United States and the public be informed.

**SUPPORT FOR
USS POTOMAC**

The Presidential yacht USS Potomac once again received the support of the Federation when the Executive Council, at its March 1995 meeting, voted to have the ship cruise from Oakland to Sacramento to be available at the California Democratic Party State Convention during its April 7-9, 1995 proceedings at the state capital.

The former "floating White House" of President Franklin Delano Roosevelt was restored with thousands of hours of volunteer union labor and funds raised through special events to match a congressional grant.

The vessel serves today as a floating classroom and a memorial to the New Deal. It was hoped President Clinton would be the first president to board the historic ship since its restoration during his visit to the Democratic Party Convention. Invitations to visit the Potomac were sent to President Clinton as well as all 2,500 delegates scheduled to attend.

**RESOLUTIONS FOR
SUBMISSION TO
AFL-CIO CONVENTION**

At its July 18, 1995 meeting, the Executive Council adopted resolutions for submission to

the national AFL-CIO Convention calling for a response to global capitalism through the creation of global unionism, for support of a peaceful settlement to the Arab-Israeli conflict, and for Justice for Northern Ireland.

The Executive Council voted at its October 6, 1995 meeting to submit a fourth resolution to the AFL-CIO Convention requesting the national body to reverse its position and allow retiree groups of affiliated unions to affiliate with state federations.

The resolution on Global Unionism was referred to the incoming Executive Council of the national AFL-CIO by convention action while those addressing the Arab-Israeli conflict and Justice in Northern Ireland were incorporated into the national body's policy resolutions. The late resolution on affiliation of retiree organizations was referred to the incoming Executive Council of the AFL-CIO.

The texts of these resolutions follows:

Global Unionism

Whereas, Global capitalism has successfully plunged workers of the world against one another in the name of national interests; and

Whereas, American capitalism has been the dominant power in the expansion of this new economic order; and

Whereas, Signs of the future were revealed in the 1960's when American Telephone and Telegraph transferred most of its computer production to Singapore in the name of lower wages and longer hours; and

Whereas, The Singaporean labor movement embraces the transfer in the face of the AFL-CIO protests; and

Whereas, The Singaporean response said what labor nationalism always says, "We take care of ours. You take care of yours"; and

Whereas, This crisis was typical of those in which the International Confederation of Free Trade Unions was of no value in reconciling the conflict; and

Whereas, The ICFTU has failed to challenge or affect the exploitative role of global capitalism; and

Whereas, All of Eastern Europe is now the hunting ground for U.S. capitalism; and

Whereas, Asia and Latin America are particularly vulnerable to its encroachments; and

Whereas, A world convention of free labor

is essential to the meaningful survival of the American labor movement; and

Whereas, Without such convention action there will be continued exploitation of national unionism for the ruthless appetites of global capitalism; now therefore be it

Resolved, That the American Federation of Labor and Congress of Industrial Organizations issue a convention call to the unions of all free nations for the forging of accords and policies of mutual defense that will make for the true liberation of the workers of the world.

Support Arab-Israeli Peace

Whereas, Israel is the only democratic society in the Middle East with fully developed political rights, including free trade unions; and

Whereas, The AFL-CIO has enjoyed long standing close relations with Histadrut, the Israeli Labor Federation; and

Whereas, The AFL-CIO supports the right of self-determination, including the right of peaceful existence for the democratic state of Israel within defensible borders, free from terrorism; as well as the right of the Palestinians to achieve autonomy in the West Bank and Gaza Strip; and

Whereas, The peace process has shown great promise for normalizing relations between Israel and its Arab neighbors Syria and Lebanon as well as establishing Palestinian self-rule, yet is threatened by fundamentalists who vow to wage a holy war of terror to destroy the state of Israel; therefore be it

Resolved, That the AFL-CIO reiterates its unswerving support for the state of Israel, and calls on all parties to the Arab-Israeli conflict to conclude a peaceful settlement based upon the principles of Israeli security and justice for Palestinians and all Middle Eastern peoples.

Justice for Northern Ireland

Whereas, Northern Ireland is an occupied province, controlled under force of arms by Great Britain; and

Whereas, American corporations employ over ten percent of all workers in Northern Ireland where employment discrimination against Catholics is widespread; and

Whereas, Recent progress in talks among Ireland, Great Britain and the Sinn Fein Party of Ireland hold promise for a peaceful settle-

ment that would include safeguards for all regardless of religious identification; and

Whereas, President Clinton has acknowledged Sinn Fein's role in promoting the legitimate rights of the oppressed people of Northern Ireland; therefore be it

Resolved, That the AFL-CIO calls on all parties to the conflict in Northern Ireland to continue the process of demilitarizing the conflict by guaranteeing the rights of all the people; now therefore be it further

Resolved, That the AFL-CIO call on the Clinton administration to require American corporations in Northern Ireland to adhere to the MacBride Principles designed to combat religious and economic discrimination, and to prevent the exploitation of Northern Ireland as a haven for American corporations seeking to relocate U.S. jobs and take advantage of a lower-wage economy.

MINIMUM WAGE INITIATIVE GETS COUNCIL'S BACKING

The Executive Council, at its July 1995 meeting, endorsed the concept of placing an initiative on the ballot to raise the California minimum wage.

Four months later, the Liveable Wage Coalition, a group comprised of labor and community-based organizations, with Jack Henning, executive secretary-treasurer of the California Labor Federation, as its President, launched the Living Wage Act of 1996, which would allow voters at this year's general election to raise the minimum wage above its current sub-poverty level.

The initiative calls for increasing the current \$4.25 minimum wage in two steps: to \$5 on March 1, 1997, and to \$5.75 on March 1, 1998.

The need for an initiative to raise the minimum wage became apparent after years of government failure to act on behalf of the working poor. The Industrial Welfare Commission, appointed by Republican Governor Pete Wilson, is charged with reviewing the adequacy of the minimum wage every two years. The last increase took effect in 1988, and the IWC has since then conducted only one review and belatedly begun a second, now in process.

Minimum wage legislation introduced by Senator Hilda Solis would have provided the same two step increases as the Living Wage Act of 1996. However, hostile Republican

amendments tacked on by the Assembly's Labor and Employment Committee last month forced Solis to withdraw her bill, SB 500, leaving passage of the Living Wage Act of 1996 the best chance for a pay raise for the state's working poor. Even if Solis's bill had survived the legislative process, it would have faced the expected gubernatorial veto.

Polls and surveys have revealed that a boost in the minimum wage enjoys broad public support. It has become obvious the means to accomplish this would come through the initiative process.

It is anticipated the initiative's popularity will encourage millions of working families to go to the polls. As similar minimum wage campaigns spread across the country, the real possibility exists that workers and their families will make a dramatic difference when voting for candidates and other issues at the local, state and federal levels.

FINANCIAL HELP FOR MINIMUM WAGE CAMPAIGN

At its January 1996 meeting the Executive Council adopted a resolution for presentation to the delegates of the COPE Pre-Primary Election Convention calling on all unions in the state to donate \$1 per member to the minimum wage campaign. The text follows:

Whereas, The California Labor Federation is a sponsor of the Living Wage Act of 1996, an initiative for the 1996 General Election Ballot, which would raise the California minimum wage from \$4.25 an hour to \$5 in 1997 and to \$5.75 in 1998; and

Whereas, The increase in the minimum wage would bring a significant and long-overdue improvement in the standard of living for over 1.8 million California workers, who are forced to live in poverty; and

Whereas, The Living Wage Initiative enjoys overwhelming public support and is a key element in labor's strategic electoral plan for 1996; and

Whereas, The Living Wage Initiative is in urgent need of massive financial support now, in order to collect the 750,000 signatures needed by the end of March to qualify the measure for the November ballot; and

Whereas, Having taken on this battle, failure to qualify the initiative for the ballot would be a severe political blow to organized labor; now therefore be it

Resolved, That the California Labor Federation urges every AFL-CIO local union in California to make an immediate contribution from the General Treasury Fund of at least one dollar per member to the Liveable Wage Coalition, the initiative's sponsor; and be it further

Resolved, That the California Labor Federation urges every AFL-CIO local union in California to request immediately comparable funding from its International Union.

Upon presentation of this resolution, the delegates in attendance voted unanimously for its adoption at the January 25th endorsing Convention.

Throughout the winter, thousands of volunteer and paid signature gatherers around the state brought in the petitions that would ultimately qualify the initiative for the ballot in November.

A maximum effort in the form of human commitment and financial contributions from every union, religious and community organization supporting the initiative resulted in over 774,000 signatures turned in to California county voter registrars in April, 1996. To date, \$700,000 has been raised for the initiative. It is Proposition 210 on the ballot.

By June, state election officials declared The Living Wage Act of 1996 qualified for the November 1996 ballot. It will be Proposition 210 on the ballot. In the process of signature gathering, a powerful grassroots movement for economic justice was created in addition to 40,000 new voter registrations.

SUPPORT FOR CONGRESSIONAL BLACK CAUCUS BUDGET

A resolution supporting federal budget reductions as an alternative to the proposed Republican budget, called for solutions without cutting needed social programs for the nation's poor, sick, elderly and young. It was submitted to the Federation's Executive Council by the Alameda County Central Labor Council.

The resolution as presented was adopted by the Council at its July 1995 meeting. The text follows:

Budget for a Caring Majority

Whereas, There has been much media

attention to the Republican budget agenda that calls for the drastic cutting of programs and benefits to the elderly, unemployed, sick and most especially the nation's children; and

Whereas, The media pundits have become mere apologists for the hard hearted Dole/Gingrich gang's excuse of balancing the budget by the year 2002, and have given the American people no coverage that a true alternative budget was submitted to Congress; and

Whereas, The Congressional Black Caucus's (CBC) "A Budget for the Caring Majority" not only would have balanced the nation's budget by the target year of 2002, but would have funded the programs needed to rebuild the nation and put people to work; and

Whereas, The CBC budget, which addressed the very causes for the present trillion dollar deficit, namely the cuts in corporate tax rates and the bloated military budget incurred during the Republican twelve year reign under Reagan and Bush, was left unmentioned by the Clinton Administration and many in the leadership of the Democratic Party; therefore be it

Resolved, That the Central Labor Council of Alameda County, AFL-CIO goes on record in support of budget reduction solutions as put forth in the CBC budget; and let it further be

Resolved, That the Central Labor Council of Alameda County, AFL-CIO, and its affiliated local unions publicly protest the mass media for its failure to report to the American people the existence of an alternative balanced budget that addresses the real problems facing this nation; and let it further be

Resolved, That the Central Labor Council of Alameda County, AFL-CIO, and its affiliated local unions demand that local news media publicize the fact that there is an alternative solution to the budget deficit, and that they give equal time to that alternative for the enlightenment of the public; and let it finally be

Resolved, That the Central Labor Council of Alameda County, AFL-CIO, submits this resolution to the California Labor Federation and the national AFL-CIO for similar action and calls on its affiliated local unions to do the same with their own international unions.

WORKING FAMILIES PROJECT BACKED BY COUNCIL

A resolution sponsored by the Labor Project for Working Families urging the national AFL-CIO to develop more family friendly workplaces, received the support of the Executive Council at its May 22, 1996 meeting.

The Labor Project for Working Families, a non-profit organization developed by Bay Area Labor Councils, provides free resources and technical assistance to unions while raising the majority of its funds from private foundations and, in the past, United Way.

The resolution, endorsed by the Executive Council and 16 Bay Area Labor Councils, follows:

Whereas, The AFL-CIO's newly elected officers have declared that organizing the unorganized will be the number one responsibility; and

Whereas, It is important that the "New Voice" be heard in a loud, clear manner through all segments of society; and

Whereas, 60 percent of women with children under age six and 76 percent of women with school age children are in the work force needing child care and support for elderly relatives; and

Whereas, Today's working world can be a cold, complex world because of the need for two parent families to be employed to guarantee family financial security; and

Whereas, Shift work, which affects over five million full-time workers, forces families to face bleak and complicated futures due to lack of community resources for child and elder care support. The need for child care, elder care, flexible hours and family leave has increased as our economy changes to a service-based, 24 hour operation; and

Whereas, The Labor Project for Working Families has, for over three years, provided information, technical assistance and resources to unions to negotiate for child care, elder care, family leave, flexible hours and other family friendly provisions; and

Whereas, The Labor Project has created the only database of family friendly contract language from many different unions; and

Whereas, The Labor Project publishes the only newsletter which highlights collective

bargaining on work and family issues; and

Whereas, The Labor Project has been a voice for labor on work/family issues in the press including the Wall Street Journal, New York Newsday, Daily Labor Report, National Report on Work and Family, San Francisco Examiner, syndicated press and more; and

Whereas, The Labor Project has advocated for more family friendly policies in unionized workplaces; now therefore be it

Resolved, We urge the AFL-CIO to focus on work and family issues to assist unions in organizing; and be it further

Resolved, We urge the AFL-CIO to integrate the work being done by the Labor Project for Working Families into its organizing program and inform affiliates of its resources; and be it further

Resolved, We urge the AFL-CIO to provide ongoing support and funding to the Labor Project for Working Families to continue its work as a resource to unions and as an advocate for working families; and be it finally

Resolved, That the subject of the Labor Project for Working Families be placed on the AFL-CIO Executive Council Agenda, and that representation be invited to present the program and to answer questions.

JANITORS' CAMPAIGN GETS SUPPORT

Immigrant janitors, in their heroic fight with wealthy office building developers for union recognition and fair contracts, received the support of the Executive Council when it adopted a resolution submitted by the Alameda County Central Labor Council at its January 22, 1996 meeting in Sacramento.

A campaign by Service Employees Local 1877 to organize janitors at the non-union Somers Building Maintenance in Sacramento was confronted by a janitorial "company union alternative" in the form of a seemingly legitimate union, Couriers and Service Employees Local 1.

Local 1 is unaffiliated with the AFL-CIO and has not filed appropriate documents required by the U.S. Department of Labor, the California Franchise Tax Board or the Internal Revenue Service.

In the midst of a lengthy and militant organizing drive by Service Employees Local 1877 at Somers Building Maintenance, Local 1

organizers quietly and quickly appeared at company accounts and within one month received card check recognition from the non-union operation. No election was held and a three year contract lacking any pay raise was quickly signed. An ongoing NLRB investigation has revealed through worker testimony that company supervisors had complicity in forming a company union.

The resolution adopted by the Executive Council follows:

Support the Justice For Janitors Campaign, Condemn "Local 1"

Whereas, The employer backed "Teamwork for Employees and Managers" (TEAM) bill would give companies a potent weapon to stave off real unions trying to organize; and

Whereas, The AFL-CIO has fought vigorously against the legalization of company dominated unions; and

Whereas, Somers Building Maintenance (Sacramento) and Westbay Building Maintenance (San Francisco) along with their union busting firm Littler, Mendelson, Fastiff and Tichy, have fought vigorously against the Justice For Janitors campaign; and

Whereas, Allen Floria of Westbay has publicly attacked SEIU Local 87 and promised San Francisco building owners that he can take San Francisco away from SEIU and, Randy Schaber of Somers has verbally attacked SEIU Local 1877 and his company has threatened, harassed and coerced employees; and

Whereas, In efforts to thwart SEIU's Justice For Janitors campaign, both these companies have signed "agreements" with what workers report is a company dominated union named "Local 1"; and

Whereas, "Local 1" is not registered with the Department of Labor, is not listed as an exempt labor organization with the IRS and, until recently has had no listed phone number and only a P.O. Box in Tracy, California and, that workers report that "Local 1" has received clear support from agents of Somers Building Maintenance; be it

Resolved, that Central Labor Council of Alameda County, AFL-CIO goes on record condemning both Somers Building Maintenance and Westbay Building Maintenance and "Local 1" for their attempt to thwart the

unionization efforts of a bona fide labor organization; and be it further

Resolved, to request that the California Labor Federation adopt this resolution and after adoption it be distributed to all California Labor Federation affiliates.

BOYCOTT OF GOODS MADE IN CHINA

At its May 22, 1996 meeting the Executive Council voted to support a consumer boycott during the month of June of products made in the People's Republic of China.

The Council acted in response to an appeal by the Milarepa Fund, a non-profit organization devoted to improving human rights in China and Tibet, to join the boycott in concert with the national AFL-CIO, several California central labor councils and many other union and non-union organizations.

The California Labor Federation and the national AFL-CIO have consistently opposed China's refusal to end the ongoing and serious violations of human and trade union rights in China. Labor is on record in urging the United States government to acknowledge its policy of engagement with China, as American corporations mount a massive campaign to once again grant China the same trading status as our most favored trading partners.

These multinationals reap millions of dollars by exporting goods to the U.S. using the cheapest and most exploited labor, resulting in record U.S. trade deficits.

Through the policies of China's repressive and inhumane government, big business has risen to become the unelected leader of the world. A widespread consumer boycott of household goods carrying the "Made in China" label is able to deliver a blow to human and trade union rights abuses practiced in that country which contribute to the further aggrandizement of big corporations.

HENNING AND GRUHN DINNER

At the Executive Council's May 22, 1996 meeting, President Albin Gruhn formally announced he would retire as President upon conclusion of his current term and would not seek reelection.

Executive Secretary-Treasurer Jack Henning had made known his retirement plans months prior to the meeting.

The Executive Council voted unanimously to endorse and support a dinner in honor of retiring Executive Secretary-Treasurer Henning and President Gruhn at its May 22 meeting. The dinner, sponsored by the Liveable Wage Coalition, is planned for Friday, September 6, 1996 at the San Francisco Hilton and Towers.

The proceeds of the moderately priced dinner will help ensure victory for the Living Wage Act at the polls in November, culminating the Coalition's drive to raise the state's minimum wage to \$5.75.

SCHOLARSHIP PROGRAM

With the cooperation of affiliated unions and councils, the Federation has been able to award a record 139 scholarships, valued at \$500 each, in the past two years, to graduating seniors in California's public, private, and parochial high schools, participants in the California Labor Federation's annual scholarship awards competition throughout the state.

A record seventy-one scholarships were awarded in 1995, and sixty-eight were awarded in 1996. Four of the scholarships each year are given directly by the Federation in memory of C.J. Haggerty and Thomas L. Pitts, former executive secretary-treasurers of the organization. The rest are co-sponsored by affiliated unions and councils. In 1995 nearly 2,351 high school students applied for Federation scholarships. In 1996, the number of applicants reached 1,838.

The judges for the 1995 and 1996 scholarship programs were: Peter Guidry, Labor Arbitrator and former Coordinator for Labor Programs, Center for Labor Research and Education, Institute of Industrial Relations, University of California, Berkeley; Leland S. Russell, Member and Past President, California Council on Adult Education, Bay Section, Walnut Creek; John McDowell, Professor of Labor Relations and Director of the Labor Center, Los Angeles Technical College; and June McMahon, Coordinator for Labor Programs, Center for Labor Research and Education, UCLA Institute of Industrial Relations.

The Council's previous decision to permit co-sponsorship of memorial scholarships to honor distinguished trade unionists has broadened and improved the Federation's program by allowing creation of new scholarships, subject to the criteria that include a requirement that the person being so honored is deceased and had been a member of the co-

sponsoring union or council.

As attested by letters from winners of previous contests, school officials and publicity in communities throughout California, the Federation's scholarship program is making a significant contribution to expanding public understanding of the organized labor movement, its structure, functions, goals and its place in American society.

EXONERATIONS

It has been the Executive Council's practice to grant affiliates exoneration from payment of per capita tax when a labor dispute or other good cause presents a financial hardship on the union. This action is authorized by Article XIII, Section 2, of the Federation's Constitution. Since the 1994 Convention, such assistance has been granted to requests received from two organizations:

Hospital and Health Care Workers, SEIU Local 250 and Office and Professional Employees Local 29, were adversely affected by Kaiser Hospital's decision to cease dues deduction from members beginning April 1, 1995.

Both affiliates were granted six month exonerations by the Executive Council in March of this year.

At the May 22, 1996 meeting, due to economic difficulties, six months exonerations were granted to American Federation of Grain Millers Local 59, Lodi; American Maritime Officers, Brooklyn, New York; and Carpenters Local 180, Vallejo.

ADDITIONAL PENSION PLAN TRUSTEE APPOINTED

The Executive Council, at its December 1994 meeting, added Vice President Edward C. Powell as an additional trustee for the Federation's pension plan.

The Council was authorized to take this action pursuant to provisions of Article XI, Section 11.01 of the Pension Plan and Trust Agreement for Employees of the California Labor Federation, AFL-CIO.

The resolution passed by the Executive Council appointing Powell stated that he was "... to serve as an additional Trustee of the Trust and Plan along with executive Secretary-Treasurer John F. Henning who is and

shall continue to serve as a Trustee of the Trust and Plan.”

STATE RETIREE COUNCIL AFFILIATION APPROVED

Rules adopted by the national AFL-CIO governing the affiliation and participation of union retiree groups in state federations required the California Labor Federation to bring its constitutional provisions concerning such groups into conformity with those of the national organization.

According to the national body's new rules, retiree clubs and central labor council FORUMs are no longer permitted affiliation with state federations.

As a consequence, the Federation's Executive Council, at its July 18, 1995 meeting, approved formation of a state retiree council in accordance with AFL-CIO Rule 3 governing state labor bodies. The new retiree council was designated to have two delegates, two votes, and an affiliation fee of \$2.00 per month.

The Executive Council, at its October 6, 1995 meeting, formulated a resolution for presentation to the national AFL-CIO's 1995 convention requesting a reversal of that body's ruling on retiree affiliation with state federations. The resolution, considered late, was referred to the AFL-CIO Executive Council for consideration.

RALLIES AND DEMONSTRATIONS

Along with the many other protests, rallies, demonstrations and picket lines noted in other areas of this report, Executive Council officers were active participants at the following events:

Demonstration through downtown Los Angeles in support of human, civil and labor rights for all immigrants and in opposition to immigrant-bashing politicians, Los Angeles, May 28, 1994;

Demonstration lead by Justice for Janitors Day activists in support of San Francisco newspaper workers at the Chronicle and Examiner, San Francisco, June 15, 1994;

Justice for Janitors Day rally in protest against county and city officials who contract out cleaning of buildings and other public services, Los Angeles, June 15, 1994;

Rally at S.F. Chronicle building in support

of striking newspaper workers represented by eight unions making up the Conference of Newspaper Unions, San Francisco, July 18, 1994;

March and demonstration for political empowerment and economic justice for the nation's Latino population at the 10th National Membership Meeting of Labor Council for Latin American Advancement, San Jose, August 4, 1994;

Rally in support of Teamsters Local 85 members fired and replaced by scabs at Zellerbach Paper Company, San Francisco, August 5, 1994;

Demonstration to defend jobs of HERE Local 2 and SEIU Local 14 members at 57 hotels negotiating for new contracts, San Francisco, August 17, 1994;

Testimony given at S.F. Board of Supervisors hearings on behalf of 235 Latins fired by Sprint when the telecommunications company realized the workers were about to join CWA Local 9410, San Francisco, September 8, 1994;

March and demonstration calling for the defeat of the immigrant-bashing Proposition 187, Los Angeles, October 16, 1994;

Rallies to intensify political action focusing on electing labor-endorsed candidates in the November general election, Los Angeles, October 26, and San Francisco, October 27, 1994;

Protest demonstrations on the picket line in support of striking newspaper workers represented by eight unions seeking renewal of contracts with the San Francisco Chronicle, Examiner and Newspaper Agency, San Francisco, November 1, 9, and December 14, 1994;

Rally at Los Angeles Hilton Hotel in support of 600 unionists, members of HERE Local 11, Engineers Local 501, Laundry Workers Local 52, Painters Local 2, SEIU Local 399 and Teamsters Local 986, whose jobs were jeopardized when the hotel's new owner, Hanjin International, a subsidiary of Korean Airlines, canceled all contracts, Los Angeles, December 1, 1994;

Demonstration, rally and march to Mark Hopkins Hotel in support of striking members of Hotel and Restaurant Employees Local 2, December 5, 1994;

Rally in support of IBEW Local 1245 members protesting California Public Utili-

ties Commission plan to deregulate gas and electric services at the expense of consumers and utility workers, San Francisco, December 14, 1994;

Ceremony to acknowledge donation of a 34 foot motorhome by United Auto Workers Region 6 to assist the East Los Angeles Health Task Force, a drug rehabilitation agency, Los Angeles, January, 1995;

Demonstration at Chabot Community College District meeting in protest of trustees' decision to use a non-union contractor at the Hayward campus, turning 20 cafeteria workers, all members of HERE Local 2850, out of their long-held jobs, Hayward, February 21, 1995;

Picket line action at headquarters of American President Lines to protest company's decision to place six new ships under foreign flags, Oakland, February 28, 1995;

Protest rally in support of workers at Planned Parenthood and San Francisco AIDS Foundation seeking representation by SEIU Local 790A, San Francisco, March 1, 1995;

Celebration and dedication of renaming Army Street as Cesar Chavez Street in tribute to the founder of the United Farm Workers of America, San Francisco, April 1 and 23, 1995;

Demonstration in support of 30,000 striking UFCW Meat and Food Clerks. Several hundred demonstrators rallied at Safeway Corporate office in Oakland on April 13, 1995.

Participation in National Day of Protest marches to rally opposition to Republican Party's "Contract on America," Los Angeles and San Francisco, May 6, 1995;

Dedication ceremony for new C.L. Delums Amtrak Station, Oakland, May 13, 1995;

Picket line action in support of AFL-CIO Inland Boatmen's Union protesting Port of Oakland's choice of non-union Hornblower Ferry Company for harbor tours, Oakland, June 1, 1995;

Protest rally in opposition of American President Lines' China, one of six German-built container ships flying a foreign flag with a foreign crew and officers, Oakland, June 29, 1995;

Demonstrations to protest Republican Party's attack on workers, children, the poor and elderly at book store sites publicizing the release of Newt Gingrich's autobiography,

Century City and Yorba Linda, August 14, 1995;

Golden Gate Bridge march and rally highlighting the nationwide mobilization for health care, San Francisco, August 20, 1995;

Rallies and celebrations throughout the state to commemorate Labor Day, highlighted by the largest such crowd ever assembled in California, 17,000, at the Alameda County Fairgrounds, featuring President Bill Clinton in attendance, Pleasanton, September 4, 1994;

Demonstrations including all nine campuses to demand restoration of University of California affirmative action programs, Berkeley, October 12, 1995;

Rally launching the Liveable Wage Coalition's campaign to raise California's minimum wage, Los Angeles, November 13, 1995;

Demonstration in support of striking members of SEIU Local 250 who were replaced with scabs by the nursing home chain, Hillhaven Corporation, Concord and Alameda, November 15, 1995;

Protest rally in opposition to Port of Oakland's proposal to subsidize non-union construction of a waterfront hotel by Marriott Corporation, Oakland, January 4, 1996;

Demonstrations sponsored by the building trades to protest Governor Pete Wilson's intention to abolish California's prevailing wage requirements in San Francisco November 30, 1995, Sacramento February 14, 1996 and Los Angeles February 26, 1996.

Rally and demonstration at Safeway Corporate office in Oakland on June 19, 1996 supporting the 12,000 striking UFCW members in Denver, Colorado, demanding an end to the six week strike.

COMMITTEE CHANGES

The Executive Council has been assisted in its work since the 1994 Convention by its eight regular standing committees. As a result of changes in the Council membership, the makeup of these committees has also changed during the period.

The composition of these committees as of July 29, 1996, is as follows:

Civil Rights

Steve Edney, Chair

Tony Bixler

Sherry Chiesa
 Miguel Contreras
 Michael Day
 Billy Joe Douglas
 Owen Marron
 Steve Nutter

Community Services

E. Dennis Hughes, Chair
 Jack Loveall
 Barry Luboviski
 Kendall Orsatti
 Richard Robbins
 John Smith

Education

Mary Bergan, Chair
 Val Connolly
 Miguel Contreras
 Steve Edney
 Gunnar Lundeberg
 Loretta Mahoney
 Edward C. Powell
 Mike Quevedo, Jr.
 Yolanda Solari
 Armando Vergara
 William Waggoner

Housing

Leo Valenzuela, Chair
 Val Connolly
 Billy Joe Douglas
 Don Hunsucker
 Jack Loveall
 Barry Luboviski
 Ophelia A. McFadden
 Richard Robbins
 Leo Valenzuela
 Armando Vergara

Legislation

Jerry Cremins, Chair

Mary Bergan
 Jim Green
 Don Hunsucker
 Dallas Jones
 Loretta Mahoney
 Jack McNally
 Lee Pearson
 Edward C. Powell
 Michael Riley
 John Smith
 Yolanda Solari
 T.J. (Tom) Stapleton

Public Employees

Yolanda Solari, Chair
 Mary Bergan
 Miguel Contreras
 Jerry P. Cremins
 Dallas Jones
 Gunnar Lundeberg
 Jack McNally
 Mike Quevedo, Jr.
 Michael Riley
 T.J. (Tom) Stapleton
 Paul Varacalli

Safety & Occupational Health

Jack McNally, Chair
 Tony Bixler
 Wayne Clary
 Jim Green
 Ted Hansen
 E. Dennis Hughes
 Dallas Jones
 Gunnar Lundeberg
 Kendall Orsatti
 Lee Pearson
 Paul Varacalli
 William Waggoner

Union Labels, Shop Cards and Buttons

Steve Nutter, Chair

Sherri Chiesa

Wayne Clary

Michael Day

Ted Hansen

Owen Marron

Richard C. Robbins

Leo Valenzuela

"WE DON'T PATRONIZE" LIST

Since the Federation's 1994 Convention, additions and deletions have been made to the Federation's "We Don't Patronize" list in accordance with the Federation's Constitution and AFL-CIO Rules Governing State Central Bodies.

Following polls of Executive Council members, the following firms were placed on the "We Don't Patronize" list:

At the December 7-8, 1994 Executive Council meeting, the Kimpton-owned Hotel Juliana, Splendido Restaurant, Aioli Restaurant, Cafe de la Presse, Cafe Kuleto, Elka Gilmore's Liberte, Bellevue Hotel, the Ito-Cariani Sausage Co. and Emporio Armani were placed on the "We Don't Patronize" List at the request of the San Francisco Labor Council;

Also placed on the list at the same meeting at the request of the Santa Cruz and Sacramento Central Labor Councils were the Seaside Co. properties including Santa Cruz Holiday Inn, Boardwalk and Coconut Grove, all of Santa Cruz; the Continental Inn, Elk Grove General Store and Jeremiah's (all subsequently removed);

The Executive Council added the Max Club of Gilroy to the list at the same meeting at the request of the South Bay Labor Council;

The Sacramento Capitol Club, Courtyards and Residence Inns by Marriott were added at the December 7-8, 1994 meeting at the request of the Sacramento Labor Council;

Also at the December 7-8, 1995 meeting, the Thomas Swan Sign Company was placed on the list at the request of the San Francisco

Labor Council;

At the March 28, 1995 meeting, the Executive Council added the Los Robles Lodge to the "We Don't Patronize" list and deleted Bob Nobles Chevrolet of Petaluma from the list, both at the request of the Sonoma, Mendocino, Lake Counties Labor Council;

On July 18, 1995, the following Western Lodging establishments: Monterey Plaza, Lafayette Park Hotel, Half Moon Bay Lodge, Bodega Bay Lodge, Napa Valley Lodge of Yountville, and the Stanford Park Hotel of Menlo Park were added to the list at the request of the Contra Costa Central Labor Council;

The following Shilo Inns in California were added to the list on the same date at the request of the Oregon State AFL-CIO: Shilo facilities at Corning, Yosemite, Delano, Mammoth Lakes, Diamond Bar and Palm Springs Resort;

Also at the July 18 meeting, the Executive Council added the Holiday Inn at the Embarcadero to the list at the request of the San Diego-Imperial Counties Central Labor Council (not to be confused with the Holiday Inn Bayside which remains a union house);

The Executive Council also acted at the July 18 meeting to remove from the "We Don't Patronize" list Humphrey's Restaurant in Antioch and all Round Table Pizza parlors in California at the request of the central labor councils having jurisdiction;

At the same meeting, the Executive Council removed Landmark Hotel in Las Vegas, Nevada, from the list at the request of the Western Regional Director of the Hotel Employees and Restaurant Employees International Union;

Youthful Tooth of Oakland was added to the statewide list at the request of the Alameda County Central Labor Council at the October 6, 1995 meeting of the Executive Council;

At the May 23, 1996 meeting, the Executive Council placed Selix Formalwear of Chico, Martinez, Castroville, Foster City, Stockton, San Francisco, San Jose and Hayward on the list at the request of the Alameda County Central Labor Council.

Here, for the record, are those firms remaining on the California Labor Federation's "We Do Not Patronize" list as of the date of this report:

RESTAURANTS, HOTELS, THEME PARKS

All **Marriott Hotels** in California with the specific exceptions of the **Marriott Hotel at Fisherman's Wharf in San Francisco, the Oakland Marriott City Center Hotel, and the Host Marriott at Sacramento International Airport**, which are union houses.

All **non-union Kimpton Group** hotels and restaurants in California.

Shilo Inns at Corning, Yosemite, Delano, Mammoth Lakes, Diamond Bar, and Palm Springs Resort.

Taco Bell: all Taco Bell outlets except those in Santa Clara and San Benito counties

Contra Costa County

Scott's Bar & Grill, Walnut Creek.

Lafayette Park Hotel, 3287 Mt. Diablo Blvd., Lafayette.

Fresno County

Holiday Inn Fresno Airport Hotel, 5090 East Clinton at the airport.

Holiday Inn Fresno Centre Plaza Atrium Hotel and Convention Center, 2233 Ventura St. at Highway 99.

Los Angeles Area

Beverly Prescott Hotel and Rex restaurant

Sheraton Los Angeles Airport, 6101 Century Blvd.

Monterey Area

Casa Munras, Fremont and Munras, Monterey.

Doubletree Inn, 2 Portola Plaza, Monterey.

Days Inn, 1400 Del Monte Blvd., Seaside.

Monterey Plaza, 400 Cannery Row, Monterey.

Sheraton Hotel, 350 Calle Principal, Monterey.

Napa

Napa Elks Lodge No. 832 bar and restaurant, 2480 Soscol Ave., Napa.

Napa Valley Lodge, 2230 Madison St.,

Yountville.

Oakland

Scott's Restaurant, 73 Jack London Square.

Ontario

Ontario Red Lion Inn.

Oxnard

Opus I Restaurant, in the Embassy Suites Hotel.

Oxnard Financial Plaza Hilton Hotel, 600 Esplanade Drive.

Sacramento Area

Andiamo!, 3145 Folsom Blvd.

Auburn Joe's, 13480 Lincoln Way, Auburn.

All Black Angus.

Broiler Restaurant, 1013 J St., Sacramento.

California Fats, 1015 Front St., Old Sacramento

All Chevy's.

Courtyard, 10683 White Rock Rd., Rancho Cordova.

All Days Inns.

Delta King, 1000 Front St., Old Sacramento

All Denny's.

Discovery Inn, 350 Bercut Drive.

Distillery, 2107 L St.

All Eppie's Restaurants.

Fox and Goose, 1001 "R" St.

Frank Fat's, 806 L St.

Frasinetti Winery & Restaurant, 7395 Frasinetti Rd., Florin.

Fat City Bar & Cafe, 1001 Front St., Old Sacramento.

Fulton's Prime Rib Inn, 906 Second St., Old Sacramento.

Harbor Inn, 1250 Halyard Dr., West Sacramento.

Hyatt Regency Hotel, L Street between 12th and 13th streets opposite Capitol Park.

Limelighter Bar, Restaurant & Card Room, 1014 Alhambra Blvd.

All Lyons.

All Marriott Courtyards and All Marriott Residence Inns within jurisdiction of Sacramento Central Labor Council.

Max's Opera Cafe, Arden Fair Shopping Center.

Melarkey's, 1517 Broadway.

Palomino Room, 3405 El Camino Ave.

Red Lion Inn, 2001 West Point Way, Sacramento.

Residence Inn, 1530 Howe Ave., Sacramento.

Rodeway Inn, I-80 & Watt Avenue, North Highlands.

Sacramento Capitol Club, 400 Capitol Mall, Suite 600.

Sacramento Inn, Arden Way at Interstate 80, Sacramento.

Sacramento Joe's, 2052 Sacramento Blvd

Sandman Motel, 236 Sibboom St., Sacramento.

Sheraton Sunrise Hotel, Sunrise Blvd. at Highway 50.

Shot of Class, 1020 11th St.

All Sixpence Inns.

The Nut Tree and Coffee Tree, Vacaville between Sacramento and San Francisco on Interstate 80.

Vagabond Inn, 909 3rd St.

Vince's Restaurant & Bar, 840 Harbor Blvd., West Sacramento.

San Diego Area

Anthony's Restaurants, 166 Solana Hills Dr., Solana Beach; 215 Bay Blvd., Chula Vista; 9530 Murray Dr., La Mesa; 1360 Harbor Dr., San Diego; 1355 Harbor Dr., San Diego; 11666 Avena Place, San Diego.

Bali Hai Restaurant, 2232 Shelter Island Dr., San Diego.

Hob Nob Restaurant, 2271 First Ave., San Diego.

Holiday Inn Bayside, 4875 North Harbor Drive, San Diego. (Not to be confused with Holiday Inn at the Embarcadero, which is a

union house.)

San Diego Princess (formerly Vacation Village), 1404 W. Vacation Rd., San Diego.

Tom Ham's Light House, 2150 Harbor Island Dr., San Diego.

San Francisco

Alfred's, 886 Broadway.

Alioto's No. 8, Fisherman's Wharf.

Benihana of Tokyo, 1737 Post St.

Campton Place Hotel, 340 Sutter St.

Emporio Armani.

Ernie's, 847 Montgomery St.

Fisherman's Grotto No. 9, Fisherman's Wharf.

Galleria Park Hotel and Bentley's restaurant, 191 Sutter St.

Harbor Court and Harry Denton's Bar and Grill, 165 Stuart St.

Jack In The Box, all locations.

Juliana Hotel, 590 Bush St.

Liberte (Elka Gilmore's Liberte.)

The Mandarin, Ghirardelli Square.

Mandarin Oriental Hotel, 333 Sansome St.

McDonald's, all locations.

Monaco Hotel

Nikko Hotel, 222 Mason St.

North Beach Restaurant, 1512 Stockton St.

Park Hyatt, 333 Battery St.

Perry's, 1944 Union St.

Pompei's Grotto, Fisherman's Wharf.

Prescott Hotel and Postrio, 545 Post St.

Richelieu Hotel, Van Ness Ave.

A. Sabella's, Fisherman's Wharf.

H. Salt Fish and Chips, all locations.

Col. Saunders Kentucky Fried Chicken, all locations.

Schroeder's, 240 Front St.

Sir Francis Drake Hotel, Scala's, Starlight and Cafe Espresso.

Splendido Restaurant, Embarcadero 4.

Tia Margarita, 19th Ave. and Clement St.

Trinity Suites, Eighth and Market Streets.

Triton Hotel, Aioli Restaurant and Cafe de la Presse, Grant and Bush.

Tuscan Inn and Cafe Pescatore, 425 North Point St.

Vanessi's, 1177 California St.

Victorian Hotel, 54 Fourth St.

Villa Florence Hotel with Kuleto's Italian Restaurant and Cafe Kuleto, 225 Powell St.

Vintage Court Hotel and Masa's, 650 Bush St.

San Mateo County

Half Moon Bay Lodge, 3400 S. Coast Highway 1, Half Moon Bay.

Stanford Park Hotel, 100 El Camino Real, Menlo Park.

Santa Clara County

DeAnza Hotel, 233 W. Santa Clara St., San Jose.

House of Genji/Cathay Restaurant, 1335 N. First St., San Jose.

Holiday Inn-Palo Alto, 625 El Camino Real, Palo Alto.

Mariani's Inn and Restaurant, 2500 El Camino Real, Santa Clara

Red Lion Inn at Gateway Place.

Santa Barbara Area

El Encanto Hotel and Garden Villas.

Sonoma and Marin

Bodega Bay Lodge, 103 Coast Hiway 1, Bodega Bay.

Hodge Food Service and all food service facilities owned and/or operated by them, including La Cantina and Cal Asia.

Los Robles Lodge, 925 Edwards Ave., Santa Rosa.

Stockton Area

Carmen's Mexican Restaurant, Lincoln Center.

Hilton Hotel, 2323 Grand Canal Blvd.

Stockton Inn Motel and Restaurants, 4219 Waterloo Road at Hwy. 99.

Las Vegas, Nevada

Frontier Hotel and Casino.

Sparks, Nevada

John Ascuaga's Nugget.

MANUFACTURING

Diamond Walnut Co., Stockton: all products.

Gaffers & Sattler products

Goehring Meat Co, Lodi.

Louisiana-Pacific Corp.: all products.

PRINTING

Petaluma Argus Courier

San Francisco Bay Guardian

Vallejo Times-Herald

New York Times, (Northwestern Edition).

THEATERS

Santa Cruz Area

Twin I & II Theaters, Aptos.

San Francisco

Alexandria, Balboa, Coronet, Coliseum, Metro, Stonestown Twin and Vogue (all United Artists) and **Cinema 21 and Empire** (Syufy).

Sacramento Area

Capitol Theater; Century 21, 22, 23, 24 and 25 Theaters (Syufy); **State Theater; Sacramento 6 Drive-In**.

Orange County

All United Artists Theaters in Orange County.

All Freedman Forum Theaters in Anaheim; **Cineland Theater**, Anaheim; **Brookhurst-Loge Theater**, Anaheim.

Valley View Twin Cinemas, Cypress; **Family Four Cinemas**, Fountain Valley; **Fox Fullerton**, Fullerton.

Syufy Cinedome, Stadium Drive-in and City Cinemas, all in Orange; **Villa Theater**, Orange; **Miramar Theater**, San Clemente; **Broadway Theater**, Santa Ana; **Stanton Theater**, Stanton.

AUTOMOTIVE

British Motor Car Distributors, Ltd.,
901 Van Ness Ave., San Francisco.

European Motors, 950 Van Ness Ave.,
San Francisco.

German Motors Corp., 1765 California
St., San Francisco.

Mel Rapton Honda, Sacramento

Royal Motor Sales, 280 South Van Ness
Ave., San Francisco.

San Francisco Auto Center, 2300 16th
St., San Francisco.

All Paul Snider dealerships, Sacramento.

Stevens Creek Acura, San Jose.

Swift Auto World, Sacramento.

OTHERS

Armstrong Painting & Waterproofing
of San Francisco and its entities, including
**Armstrong Kitchens, Armstrong Construc-
tion, Armstrong Painting, and Armstrong
Roofing.**

Bank of America: All branches and ser-
vices.

Circuit City stores at 4080 Stevens Creek
Blvd., San Jose; 1825 Hillsdale Ave., San
Jose, and 1250 Grant Road, Mountain View.

Costco Wholesale Warehouse grocery
outlets at 1600 Coleman Ave., Santa Clara,
and 1900 South 10th St., San Jose.

Dick's Rancho, Rancho Cordova.

Hertzka and Knowles, San Francisco,
architects.

K Mart, statewide.

Keystone Company restaurant supply,
San Jose.

Montgomery Ward in Redding.

Mervyn's in Ventura.

Norbert Cronin & Co., insurance agents,
San Francisco.

Non-Union Iceberg Lettuce.

Raley's Food Market, Oakhurst, Madera
County.

Sacramento concrete: **Dixon Ready Mix**,
Dixon; **Livingston's Concrete**, 5416
Roseville Rd., North Highlands; **Trinco
Ready Mix**, 2700 Athens Ave., Lincoln.

Sacramento glass: **Arrow Glass, Country
Club Glass, Del Paso Glass, Fine Glass,
Golden West Glass**, all locations; **Kinzel's
Glass, Carmichael; Sam's Auto Glass, River
City Glass, Victor Glass.**

Sacramento signs: **Ellis Signage-Graph-
ics, Fleming Silk Screen, House of Signs
and River City Signs**, all of Sacramento, and
Young Electric Sign Co., West Sacramento.

Sam's Club warehouse outlet stores along
with all Wal-Mart stores.

Sears Roebuck, all California outlets.

Shoreline South Convalescent Hospital,
Alameda.

State Farm Mutual Auto Insurance Co.,
statewide.

SuperCuts: all SuperCuts salons in Cali-
fornia.

Thomas Swan Sign Co., 1117 Howard
St., S.F.

Wal-Mart: all stores in California, along
with all Sam's Club warehouse outlets owned
by the same corporations.

Whole Foods Market, 200 Telegraph
Ave., Berkeley.

Youthful Tooth Dental Care, 8105 Edge-
water Drive, Suite 204, Oakland.

**ADMINISTRATION SLATE
RECOMMENDATIONS**

While meeting in recess during its May 22,
1996 meeting, the members of the Executive
Council made the following recommenda-
tions regarding the administration slate for
Federation officers:

That members of the Executive Council
support all of the incumbents of the Executive
Council that are candidates for re-election in
connection with the July, 1996 convention of
the Federation; and that the members of the
Executive Council also support candidates Art
Pulaski for the office of Executive Secretary-
Treasurer and Tom Rankin for the office of
President at the Federation's July 1996 con-
vention.

1996 CONVENTION

The Council's pre-Convention meeting
began at 2 p.m. Wednesday, July 24, 1996 at
the Hyatt Regency Hotel in Los Angeles. The
Twenty First Biennial Convention is sched-
uled to open at 10 a.m. Monday, July 29, 1996

at the same location.

Throughout the July 24 meeting, the Executive Council developed policy statements to be submitted to the Convention delegates for their consideration and attended to various other pre-Convention details.

CONCLUSION

Faced with expanding, well-financed anti-union activities and an unsympathetic administration in Sacramento, the interim period between the 1994 Convention and the 1996 Convention has been a time of great activity for this Council and its officers. In this report we have covered briefly highlights of the many fronts upon which we have been active.

Fraternally submitted,

John F. Henning, Exec. Secy-Treas.

Albin J. Gruhn, President

Vice Presidents

Mary Bergan

Tony Bixler

Sherri Chiesa

Wayne A. Clary

Val Connolly

Miguel Contreras

Jerry P. Cremins

Michael J. Day

Billy Joe Douglas

Steve Edney

Jim R. Green

Ted Hansen

E. Dennis Hughes

Don Hunsucker

Dallas Jones

Jack L. Loveall

Barry Luboviski

Gunnar Lundeberg

Ophelia A. McFadden

Jack McNally

Loretta Mahoney

Owen Marron

Steven T. Nutter

Ken Orsatti

Lee Pearson

Edward C. Powell

Mike Quevedo, Jr.

Michael Riley

Richard C. Robbins

John Smith

Yolanda Solari

T.J. (Tom) Stapleton

Leo Valenzuela

Paul Varacalli

Armando Vergara

William Waggoner

Report of the Executive Secretary-Treasurer

**Los Angeles
July 1996**

The following is a summary of activities your Secretary-Treasurer has participated in since the 1994 Convention held in Sacramento. A companion report of additional activities is found in the Report of the Executive Council submitted to the Convention. Direction of the Federation, as a whole, is the responsibility of the Executive Secretary-Treasurer.

POLITICAL ACTION

The Republican seizure of Congress as a result of the 1994 general elections put labor in its most defensive posture in five decades. The enemies of working people wasted no time in launching harsh attacks on wage and hour standards, collective bargaining protections, workplace safety programs and job training—all in the name of the right-wing's so-called "Contract with America," more aptly put, a contract on American workers.

Stunned by the voters' grim mood, labor's political effort was slowed by the off-year election disaster, but not destroyed. It was a clear signal that arduous political work loomed ahead.

As 1995 closed out, several gains had been scored around the country as the result of labor's traditional political programs. The movement took the issue of workers' declining buying power directly to the people throughout the 1996 political season. The goal to "give America a raise" took center stage in political debate. A workers' grass-roots campaign forced presidential candidates to pay attention to labor issues as they campaigned in primaries across the nation. This January, the AFL-CIO strengthened its position by endorsing President Clinton and Vice President Gore for the country's highest offices. Union activists were disbursed to campaign from coast to coast in those key elections considered winnable.

Oregon's special election to fill the vacancy left by the resignation of Republican Bob Packwood became a model of union political action for the new year. An innovative vote-by-mail technique boosting voter participa-

tion, combined with traditional union activist campaigning, mailed election pieces, phone banks and precinct walking, produced an important Democratic victory for workers in the U.S. Senate. The House, however, remained a safe haven for the "Gingrich Revolution" to continue on its mission to make war on the American labor movement and the American middle class.

Labor's political efforts intensified. Unprecedented amounts of energy and funding bolstered union activist education and training programs for a full blown get-out-the-vote campaign in 1996. The workers' case was taken to the public through national media ads.

In the months remaining before the November elections, there remains no lingering doubt that labor must rise to the magnitude of the threat it faces for its mere survival.

In California, the general election debacle of two years ago mirrored the national mood. An unrelenting assault continues today on workers and the poor under Pete Wilson's administration. A narrow Republican majority in the Assembly has unleashed a right-wing agenda in the name of corporate wealth.

Millions of dollars have been granted in tax reductions for the rich while welfare for those who truly need it has been reduced. Tax cuts have been doled out to special interests benefitting agribusiness, oil, aircraft and timber barons. Workers' health is put at risk by a GOP drive to weaken and restrict safety and health standards in the workplace, a naked attempt to maximize profits in the name of private enterprise.

Heading the list of the anti-worker legislative attack is the Governor's campaign to destroy the 8-hour day and turn back long established prevailing wage requirements. All this, driven by a rightist appeal on the November ballot to cancel affirmative action policies in employment and education.

Funding cutbacks have sadly hurt those least able to defend themselves—the poor, the elderly, the sick and children. Continuing budget cuts targeted against schools, social agencies and the public infrastructure only serve to increase our pain and frustration. We deserve better.

A LOOK AT THE 1994 ELECTIONS The Primary

The primary elections of June 1994 gave no suggestion of the national Republican sweep that would follow in the general elections of November, 1994. California's Congressional and State Assembly races were caught in this national tide.

The 1994 General Elections

Immediately after the primary, a unified labor movement went to work in a determined effort to elect its friends to office in the November general election.

COPE's registration, education, and get-out-the-vote efforts were reinforced by continuing support from the black, Latino and senior communities through its field coordinators from the A. Philip Randolph Institute, the Labor Council for Latin American Advancement and the Federation of Retired Union Members (FORUM). APALA—the Asian Pacific American Labor Alliance expanded its work to advance pro-labor candidates in the Asian community.

Federation-sponsored workshops were conducted in August at San Francisco and Los Angeles, forming a strategy to help activists from central labor councils and local unions elect labor's friends to office and mobilize the labor movement against Proposition 187, the anti-immigrant, anti-minority ballot measure sponsored by Governor Wilson and the Republican Party. Participants were told how COPE computers could be used to locate unregistered union members and persuade those who were already registered to support COPE-endorsed candidates and labor's positions on ballot propositions. The skills and knowledge of how to use the COPE computers enhanced labor's time-honored grass roots registration, education, and get-out-the-vote programs.

The California Labor Federation printed and distributed 322,000 endorsement pamphlets to registered union members which were broken down into 12 regional variations, highlighting labor's choices among candidates for congressional, state legislative, statewide office and ballot propositions. Special emphasis in the general election was given to re-electing Dianne Feinstein to the U.S. Senate, electing Kathleen Brown as governor, defeating the anti-immigrant Proposition 187 and passing Proposition 186, the Single-payer Health Plan.

Labor made recommendations on six statewide ballot initiatives. The voters supported labor's position on two of these measures. On Proposition 188, the voters rejected the deadly and fraudulent effort by the tobacco industry to eliminate local efforts to control smoking in the workplace. In addition, the voters agreed with the Federation's recommendation on Proposition 183, thus supporting a change in recall elections.

The voters disagreed with the Federation's recommendations on four of the statewide ballot issues. The voters passed "3 strikes" sentencing rules whereas the Federation had recommended a "no" vote. In addition, over the strenuous and hard fought opposition by labor throughout the state, a majority of the voters supported the racist Proposition 187. Many in labor feel that this proposition divides workers along ethnic and income lines and weakens our ability to remain united against the onslaught of unrestrained capital. The voters rejected Proposition 181-The Passenger Rail and Clean Air Bond Act of 1994. The Federation had recommended a "yes" vote on this issue. Finally, trade unionists all over California fought long and hard to pass the "Single-payer Health Plan. Millions of dollars from the health industry were arrayed against the Federation's position and the voters rejected Proposition 186.

COPE-endorsed candidates were victorious in 3 out of 7 statewide constitutional offices. Incumbent Governor Pete Wilson beat Kathleen Brown, the COPE-endorsed candidate. Labor supported Gray Davis for Lieutenant Governor, Kathleen Connell for State Controller, Delaine Eastin for State Superintendent of Public Instruction and each of them was successful in their election. Labor's choices for Secretary of State, Tony Miller; State Treasurer, Phil Angelides; State Attorney General, Tom Umberg; and State Insurance Commissioner, Art Torres, were all defeated.

Three of the four successful candidates to the State Board of Equalization were also endorsed by the California Labor Federation.

The November General Election was disastrous for labor in the California State Assembly and the United States House of Representatives. Although labor held on to a tenuous majority in the State Senate, losing the Governor's race and the majority in the State Assembly has created a real threat to the lives of working people in California.

On a statewide basis, the California AFL-CIO endorsed a total of 141 candidates favorable to working people for seats in the U.S. House, State Senate, and State Assembly.

Seventy five of these endorsed candidates were elected, a success rate of 53 percent.

The composition of the California Congressional Delegation changed from 32 Democrats and 20 Republicans before the 1994 election to 27 Democrats and 25 Republicans after the election. Twenty two of the 47 COPE-endorsed candidates running in congressional races were successful, a 47 percent victory rate.

The composition of the California State Senate changed from 22 Democrats, 16 Republicans, and two Independents before the 1994 election to 21 Democrats, 17 Republicans, and two Independents after the election. In the State Senate, 14 of 18 COPE-endorsed candidates won election for a 78 percent victory rate.

The composition of the California State Assembly changed from 47 Democrats and 33 Republicans before the election to 39 Democrats and 41 Republicans after the election. Thirty nine out of 76 COPE-endorsed State Assembly candidates won election for a 51 percent victory rate.

COPE-endorsed candidates winning congressional seats in the 1994 general election listed in the order of their congressional district number were:

District:

3. Vic Fazio (D)
5. Robert T. Matsui (D)
6. Lynn C. Woolsey (D)
7. George Miller (D)
9. Ronald V. Dellums (D)
12. Tom Lantos (D)
13. Fortney Pete Stark (D)
15. Norm Mineta (D)
16. Zoe Lofgren (D)
18. Gary A. Condit (D)
24. Anthony C. Beilenson (D)
26. Howard L. Berman (D)
29. Henry Waxman (D)
30. Xavier Becerra (D)
31. Matthew G. Martinez (D)
32. Julian C. Dixon (D)
33. Lucille Roybal-Allard (D)
35. Maxine Waters (D)
36. Jane Harman (D)
37. Walter R. Tucker III (D)
42. George E. Brown, Jr. (D)
50. Bob Filner (D)

COPE-endorsed candidates winning State Senate seats in 1994, listed by their district numbers, were:

District:

2. Mike Thompson (D)
6. Leroy F. Greene (D)
10. Bill Lockyer (D)

16. Jim Costa (D)
18. Jack O'Connell (D)
20. Herschel Rosenthal (D)
22. Richard G. Polanco (D)
24. Hilda Solis (D)
26. Diane E. Watson (D)
28. Ralph C. Dills (D)
30. Charles M. Calderon (D)
32. Ruben S. Ayala (D)
38. William A. (Bill) Craven (R)
40. Steve Peace (D)

Victorious COPE-endorsed Assembly candidates in November 1994, included:

District:

1. Dan Hauser (D)
6. Kerry Mazzoni (D)
7. Valerie K. Brown (D)
8. Tom Hannigan (D)
9. Phillip Isenberg (D)
11. Bob Campbell (D)
12. John L. Burton (D)
13. Willie L. Brown, Jr. (D)
14. Tom Bates (D)
16. Barbara Lee (D)
17. Michael J. Machado (D)
18. Michael Sweeney (D)
20. Liz Figueroa (D)
21. Byron D. Sher (D)
22. John Vasconcellos (D)
23. Dominic L. (Dom) Cortese (D)
26. Sal Cannella (D)
31. Cruz M. Bustamante (D)
39. Richard Katz (D)
40. Barbara Friedman (D)
41. Sheila James Kuehl (D)
42. Wally Knox (D)
45. Antonio Villaraigosa (D)
46. Louis Caldera (D)
47. Kevin Murray (D)
48. Marguerite Archie-Hudson (D)
49. Diane Martinez (D)
50. Martha M. Escutia (D)
51. Curtis R. Tucker, Jr. (D)
52. Willard H. Murray, Jr. (D)
53. Debra Bowen (D)
55. Juanita M. McDonald (D)
57. Martin Gallegos (D)
58. Grace F. Napolitano (D)
62. Joe Baca (D)
76. Susan A. Davis (D)
78. Deirdre (Dede) Alpert (D)
79. Denise Moreno Ducheny (D)

Special Elections and Recall Elections

Special elections, primarily as a result of term limits, continued to plague labor's efforts to protect and advance the interests of

working people. Republican Richard Mountjoy won a special election for the open seat in the 29th Senate District which had been held by Republican Frank Hill. This election was held concurrently with the November 8th General Election. Mountjoy's ultimate resignation from his Assembly seat forced another special election to replace him in the predominantly Republican 59th Assembly District. Republican Bob Margett won this election.

Assembly Democrats with the support of Paul Horcher (who changed his registration from Republican to Independent) reelected Willie Brown, Jr. as Speaker. The speakership fight immediately sparked two recall elections. One recall against Paul Horcher in the 60th Assembly District was successful and Horcher was replaced by Republican Gary Miller. Labor mobilized strong support to defeat the Horcher recall, but this effort was not enough in this heavily Republican district.

The Republicans next tried to recall Democratic Assembly Member Michael Machado of the 17th Assembly District in Stockton. Union members drove to Stockton from all over California for eight weekends and many evenings. Virtually every union family was approached about the Republican attack on jobs, wages, contracts, benefits, and workers' rights. Because of the determined and massive commitment of labor, this recall was defeated two to one.

On March 14, 1995 there was a special election to replace Republican State Senator Marian Bergeson who had resigned. Republican Ross Johnson won this State Senate special election and therefore another special election had to be called to replace him in the 72nd Assembly District. Republican Dick Ackerman won that special election.

Assembly Member Willie Brown resigned his Speakership in order to run for Mayor of San Francisco. Republican Doris Allen was elected the first female speaker in the history of California. All of her support came from Assembly Democrats and this sparked another recall against Republican Speaker Allen. Doris Allen ultimately resigned her Speakership in order to fight her recall and with the support of all the Assembly Democrats elected Republican Brian Setencich of Fresno as her replacement. Doris Allen lost her recall fight and was replaced by Republican Scott Baugh.

In San Francisco, organized labor created the city's most successful grassroots operation in memory through its Labor/Neighbor strategy and won the election for Mayor Brown. Willie Brown's vacated Assembly seat created another special election which

was called concurrently with the March 26th Presidential Primary. Democrat Carole Migden won election to Brown's vacated 13th Assembly District seat.

Democratic Congressman Norm Mineta from San Jose resigned his congressional seat and another special election was called to replace him. Republican State Senator Tom Campbell defeated Democrat Jerry Estruth on December 15, 1995 for this seat. As a result, Campbell vacated the 11th State Senate seat and another special election was called concurrently with the March 26 Presidential Primary to fill that vacancy. Democrat Byron Sher, with strong labor backing, won that seat.

In December of 1995, Democratic Congressman Walter R. Tucker III resigned his seat as the representative of the 37th Congressional District in Los Angeles. Democratic Assembly member Juanita McDonald won the special election on March 26 to fill Tucker's vacancy.

1996 PRE-PRIMARY CONVENTION

On January 25, 1996, the California Labor Federation Pre-Primary Convention was held at the San Francisco Airport Hilton Hotel to consider local central body COPE recommendations for election to the United States House of Representatives, the State Senate, the State Assembly, and positions on the statewide ballot propositions, in the California Primary Election held Tuesday, March 26, 1996.

ENDORSEMENT PAMPHLETS

On the basis of Convention action this Federation's Standing Committee on Political Education printed and mailed 278,779 endorsement postcards in 13 variations based on geographical location, to inform members and their families of official California Labor Federation positions in the March 26, 1996 Primary Election.

1996 PRIMARY ELECTION RESULTS

All COPE-endorsed candidates for the Democratic nomination to Congress were elected, except Barry Gordon in the 27th district, who was defeated by Doug Kahn. Michaela Alioto won the Democratic nomination in the first district, Cal Dooley in the 20th, Esteban Torres in the 34th, Juanita McDonald in the 37th, and Loretta Sanchez in

the 46th, which were all open endorsements.

In the 49th congressional district, where COPE made a dual endorsement, Peter Navarro defeated Nancy Casady. In the Republican race in the 46th district, Robert (B-1 Bob) Dornan defeated COPE-endorsed Kathy Smith.

All COPE-endorsed candidates were chosen for the Democratic nomination to State Assembly, except in the 9th district, where Deborah Ortiz defeated Bill Camp; the 11th district, where Tom Torlakson defeated George Miller, and in the 28th district, where Lily Cervantes defeated Mike Graves. In open-endorsement races, Virginia Strom-Martin won in the first district, Aneesh Lele in the 35th district, Tony Cardenas in the 39th district, Patrick Wright in the 48th district, Edward Vincent in the 51st district, Gerrie Schipske in the 54th district, Brent Dickes in the 59th district, and Adrian Kwiatkowski in the 75th district.

In dual-endorsement races, Don Perata defeated Dezie Woods-Jones in the 16th assembly district, Lou Papan defeated Madolyn Agrimonti in the 19th district, Elaine White Alquist defeated Trixie Johnson in the 22nd district, and Mike Honda defeated Ken Yeager in the 23rd district. Both COPE-endorsed Republicans, Brian Setencich in the 30th district, and Clair Harmony in the 60th district were defeated.

All COPE-endorsed candidates received the Democratic nomination for State Senate, including Byron Sher in the 11th senatorial district, who was also elected to the position at the same time in a separate special election.

Sher won the election for the State Senate seat vacated by Republican Congressman Tom Campbell, increasing the Senate's Democratic majority to four votes. The race was viewed as crucial in stopping the all-out Republican onslaught against workers in the State Assembly, where the GOP enjoys a slight majority.

Sher, who voted against the Republicans' anti-labor bills in the Assembly, is now having a favorable impact in the Senate. Sher defeated Republican Patrick Shannon, an aide to Governor Pete Wilson, in the March primary and will face him again in the general election in the fall.

Unions and councils from around the San Francisco Bay Area mobilized their members to ensure Sher's victory. Intense work with the rank and file in this district clearly paid off in a victory for workers.

In the 9th Senate district, where COPE made a dual endorsement, Barbara Lee defeated Bob Campbell.

COPE-endorsed Propositions 192 (bridge bonds), 193 (property tax breaks for grandchildren) and 203 (school bonds) won. Propositions 199 (eliminating rent control on mobile homes), 200 (no-fault auto insurance), 201 (weakened pension-plan protections) and 202 (limiting rights in personal injury cases), which COPE opposed, all lost. Propositions 194 (denying unemployment insurance for prison labor) and 198 (anti-labor primary election rules), which COPE also opposed, were nevertheless passed.

The real election battle comes in the fall, where it will take the effort of every union, and the mobilization of all members, to recapture control of the state legislature. Looking at the Assembly's horrifying anti-labor record over the last two years, it's clear what the stakes are.

The November ballot will have our initiative to raise the minimum wage, Proposition 210, which we must not only pass, but use as a means to convince working and poor families that they have a lot to win by going to the polls. We also need to educate our members about the crucial importance of defeating the mis-named California Civil Rights Initiative, which will repeal state affirmative action programs and actually roll back protections for civil rights and the rights of working people.

VOTER REGISTRATION AND GET-OUT-THE VOTE

The Committee on Political Education, the Federation's political arm, will mount an intensive voter registration and get-out-the vote effort for the crucial November 5th General Election.

Twenty-six central labor councils will coordinate the local outreach to affiliates, targeting unregistered union members in marginal legislative districts. The program will utilize key population centers of union activists for augmenting voter registration mailings and phone banks.

In cooperation with national COPE, the California Labor Federation is providing grant monies to assist central labor bodies with the program.

Accurate contact lists are produced by matching the union membership list with California's current registration file and a list of telephone numbers. The Federation has invested in updating the COPE computer which maintains the necessary data.

Follow-up phone calls will be made by volunteer union members in the final weeks of the campaign on behalf of labor-endorsed

candidates.

On election day, additional volunteers recruited by the program will flood targeted precincts and work phone banks in a final voter turnout effort.

MINORITY VOTER PROGRAMS

Virtually every pro-labor candidate must draw strong support from California's black and Latino voters. That remains a political reality. The largest and growing share of AFL-CIO membership belongs to the state's minority work force. Returning the electoral balance to progressive candidates and issues will be achieved through the political empowerment of these members and their families.

The cause of black and Latino enfranchisement has been advanced by the Federation through full-time programs of the A. Philip Randolph Institute and the Labor Council for Latin American Advancement.

The Federation also strongly supports the Asian Pacific American Labor Alliance. APALA is vital to the trade union movement in the workplace and as a political force. Asian and Pacific Islanders are a rapidly growing minority in California and constitute an expanding sector of the work force.

FEDERATION-SPONSORED CONFERENCES

During the period since the 1994 Convention, your Federation has sponsored or co-sponsored a number of conferences and meetings relating to political action, legislation and emerging social and economic problems and issues affecting the welfare of workers.

Included were COPE training and election strategy sessions held August 23, 1994 in San Francisco and August 24, 1994 at Los Angeles. On June 20, 1996 in San Francisco and June 27, 1996 in Los Angeles similar sessions preceded the November 1996 general elections.

The State A. Philip Randolph Institute held its annual conference on March 10-12, 1995 at San Francisco. The objective was to create a broad interest in the workings of the Institute and involving large numbers of African-American trade unionists in grass roots political action. APRI conducted its 1996 annual conference on May 31-June 2 at Anaheim.

California Labor Council for Latin American Advancement targeted the immigrant-bashing Proposition 187 on the 1995 November ballot while updating strategies on voter registration and reviewing legislation. LCLAA met September 9, 1994. Three later

meetings focused on citizenship issues and voter registration. Those conferences were in San Francisco on March 11, 1995; June 3, 1995 in San Luis Obispo and March 3, 1996 in Santa Ana.

Conferences on strategies in establishing an ergonomics standard were conducted on March 7, 1995 in San Francisco and March 9, 1995 in Los Angeles.

In 1995 and 1996 there were joint legislative sessions at the state capital, held in conjunction with the State Building and Construction Trades Council. On March 31-April 1, 1995 at Los Angeles a two-day workshop focused on changes in technology and workplace organization and how they impact workers.

Conferences on job training sponsored by the Federation's California Worker Assistance Program were held on May 2-4, 1995 and May 6-8, 1996 at Palm Springs.

On August 24, 1995 at Los Angeles, the Federation sponsored a conference on politics and organizing which featured an historic debate between Tom Donahue and John Sweeney, both candidates for the AFL-CIO presidency.

FRATERNAL DELEGATES

Peter Sams, secretary of the Labor Council of New South Wales, Australia, is a fraternal delegate to the 21st Biennial Convention of the California Labor Federation. His participation continues the fraternal relationship between this Federation and the Labor Council of New South Wales, which have been sending delegates to each other's conventions since 1982.

Vice Presidents Val Connolly and William Waggoner represented our Federation at the Annual Conference of the Labor Council of New South Wales in 1995.

Secretary Kevin Boyd of the Textile, Clothing and Footwear Union of Australia was the fraternal delegate to our 20th Biennial Convention.

CALIFORNIA WORKERS ASSISTANCE PROGRAM

The Employment Development Department approved funding for a Federation grant proposal to assist local unions in job training and placement services.

The California Workers Assistance Program was created on September 1, 1992, with funding from two equal grants, one from the State Employment Development Department

Job Training Partnership Division and the other from the California Employment Training Panel.

The program's major goal is to provide services that enhance the participation and contribution of organized labor in the operation of employment and training programs.

At present, the program operates with four full-time and one part-time positions for the current program which runs through August 31, 1996. We are in the process of renewing the current contract through June 30, 1997.

The California Workers Assistance Program offers rapid response and technical assistance to all affiliated unions throughout the state. The program is also providing marketing information to unions and companies regarding benefits available under the Employment Training Panel and, in addition, has recently begun tracking unions' requests for certification for NAFTA-TAA benefits for members displaced by companies that are relocating operations to Mexico because of the trade agreement.

A mission of California Workers Assistance Program's is to help ensure that labor, management, government and social agencies have an ongoing dialogue regarding the problems faced by workers in our ever-changing economy. A cornerstone of the program's work consists of regular communications with AFL-CIO Community Services representatives, local central bodies and building trades councils to determine which services could be of most use to specific groups of dislocated workers.

The California Workers Assistance Program has conducted numerous educational sessions for labor councils and members to ensure that labor representatives are knowledgeable of laws and regulations dealing with job training issues.

In addition, the California Workers Assistance Program and California Labor Federation, AFL-CIO, in partnership with the California Job Training Partnership Division and the California Employment Training Panel, holds informational conferences titled "Building Partnerships." On May 6-8, 1996, the program held its "Building Partnerships IV" conference in Palm Springs. A total of about 600 people have participated in these conferences. Many of them labor representatives serving on Private Industry Councils.

Related efforts undertaken by the California Workers Assistance Program include implementing an Internet Website to provide information to local labor representatives and to provide technical assistance on labor issues to Service Delivery Areas, PICs, and the California training and employment system.

The California Workers Assistance Pro-

gram has proven a vital link for local unions confronting the difficulties of plant closures and relocation as well as the challenges of equipping workers with job skills needed to survive in the work force of the future. We urge affiliates to utilize these reliable services.

FOREIGN VISITORS

In the two years since his last Convention report, your Executive Secretary-Treasurer or designated members of his staff have met with many visiting trade unionists and governmental officials to discuss the work of our Federation. Among these were delegations from several Latin-American countries, Australia, Taiwan and Ireland.

AFL-CIO PRESIDENTIAL DEBATE AND CONVENTION

Our Federation sponsored the historic first debate between Thomas R. Donahue and John J. Sweeney at which the two candidates for president of the AFL-CIO defined their respective visions of the future of the American labor movement. It was your Executive Secretary-Treasurer's privilege to serve as moderator of this precedent-setting event on Aug. 24 at the Los Angeles Biltmore Hotel.

The Executive Secretary-Treasurer represented the California Labor Federation as a delegate to the Twenty-first Biennial Convention of the AFL-CIO in October at the Sheraton New York Hotel, where delegates elected John J. Sweeney to lead the national federation. The Executive Secretary-Treasurer served as a member of the Convention Resolutions Committee and participated in other Convention events, including the Western States Legislative Conference.

ERGONOMICS STANDARDS

Your Federation's 13-year fight for an ergonomics standard began with our sponsorship in the 1983-84 session of the Legislature of a comprehensive bill to protect workers at video display terminals from repetitive trauma injuries and other problems associated with repetitive stress. That measure was defeated.

In subsequent sessions we sponsored less comprehensive measures, one of which was passed by the Legislature but was vetoed by the then-governor, Republican George Deukmejian.

Ultimately, after years of continuing hard

work and perseverance, and with the active support and assistance of the Labor Occupational Health Program at University of California-Berkeley and the Labor Occupational Safety and Health Program at UCLA, the WORKSAFE! coalition, and many trade union activists, we succeeded in getting the Legislature to mandate that the Cal-OSHA Standards Board establish by Jan. 1, 1995, a standard to minimize the instance of repetitive motion injuries among all workers.

From 1993 to November of 1994 we worked diligently with the Standards Board to develop a meaningful and enforceable ergonomics standard. But with the deadline for adoption of such a standard approaching, the Standards Board in 1994 defied the Legislature's mandate by refusing to take action.

The California Labor Federation thereupon filed a successful challenge in Sacramento Superior Court. The court ordered the Standards Board to have an ergonomics standard in place by Dec. 1, 1996. This represented an historic victory by the State Federation.

We hoped this would end our battle to achieve an ergonomics standard for the protection of California workers. However, it was not yet to be.

Two identical bills to eliminate the mandate were introduced by legislators, Ross Johnson, R-Irvine, then an Assembly member and now a Senator, and Assembly Member Dick Ackerman, R-Fullerton.

The measures, AB 50 and AB 2504, were passed by the Republican-controlled Assembly and remained a threat until both June 26 of this year, when neither was approved by the Senate Industrial Relations Committee, which has a 3-2 Democratic majority, thanks to the Democrats' one-vote majority in the upper house of the Legislature.

Subsequently, it was announced that a progress report on the mandated ergonomics standard would be considered at the July 26 meeting of the Cal-OSHA Standards Board.

The ergonomics standard has been a major concern of your Executive Secretary-Treasurer and members of his staff. Since our last Convention, we have testified at Standards Board meetings and public hearings, taken our case to the media in news conferences, sponsored rallies and met with concerned unions and allied organizations in San Diego, Sacramento, Los Angeles, Oakland and San Francisco.

LABOR DAY CELEBRATIONS

Labor Day 1995 was marked by President Bill Clinton's visit to California and speech at

the annual picnic of the Alameda County Central Labor Council. Your Executive Secretary-Treasurer also was a speaker. Many traditional Labor Day celebrations were held throughout the state on Labor Day 1994 and 1995 under sponsorship of Central Labor Councils, Building and Construction Trades Councils and, in a number of places, local unions.

INDUSTRIAL WELFARE COMMISSIONER QUILTS; TWO ARE REJECTED

Robert Hanna, senior member of the Industrial Welfare Commission, resigned in protest June 28 this year over the insistence of the IWC majority upon pushing ahead with abolishment of the eight-hour day as proposed by Gov. Pete Wilson.

Hanna, retired president of the California State Council of Carpenters, had held one of the two labor seats on the IWC since 1990. For much of that time he was labor's only representative on the commission because Wilson and Gov. George Deukmejian before him delayed filling vacant labor seats.

Douglas Cornford was removed from the Industrial Welfare Commission after the Senate failed to confirm him prior to July 17, the one-year anniversary of his appointment by Gov. Wilson.

In a hearing before the Senate Rules Committee, your Executive Secretary-Treasurer testified that Cornford failed during his months in office to consider the IWC's obligation under the California Labor Code to review the adequacy of the minimum wage and to increase it if necessary to provide any worker with the necessary standard of living. The Rules Committee declined to send the confirmation question to the Senate Floor. Cornford held one of the two employer representatives seats on the IWC.

Also since our last Convention, the Senate Rules Committee in January of 1995 blocked confirmation of the reappointment of James Rude who in 10 years on the IWC compiled a blatantly anti-labor record including championing the 12-hour, no-overtime day, and attacks on laws and regulations protecting California's most vulnerable workers. The vote was three Democrats against Rude, two Republicans for.

Your executive secretary testified that Rude consistently ignored the IWC's obligation to set an adequate minimum wage, repeatedly voted against opening the wage reviews that are supposed to be conducted

biennially, and even voted against a motion to raise the wage a meager 25 cents. Rude, an employer representative, was serving as IWC chairperson when confirmation of his reappointment was denied.

Just one year earlier, in January of 1994, the Senate Rules Committee had voted 3-2 against confirming the reappointment of Lynnel Pollock, also chairperson and an employer representative, on virtually identical grounds.

Your Executive Secretary-Treasurer testified that Pollock never understood the worker protection principles under which the IWC was established 83 years ago. Pollock's own testimony, in which she advocated welfare grants rather than a raise for minimum wage workers, helped persuade the committee.

EIGHT-HOUR DAY

The pro-employer majority of the Industrial Welfare Commission is pushing ahead with abolishment of California's historic law requiring overtime pay after eight hours of work in a day.

Gov. Pete Wilson late last year called upon the IWC to kill the eight-hour day. The commission complied June 28 with a 3-2 vote to impanel wage boards to make recommendations on eliminating the overtime requirement from five of the industrial wage orders over which the IWC has jurisdiction. Affected are the orders covering manufacturing, mercantile, transportation, public housekeeping—including hospitals, hotels, motels and restaurants—and professional, technical, clerical and mechanical jobs.

Voting to move ahead with erasing the eight-hour-day law were Robyn Black, the chair, and Douglas Cornford, the two commissioners named to represent employers, and John McCarthy, the member representing the general public who is supposed to be neutral but who in fact votes consistently in opposition to workers' interests along with the two employer members. Voting in opposition were the two labor members, Robert Hanna, who subsequently resigned in protest, and the newly appointed Sayed T. Alam.

Hanna's resignation and Cornford's failure to win Senate confirmation leaves the IWC with a 2-1 employer majority.

Labor must closely watch the commission's appointments to these five wage boards, which are half labor and half management, to see that no anti-worker persons are named to labor positions. We must be heard when the IWC prepares to take action after the wage boards report.

MINIMUM WAGE

The California Labor Federation, allied in the Liveable Wage Coalition with unions, economists, ethical business leaders, religious groups, human rights activists, community-based organizations and others, has placed an initiative raising the state minimum wage on the Nov. 5 general election ballot. It is Proposition 210. We collected 774,000 ballot petition signatures.

The Executive Secretary-Treasurer is president of the Liveable Wage Coalition, which now is conducting a vigorous campaign to assure that the ballot proposition is approved.

The coalition was formed and the initiative was launched after it became clear that the Industrial Welfare Commission would not act and that Gov. Pete Wilson and the Republican majority in the Assembly would continue to block legislative relief for deepening poverty and increasing desperation of California's working poor.

No help is in sight from the Industrial Welfare Commission, dominated now by Wilson appointees, even though that agency is charged under state law with regularly reviewing the adequacy of the minimum wage and ordering increases if it is insufficient to provide any worker with "the proper standard of living." Three IWC members have been removed in the past year and a half by the Senate Rules Committee for ignoring this responsibility. Two have been replaced by equally anti-labor appointees, and another Wilson appointee is due.

Gubernatorial veto looms for any minimum wage increase that might win approval of the Legislature. And hopelessness of legislative relief, demonstrated repeatedly since our last Convention, was verified again on June 26 when Senate Bill 500, the Federation-sponsored minimum wage increase introduced by Sen. Hilda Solis, D-El Monte, was crushed to death by hostile amendments in the GOP-controlled Assembly Committee on Labor and Employment.

Our ballot proposition calls for the same raises proposed in the bill that was blocked in the Assembly: from the current \$4.25 to \$5 on March 1, 1997, and from \$5 to \$5.75 in 1998.

The \$4.25 minimum is a poverty wage. Clearly it is insufficient to comply with the California Labor Code requirement that it be "adequate to supply the necessary cost of living to, and maintain the health and welfare of employees in this state."

Clearly, the \$4.25 wage punishes hard work. The California minimum was increased last in 1988. Since then, it has lost more than

26 percent of its purchasing power through inflation.

A full-time minimum wage worker earns \$8840 a year. The U.S. Department of Health and Human Services says a family of three requires an income of at least \$12,980 a year to survive at the poverty level. This means a single parent with two children would have to earn at least \$6.24 an hour and hold a full-time job to stay out of poverty. It explains why many minimum wage workers qualify for food stamps and welfare payments—a taxpayer subsidy to low-wage employers.

The 90-cent increase approved by the U.S. Senate boosting the federal minimum wage to \$5.15 by July of next year should be considered at best a down payment. It fails to restore the lost purchasing power. It leaves a full-time minimum wage worker with two dependents \$2,680 below the poverty line.

The federal proposal contains loopholes that would exclude more almost 900,000 Californians from any raise at all.

A federal "youth wage" would allow a subminimum of \$4.25 to any worker under 20 years of age for the first 90 days of employment, and the 90 days would start over again any time such a worker changed jobs.

The Senate bill would freeze the minimum wage for any tipped employee at \$2.13 per hour. Our initiative prohibits any subminimum for tipped employees.

California workers, faced with a higher cost of living than workers in many states, need more. We must pass the Living Wage Initiative on Nov. 5

CONVENTIONS, CONFERENCES, LABOR CELEBRATIONS, DEDICATIONS, PRESS CONFERENCES AND RALLIES

Since the last Convention, your Executive Secretary-Treasurer has had the privilege of addressing or attending on behalf of the Federation, many important labor, political and community functions as well as a number of press conferences.

These events offer the opportunity to present labor's views and positions with respect to critical issues of concern to California workers, and at the same time increase the visibility of the state AFL-CIO labor movement as an integral and important part of our society.

These functions include the following:

John Burton Dinner, San Francisco; Meeting with Latin American trade unionists, San Francisco; School-to-Work Conference and meetings, Las Vegas and Sacramento; Cesar Chavez Memorial Park Dedication, Berkeley; Taiwanese visitors, International Affairs Department, San Francisco; Defeat Proposition 187 Rally, San Francisco;

Labor Occupational Health Program Anniversary Celebration, Berkeley; Dianne Feinstein Dinner and Birthday Reception, San Francisco; Art Torres and John Garamendi Press Conference, San Francisco; Contra Costa County COPE Dinner, Walnut Creek; Australian Labor Luncheon, San Francisco; Dianne Feinstein Election Celebration, San Francisco;

Delaine Eastin Victory Celebration, San Francisco; Maritime Trades Luncheons, San Francisco; Ergonomics Standards Board meeting, San Diego; Western States Legislative Conferences, Las Vegas, New York and Los Angeles; Installation ceremonies-Bust of late George Moscone, San Francisco; AFL-CIO National Safety and Health Conference, Los Angeles; San Mateo County COPE Luncheon and Dinner, San Mateo;

UFCW Retirees Luncheon, South San Francisco; IBEW 1245 Deregulation Rally, San Francisco; Alameda County Central Labor Council Conference on NAFTA and Election Results, Oakland; Celebration for Willie Brown, San Francisco; Ergonomics Standards meetings with union activists, San Francisco; Reception for new female legislators and constitutional officers, Sacramento; GCIU Local 583 Installation of Officers, San Francisco;

Red Cross meeting, San Francisco; COPE meeting on Recall Issues, Los Angeles; Labor Party Advocates Conference, Hayward; Conference of Central Labor Councils, San Diego; Ergonomics Press Conferences, San Francisco; Leo McCarthy Luncheon, San Francisco; Willie Brown Reception regarding Paul Horcher's Recall, San Francisco;

Ergonomics meetings with Union Activists, San Francisco; Charles Reiter Retirement Dinner, Sacramento; AFL-CIO COPE meeting, Bal Harbour; 49th Annual ILWU Convention, Oakland; Reception and Dinner for New Legislators, Sacramento; Bill Meehan Dinner, Sacramento; Ergonomics Conferences, San Francisco and Los Angeles;

State A. Philip Randolph Conference, Burlingame; Industrial Welfare Commission meetings, San Francisco, Los Angeles and Sacramento; United Farm Workers, Sacramento; Bruce Lee Dinner, Manhattan Beach; Protest Rallies at Kaiser Hospital, Oakland;

Joady Awards Dinner, San Francisco; Cesar Chavez Legacy Awards Dinner, Los Angeles;

California Democratic Party Convention, Sacramento; Walter Shorenstein Breakfast, San Francisco; United Nations 50th Anniversary, San Francisco; Franklin Delano Roosevelt Memorial on the U.S.S. Potomac, Oakland; UFCW Safeway Rally, Oakland; Paul Horcher Breakfast, San Francisco; Meeting with Secretary of Labor Robert Reich, Sacramento;

Minimum Wage Press Conference, Sacramento; Reception for AFL-CIO Field and COPE Staff, Los Angeles; COPE Regional Conference, Los Angeles; Nancy Pelosi Breakfast meeting, San Francisco; Recognition for Margaret Shelleda, Oakland; Dolores Huerta Reception, San Francisco; Recipient of Eleanor Roosevelt Award, Los Angeles;

Orange County Planning meeting, Sacramento; Southwest Labor Studies Assoc. Luncheon, Los Angeles; CWA Legislative Conference, Sacramento; CLUW Dinner, Berkeley; Jackie Durley Dinner, San Francisco; U.C. Regents Dinner, San Francisco;

Joint Legislative Dinner and Conference, Sacramento; Ron Wood Retirement Dinner, Sacramento; Building Trades Breakfasts and Luncheons, San Francisco; Meeting with U.C. Chancellor Tien, Berkeley; President Clinton Reception at the White House; Ergonomics Public meeting, San Diego; South Bay Labor COPE Dinner, San Jose;

Loretta Mahoney Dinner, San Mateo; Labor Center Advisory Committee meeting, Berkeley; Democratic Women's Forum, San Francisco; Gray Davis Reception, San Francisco; United Nations Charter Commemorative Ceremony, San Francisco; UN Association of the United States Annual meeting, San Francisco; Maritime Demonstration, Oakland;

Union Labor Party Dinner, San Francisco; ILWU Bloody Thursday Celebration, San Francisco; CWA Convention, Anaheim; Protest Rallies with Conference of Newspaper Unions, San Francisco; Plasterers, Cement Masons and Shophands meeting, San Diego; IWC Minimum Wage Hearings, Los Angeles and San Francisco; Willie Brown Breakfasts and Luncheons, San Francisco;

Protest Rally at GAP Stores, San Francisco; Tour of Palcare Facilities, San Mateo; UC Berkeley Labor Center Advisory Committee meeting; Sen. Bill Lockyer Fundraiser, San Francisco; Conference on Organizing and Political Action, Los Angeles; San Francisco Labor Council Labor Day Breakfast; Meeting with Deputy Secretary Tom Glynn, Oakland;

Alameda County Labor Council Labor

Day Picnic with President Clinton, Pleasanton; Nevada State AFL-CIO Conference, Las Vegas; Democratic Party Luncheon with President Clinton and Vice President Gore, San Francisco; State Council of HERE, Sacramento; Contra Costa County Labor Council Reception, Martinez; Affirmative Action Rally, Berkeley; Women's Conference, Sacramento;

AFL-CIO 21st Biennial Convention, New York; Willie Brown Press Conference, San Francisco; 50th Anniversary of Institute of Industrial Relations, Berkeley; Meeting with Kryzstof Mlodzik, Poland Solidarnost, San Francisco; San Francisco Labor COPE Dinner; Affirmative Action Conference, Oakland; Union Privilege State Advisory Committee, Washington, D.C.;

Jack Henning Birthday Reception, San Francisco; Prevailing Wage Protest Rallies and Marches, San Francisco, Sacramento and Los Angeles; CISTUR meeting, San Francisco; Teamsters Luncheon, San Leandro; Reception and meeting with U.S. Labor Secretary Robert Reich, San Francisco; Breakfast with AFL-CIO President John Sweeney and Bay Area Labor Councils, San Francisco; Gray Davis Reception, San Francisco;

Minimum Wage Initiative Campaign meetings, San Francisco; Global Unionism Luncheon, San Francisco; Minimum Wage Conference, Los Angeles and San Francisco; Martin Luther King meeting, San Francisco; Ergonomics Hearings, San Francisco and Sacramento; O'Dell Johnson Retirement Dinner, Oakland; 100th Anniversary of Building and Construction Trades, San Francisco;

Alameda County Central Labor Council Dinner, Oakland; AFL-CIO Quarterly meeting, Bal Harbour; Labor Archives Anniversary, San Francisco; Living Wage Initiative Press Conference, San Francisco; UC Berkeley Labor Center meetings; State Building and Construction Trades Convention, Sacramento; Workers' Comp Ethics Advisory Committee meeting, San Francisco;

Nancy Pelosi Dinner, San Francisco; AFL-CIO Special Convention, Washington, D.C.; Cesar Chavez Awards Dinner, Los Angeles; Gray Davis Reception, Los Angeles; Democratic Party Conventions, Los Angeles; United Auto Workers State Convention, Los Angeles; Filing of petitions for Living Wage Initiative, Sacramento;

HERE Convention, San Diego; Meeting with Margaret Prosser, President of British Trades Union Congress, San Francisco; COPE Budget meetings, Portland; Union Yes Dinner, Merced; National COPE meeting, San Francisco; Leon Panetta Reception, San

Francisco; John Moreno Testimonial Dinner, Sacramento;

Joint Legislative Conference, Sacramento; IUD Conference on Health Care, Sacramento; Transport Workers Union Reception, Sacramento; Laborers Open House, Sacramento; Labor Party Advocates Press Conference, San Francisco; State APRI Conference, Anaheim; IATSE Convention, Las Vegas;

Nevada State AFL-CIO Banquet, Las Vegas; Labor-Management meeting with Senator Lockyer, Sacramento; Dinner in Honor of Ireland President Mary Robinson, The White House; Bill Lockyer Luncheon, San Francisco; Hispanic Caucus Dinner, Los Angeles; Ergonomics for Union Reps Conference, Berkeley; Diversity in Labor Dinner, San Francisco;

IATSE Convention, Los Angeles; Crystal Lee Sutton Awards, Los Angeles, and the Pride at Work Conference, Oakland.

1994 LEGISLATION

As in the past seven sessions of the State Legislature, labor and all of California suffered from a house-divided government: the Executive Office, Republican; the Legislature, Democratic.

Governor Wilson signed into law fifteen measures proposed by the California Labor Federation.

However, he vetoed twenty-four measures of state AFL-CIO backing. Conspicuous in his veto acts were:

- (1) AB 2867 (Juanita McDonald-D), our unemployment insurance bill which would have increased weekly benefits from \$230.00 to \$245.00;
- (2) SB 2031 (David Roberti-D), which would have boosted unemployment insurance disability benefits from \$336.00 to \$406.00 per week;
- (3) SB 1464 (Milton Marks-D), which would have outlawed employer usage of an unsafe job condition during the employer appeal of a Cal-OSHA prohibition.

In terms of defensive success, twenty Federation-opposed measures were rejected by the Legislature.

The continued vigor of Federation affiliates assured the basic protection of labor values.

With only marginal Democratic majorities in the Assembly and Senate, there was no possibility of over-riding the vetoes of Governor Wilson.

All of this reminds that success in the legislative area requires comparable success in

the political theater.

Bluntly stated, our Assembly and Senate advocates are those who enjoy our ardent endorsement in the name of worker rights and the public good.

Contrariwise, those opposed to labor and the interests of the low and middle income millions are inevitable the candidates of Big Money.

It is a reminder, also, that collective bargaining success or failure rests largely upon the relevant laws of state and federal government.

Every AFL-CIO local union must indeed make political action a priority. Without that commitment labor stands in dread peril.

BILLS ENACTED

Legislative victories for the Federation in the 1994 session were:

CHILD CARE

AB 243 (Alpert) requires family day care operators to have at least 15 hours of training in preventative health practices including pediatric first aid and cardiopulmonary resuscitation.

CHILD LABOR

AB 1900 (T. Friedman) increases state penalties for violation of child labor laws to those imposed by federal law.

CONSUMER PROTECTION

SB 1941 (Rosenthal) requires cable TV operators to promptly return customers' security deposits and protect the privacy of their names and addresses.

CONTRACTOR LICENSING LAW

AB 3302 (Speier) requires an applicant to provide federal employer ID or Social Security number when applying for or renewing a contractor's license.

HOLIDAY

SB 1373 (Torres) establishes Cesar Chavez' birthday, March 31, as a holiday for state agencies and the public schools and community colleges, but leaves paid time off arrangements to collective bargaining.

JOB PRESERVATION

AB 3720 (Costa) permits unionized Pacific Bell to enter the long-distance communications business within California after necessary legal or legislative action at the federal level.

PUBLIC EMPLOYEES

AB 3619 (Moore) eliminates any need to consider the annual Budget Act before granting civil service employees unpaid family care leave.

PUBLIC WORKS

AB 2556 (Martinez) cuts through red tape to allow stalled construction to commence on a 6.2 mile freeway gap through South Pasadena.

SAFETY AND HEALTH

AB 13 (T. Friedman) bans smoking in most indoor workplaces, including factories, offices, restaurants and malls.

ACR 90 (Burton) requests the Cal/OSHA Standards Board to adopt an occupational safety and health standard for indoor air quality that includes the elimination of tobacco smoke from the work environment.

SB 1689 (Hart) requires Cal/OSHA to enforce the field sanitation standard that ensures clean drinking water and hand washing facilities for farm workers.

SOCIAL INSURANCE

AB 3122 (Klehs) provides that any employer who coerces an employee to file a fraudulent unemployment insurance claim is liable for 100 percent of the amount of overpayment in addition to a 30 percent penalty.

SB 853 (Greene) improves the statute authorizing the construction trades to bargain over certain aspects of the workers' compensation system.

WORKER PROTECTIONS

AB 2590 (Eastin) permits workers to take up to 40 hours of earned time off each year to participate in their children's school activities.

SB 1490 (Johnston) makes permanent by placing in statute the Underground Economy Joint Enforcement Strike Force.

**BILLS PASSED,
BUT VETOED**

The Legislature passed 24 Federation-supported bills in 1994 that were ultimately vetoed. They were:

CHILD CARE

AB 3367 (McDonald) would have allocated monies from federal child care funds to finance an informational and educational program for community-based organizations interested in developing school child care programs.

CIVIL RIGHTS

AB 1527 (Burton) would have applied the MacBride Principles for U.S. corporate investment in Northern Ireland to the Public Employees Retirement System and the State Teachers' Retirement System pension fund investments.

AB 2810 (Katz) would have provided for the registration of domestic partnerships with

the Secretary of State.

SB 1335 (Marks) would have specified that the judicial standard of a "reasonable person" must be of the same gender as the alleged victim for determining sexual harassment.

EDUCATION

SB 1273 (Hart) would have extended provisions for school testing programs to January 1, 2000.

HOMELESSNESS

SB 1691 (Campbell) would have permitted the year-round use of National Guard armories as temporary homeless shelters when there is no conflict with military use.

PUBLIC WORKS

AB 2841 (Solis) would have authorized any state or local agency to require public works contractors to provide evidence of expertise and experience when bidding on projects in excess of \$500,000, and allowed consideration of these factors in determining the lowest responsible bidder.

SB 940 (Johnston) would have strengthened penalties for prevailing wage violations by preventing guilty employers from working as sub-contractors as well as general contractors while sanctions are in place against them.

SAFETY AND HEALTH

AB 2182 (Lee) would have required the Bureau of Home Furnishings and Thermal Insulation to develop an accelerated aging standard for flammability testing of insulation materials.

AB 3831 (Horcher) would have made state agencies liable for civil penalties for violation of Cal/OSHA standards.

SB 1464 (Marks) would have required employers to abate serious health and safety hazards during the appeal process.

SOCIAL INSURANCE

AB 1443 (Margolin) would have required employee leasing firms to register with the Department of Industrial Relations to help halt evasion of workers' compensation responsibilities.

AB 2867 (McDonald) would have increased the maximum weekly unemployment insurance benefit from \$230 to \$245.

AB 3040 (Bornstein) would have required the workers' compensation rating bureau's ombudsman to provide policyholders with information regarding employer-sponsored programs to reduce work-related psychiatric injuries.

SB 1419 (Johnston) would have lowered the unemployment rate used to "trigger" extended unemployment insurance benefits

during periods of prolonged joblessness.

SB 1489 (Johnston) would have established confidentiality of workers' compensation claims files to prevent the contents from being used illegally for pre-employment screening.

SB 2031 (Roberti) would have increased the maximum weekly state disability insurance benefit from \$336 to \$406 in order to match the increase in workers' compensation benefits.

VOTING

AB 271 (Areias) would have implemented the federal "Motor Voter" law by permitting registration to vote through the Department of Motor Vehicles at the time of applying for a driver's license or state identification card.

WORKER PROTECTIONS

AB 990 (Tucker) would have made overtime wage violations subject to the same civil penalties and recovery of damages by workers that already apply to minimum wage violations.

AB 2750 (Lee) would have implemented the U.S. Supreme Court decision requiring the Labor Commissioner to enforce claims for unpaid wages filed by workers covered by collective bargaining contracts as well as claims by non-union workers.

AB 3046 (Solis) would have made garment manufacturers jointly liable with their sewing contractors for violations of wage and hour laws.

AB 3374 (Klehs) would have established and/or increased penalties for employers who violate various laws requiring the prompt payment of wages and provided that plaintiffs in a private action could receive 30 percent of the civil penalties.

SB 1512 (Rosenthal) would have given job applicants the right to inspect results of medical examinations require by prospective employers as a condition of employment.

SB 1682 (Johnston) would have provided that an employer who fraudulently fired, or attempted to fire, an employee shall be liable for all damages including loss of past and future wages and for emotional distress.

OPOSED BILLS DEFEATED

APPRENTICESHIP

SB 1842 (Hurt) would have allowed so-called alternative apprenticeship programs to go into operation before challenges to them were completely resolved.

EDUCATION

AB 2809 (Andal) would have made exten-

sive revisions to the Education Code, including the repeal of many sections protective of school employee rights.

ENVIRONMENT

SB 1320 (Leonard) would have exempted from the California Environmental Quality Act any projects planned for reconstruction of facilities damaged by a natural disaster or criminal activity.

HOUSING

AB 1320 (Costa) would have allowed landlords covered by rent controls to raise rents when the units become vacant.

JOB PRESERVATION

ACR 147 (Mountjoy) would have established Professional Employer Organization Week in honor of the alleged contribution that employee leasing companies have made to the state's businesses and industries.

PUBLIC EMPLOYEES

SB 84 (Bergeson) would have permitted seven California counties to lay off their employees and contract out the jobs to low-bidding private operators for low pay, no health care or other benefits.

PUBLIC WORKS

AB 2694 (Richter) would have voided laws requiring comparable wages be paid on public works projects undertaken as a result of the Northridge Earthquake.

SB 1204 (Hurt) would have permitted cities and counties to avoid paying prevailing wages on public works projects.

SB 1243 (Hurt) would have permitted cities and counties to avoid paying prevailing wages on public works projects.

SAFETY AND HEALTH

AB 2888 (Bornstein) would have weakened the state's licensing requirements for toxic farm pesticides.

SB 1809 (Lewis) would have authorized a school district to contract out for janitorial, building maintenance and food services.

SB 1820 (Kelley) would have required the Cal-OSHA Standards Board to justify any worker protections that exceed the federal OSHA standard on the basis of a "cost-benefit analysis."

SOCIAL INSURANCE

AB 151 (Mountjoy) would have denied workers' compensation benefits to any undocumented worker if the employer or his workers' comp carrier provided emergency care if the worker was injured on the job.

AB 785 (Frazee) would have created the presumption that any worker refusing to submit to a drug or alcohol test after being injured on the job is under the influence and

therefore may be denied workers' compensation benefits.

AB 2420 (Mountjoy) would have set a higher standard for proving that sexual harassment or assault damages are linked to events occurring at work in order to receive workers' compensation benefits.

AB 2421 (Mountjoy) would have modified the workers' compensation laws regarding the effect of preexisting illnesses or injuries on permanent disability awards to the detriment of the injured workers.

AB 2422 (Mountjoy) would have repealed the provision requiring workers' compensation law be liberally construed to protect injured workers.

AB 2423 (Mountjoy) would have further limited the conditions under which a worker can initiate a claim of occupational disease, cumulative injury or psychiatric injury after being terminated or laid off.

WORKER PROTECTIONS

AB 2993 (Brulte) would have imposed a fine of up to \$1,000 for disrupting movie filming, and thereby threaten picketing or other legitimate activities.

SB 1782 (Johannessen) would have repealed prohibitions against homework in the garment industry.

1995 SESSION

In a half century and more there has never been a State Assembly session like that of 1995.

By parliamentary strategy Democrats remained in floor and committee control throughout the year despite a one vote House majority won by the Republicans in the November elections of 1994.

The Assembly Republicans loosed a flood of anti-worker, anti-social measures in obvious imitation of the Gingrich crowd in Washington.

Virtually all died in Democratic controlled committees. The few that escaped perished in the Senate.

Despite the defensive victories, the time consuming floor tactics by Republicans meant for a non-productive year as party defections derailed GOP discipline.

The box score of frustration follows: One Federation bill signed into law by the Governor; one bill vetoed. However, the Federation worked successfully to defeat 22 of 23 anti-worker measures.

In the bizarre session, two rebel Republicans were elected Speaker by Democratic votes and one Republican vote for Speaker Willie Brown on the opening day of the ses-

sion kept the speakership Democratic through long months. Democratic and safe for labor.

BILL ENACTED

WORKERS' COMPENSATION

SB 996 (Lockyer) reforms California's Target Inspection Program for high-hazard employers, creating a more rational system of fees which are used to fund OSHA inspections of dangerous workplaces.

BILL VETOED

HEALTH

SB 30 (Watson) would have created the Prostate Cancer Act of 1995 for the purpose of funding prostate cancer research into the cause, cure and treatment of the disease which strikes one in eight American men.

OPPOSED BILLS DEFEATED

ALRB

SB 499 (Kelley) would have reduced membership of Agricultural Labor Relations Board from five to three persons.

CIVIL RIGHTS

SB 85 (Calderon) would have made it a crime to picket outside an employer's private residence.

SB 938 (Campbell) would have repealed existing affirmative action laws protecting women and minorities in awarding public contracts for bond services.

SB 939 (Campbell) would have repealed affirmative action laws in hiring and promoting employees in all state agencies, school and community college districts.

AB 211 (Richter) would have outlawed affirmative action programs in all state agencies, public school and community college districts.

AB 833 (Richter) would have prohibited using affirmative action rules concerning the appointment, retention, tenure, promotion and compensation of faculty members in California's higher educational institutions.

MISCELLANEOUS

SB 329 (Campbell) would have prohibited state agencies from adopting regulations over which the federal government has jurisdiction even if federal regulations are inadequate to protect the workers and citizens of California.

PREVAILING WAGES

SB 906 (Leslie) would have exempted 37 of California's 58 counties from paying the prevailing wage by re-classifying them as

“rural” counties.

AB 138 (Goldsmith) would have required D.I.R. to use “weighted average” method of computing prevailing wages, de-emphasizing union pay rates in favor of lower non-union wages found in the area.

AB 213 (Bordonaro) would have allowed Allan Hancock College in San Luis Obispo to pay less than the prevailing wage for work on the Lompoc Valley Center Campus.

AB 865 (Aguiar) would have permitted employers to escape paying prevailing wage rates on public works projects up to \$250,000 if the work involves a public school, community college district, or a county office of education.

AB 1181 (Bordonaro) would have exempted the construction of all jails from prevailing wage requirements.

AB 1499 (Baldwin) would have raised the minimum value of public works projects to qualify for exemption of prevailing wage requirements from \$1,000 to \$100,000.

PUBLIC EMPLOYEES

AB 870 (Baldwin) would have permitted school districts to contract for janitorial and food services including the preparation and delivery of meals to schools.

SAFETY AND HEALTH

SB 337 (Campbell) would have put Cal-OSHA regulations and other worker protections in jeopardy by modifying the process of certifying administrative regulations to favor employers.

AB 1659 (Woods) would have restricted the ability of the Environmental Protection Agency, Resources Agency and the State Fire Marshal to adopt regulations which differ in substance from federal regulations.

SOCIAL INSURANCE

SB 299 (Campbell) would have deprived certain workers of unemployment benefits by allowing employers to classify them as “independent contractors.”

SB 1156 (Mountjoy) would have established an inferior system of workers’ compensation for workers employed by small businesses.

AB 676 (Brulte) would have denied certain employees job protections such as unemployment insurance by re-classifying them as “independent contractors.”

WORKER PROTECTIONS

SB 608 (Leonard) would have required the Department of Industrial Relations and the Employment Development Department to notify the U.S. Immigration and Naturalization Service whenever it knows an undocumented worker is either employed or being hired.

SB 774 (Leonard) would have limited the amount of damages in a wrongful discharge case a company of a certain size must pay an aggrieved employee.

SB 964 (Johannessen) would have barred a worker from employment who resigns and then starts a wrongful discharge proceeding without first giving the employer written notice of the charges.

OPPOSED BILL ENACTED

HOUSING

AB 1164 (Hawkins) establishes vacancy decontrol when a tenant leaves a residential unit in certain California cities, undermining the right of local communities to enact housing policy to meet local needs.

SUPPORTED BILL DEFEATED

SAFETY AND HEALTH

SB 666 (Marks) would have permitted civil suits outside the workers’ compensation system for workers injured in violent workplace crimes and when employer has failed to take preventative measures.

ACTIVITIES OF LEGAL COUNSEL

Report of General Counsel Charles P. Scully, II For the Period June 1, 1994 through May 31, 1996

I. Litigation

John F. Henning, et al v. California Occupational Safety & Health Standards Board, Third District Court of Appeal Case No. C020065/Sacramento County Superior Court Case No. CS00362 (Labor Code Section 6357).

A part of the historic 1993 Workers’ Compensation Legislation was the adoption of Labor Section 6357 which provides that on, or before, January 1, 1995, the Occupational Safety & Health Standards Board shall adopt standards for ergonomics in the workplace designed to minimize the instances of injury from repetitive motion.

As of December 31, 1994 the Occupational Safety & Health Standards Board had considered and rejected all proposed standards for ergonomics in the workplace and had thus

failed to meet the statutory mandate for adoption of standards on or before January 1, 1995. On January 10, 1995 at the request of the Executive Secretary-Treasurer, I met with him and other interested individuals in order to discuss the filing of a legal action which would force the Standards Board to adopt some standards for ergonomics in the workplace. Pursuant to direction received from the Executive Secretary-Treasurer, I prepared a Petition for Alternative and Peremptory Writ of Mandate and filed the same with the Third District Court of Appeal on January 17, 1995. On January 30, 1995 the Court of Appeal issued an order refusing to exercise its original jurisdiction and directing that the Petition be refiled with the Superior Court for the County of Sacramento. The Petition was revised in accord with the directions of the Court of Appeal and was filed with the Superior Court for the County of Sacramento on February 14, 1995.

On February 16, 1995, a hearing was held before Judge Ford of the Superior Court and Judge Ford issued an Alternative Writ of Mandate against the Standards Board which required the same to show why a Peremptory Writ should not be issued.

Early March through late May the matter was fully briefed including, but not limited to, various amicus briefs filed against the position of the Federation. Judge Ford held hearings on the matter on April 21, 1995 and May 26, 1995.

On June 7, 1995, Judge Ford issued the Court's Judgment granting the Peremptory writ of Mandate. Under the Writ issued by the Court the Standards Board was ordered to develop proposed standards and promptly issue a Notice of Proposed Rule making as required under Government Code Section 11346.4 by December 1, 1995. The Writ further ordered the Board to proceed to adopt standards in accord with the provisions of the Government Code regulating the adoption of the standards with the aforesaid standards to be submitted to the Office of Administrative Law as early as it is possible and in all events no later than December 1, 1996.

In terms of the proposed standards subsequently proposed by the Board, we provided assistance to the Executive Secretary-Treasurer as requested and assisted him in preparing comments on behalf of the Federation related to the proposed standards. Following issuance of the Peremptory Writ of Mandate, these offices filed with the Court appropriate motions and supporting documentation in order that the Federation might recover \$13,413.32 in attorneys fees incurred in this

matter as well as costs in the amount of \$182.00. Following negotiations with the Counsel for the Occupational Safety & Health Standards Board, a stipulation and order awarding attorneys fees in the amount of \$12,500.00 was entered on September 20, 1995. Payment in the aforesaid amount has been received from the State and has been forwarded on to the Federation and deposited in the accounts of the Federation.

There is currently pending in the Legislature a bill, AB 50, which would repeal the provisions of Labor Code Section 6357, presuming that legislation or a comparable piece of legislation is not passed by the State Senate, standards as required by the Peremptory Writ of Mandate will be adopted later this same year. On such adoption it is our understanding that California will become the first State in the nation to include within its OSHA Plan a regulation on ergonomics in the workplace.

II.

Executive Council Meetings

Since the last report to the Convention, I have attended the following meetings of the Executive Council.

I. July 20, 21, 22, 1994 at the Radisson Woodlake Hotel, Sacramento.

II. December 7, 8, 1994 at the Holiday Inn. Financial District, San Francisco.

III. March 28, 1995 Hilton Hotel, Sacramento.

IV. July 18, 1995 Holiday Inn, Financial District, San Francisco.

V. October 6, 1995 Holiday Inn, Financial District, San Francisco.

VI. January 23, 24, 1996, San Francisco Airport Hilton.

VII. May 22, 1996, Holiday Inn, Capitol Plaza, Sacramento.

III.

Conventions

1994 Convention of the California Labor Federation, AFL-CIO, Radisson Woodlake Hotel, Sacramento, July 25-27, 1994.

Services performed by these offices included conferences with staff of the California Labor Federation, AFL-CIO, recommendations and other Convention preliminaries; review of reports, Resolutions, etc., for presentation at the Convention and conferences with Federation staff in regard thereto; Review and clearance of referral of Resolutions to Committees; Review of Committee files and dictation related thereto; Attendance

at Committee meetings of the Convention and preparation of reports in regard thereto; Attendance at meetings of the Executive Council before the Convention; And, attendance at the Convention assisting as requested.

COPE Pre-Primary Election Convention, San Francisco, Airport Hilton, January 25, 1996.

Services provided by these offices included review of materials related to the Convention itself; Attendance at meetings of the Standing Committee on Legislation and COPE Executive Council prior to the Convention; Attendance at the Convention itself and assistance as requested.

1996 Convention of the California Labor Federation, AFL-CIO, Hyatt Regency, Los Angeles, July 29-31, 1996.

As of the date of this report these offices have reviewed various materials related to the upcoming Convention.

IV.

Leases/Contracts

Throughout the period covered by the Report, I have reviewed proposed leases and other proposed documents tendered by the Executive Secretary-Treasurer to these offices for review from a legal perspective and have provided the Executive Secretary-Treasurer with written advice related thereto. During the period of this Report there have been no disputes with the various entities with which the Federation contracts which have required consultation with these offices for resolution.

V.

Proposed Federation Legislative Programs

In November of 1994 these offices prepared a draft of possible legislative items culled from the Policy Statements and Resolutions adopted by the Twentieth Convention and forwarded those on to the Executive Secretary-Treasurer and Research Director Rankin. I attended subsequent meetings of the Standing and Advisory committees on Legislation and the recommendations of the Standing Committee were ultimately reviewed with the Executive Council and the Legislative Program finalized. We conferred with the Executive Secretary-Treasurer as requested in that process.

In December of 1994 I drafted 24 pieces of legislation and forwarded the same on to the Executive Secretary-Treasurer. The legislation drafted were those items called for in the Federation Legislative Program and those

pieces of legislation are discussed in the Executive Secretary-Treasurer's Report on 1994 Legislation.

Throughout the period covered by this Report, I have provided the Executive Secretary-Treasurer with additional materials and consultations on various pieces of legislation as requested. I have provided testimony before various committees of the Legislature on legal issues related to legislation as requested by the Executive Secretary-Treasurer.

My partner, Donald C. Carroll, attended the opening session of the California Labor Federation Joint Legislative Conference at the Radisson Woodlake Hotel in Sacramento on May 20, 1996.

VI.

Federation Staff Pension Plan

During the period covered by the Report, I attended meetings of the Board of Trustees held on November 4, 1994, June 30, 1995 and December 2, 1995.

During the period covered by this Report, with the assistance of The Segal Company, I prepared an Application for Determination in order to assure the continuing qualification of the Plan under the 1986 Tax Reform Act and subsequent Federal Legislation. On November 28, 1994 I transmitted to the Internal Revenue Service the actual Request for Determination and all related forms and documents. On February 22, 1996 the Internal Revenue Service issued a favorable letter of determination finding that the Plan qualifies under the various applicable provisions of the Internal Revenue Code. A copy of the favorable letter of determination was transmitted to the Executive Secretary-Treasurer and is being maintained in the permanent records of the Plan.

During the period of this Report I have also reviewed, from a legal perspective, various forms, contracts and government filings related to the Pension Plan and have worked with The Segal Company in preparing appropriate Plan Amendments.

This is a summary Report. There were many other matters which are not mentioned.

It has been a great privilege and pleasure to serve the Federation, the Executive Secretary-Treasurer and the President. I would be remiss if I did not wish the Executive Secretary-Treasurer and President happy, healthy and successful retirements as well as expressing the best wishes of these offices to the incoming officers in terms of their success and the

ongoing success of the Federation.

June 20, 1996

Respectfully Submitted,
Charles P. Scully, II
General Counsel

CONCLUSION

During the last two years, your Federation has continued its tradition of serving and voicing the needs of California workers and defending their interests against the continuing hostility of a Republican administration.

The November 1996 general elections present realistic opportunities for the election of Democratic candidates to the State Legisla-

ture and Congress. The goals are attainable. It's imperative that we bring all our energies and dedication to achieving them at the ballot box.

I wish to express my appreciation for the responsive and vigorous assistance given by Federation affiliates whenever called upon in the economic, social or political spheres of action.

Further, I wish to thank the Federation staff and President Albin Gruhn for their able and dedicated assistance in serving the purposes for which the Federation exists.

Fraternally submitted,
John F. Henning
Executive Secretary-Treasurer

CALIFORNIA LABOR FEDERATION, AFL-CIO REPORT ON PER CAPITA PAID MEMBERSHIP

As of April 30, 1996

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Actors & Artistes of America, Associated			
Actors' Equity Association	.310	Carpenters Union No. 409	.200
A.F.T.R.A.—Los Angeles	1,772	Lathers Union No. 440-L	.282
A.F.T.R.A.—San Francisco	.311	Carpenters Union No. 505	.394
Screen Actors' Guild	2,571	Carpenters Union No. 547	.868
Aluminum, Brick & Glass Wkrs Int'l Union			
Alum., Brick & Glass Wkrs No. 418	.338	Carpenters Union No. 586	.482
Alum., Brick & Glass Wkrs No. 474	.178	Carpenters Union No. 605	.370
Amalgamated Brick Makers No. 820	.50	Carpenters Union No. 701	.100
Alum., Brick & Clay Wkrs No. 824	.83	Carpenters Union No. 713	1,881
Alum., Brick & Glass Wkrs No. 998	.11	Cabinet Makers & Millmen No. 721	.471
Asbestos Wkrs, Int'l Assn of Heat & Frost Insulators and			
Asbestos Workers No. 5	.91	Carpenters Union No. 743	.100
Asbestos Workers No. 16	.371	Carpenters Union No. 751	.787
Asbestos Workers No. 20	.14	Carpenters Union No. 803	.75
Auto Workers, United			
United Auto Wkrs, Reg.6 C.A.P.	4,057	Carpenters & Joiners No. 944	1,052
Bakery, Confectionery & Tobacco Wkrs Int'l Union			
Bakers Union No. 24	.188	Carpenters Union No. 1109	.60
Bakers Union No. 85	.276	Carpenters Union No. 1147	.629
Bakers Union No. 119	.143	Carpenters Union No. 1235	.50
Boilermakers, Iron Ship Bldrs, Blacksmiths, Forgers & Helpers, Int'l Brotherhood of			
Boilermakers Lodge No. 6	.416	Carpenters Union No. 1240	.93
Cement, Lime, Gypsum Wkrs No. D-46	.76	Carpenters Union No. 1418	.75
Boilermakers Lodge No. 92	.416	Carpenters Union No. 1506	.857
Cement, Lime, Gypsum Wkrs D-100	.20	Carpenters Union No. 1522	.29
Carpenters and Joiners of America, United Brotherhood of			
Carpenters Union No. 22	.952	Carpenters Union No. 1599	.252
Pile Drivers Union No. 34	.600	Hardwood Floor Layers No. 1861	.143
Carpenters Union No. 35	.100	Carpenters Union No. 2035	.50
Lathers Union No. 68-L	.426	Carpenters Union No. 2361	1,493
N. CA Millwrights Union No. 102	.100	Lumber, Produc. Indust. Wkrs No. 2652	.36
Lathers Union No. 109-L	.100	Lumber, Produc. Indust. Wkrs No. 2749	.50
Carpenters Union No. 150	.285	Lumber & Sawmill Workers No. 3074	.459
Carpenters Union No. 152	.100	Chemical Workers Union, Int'l	
Carpenters Union No. 180	.143	Chemical Workers No. 1	.245
Carpenters Union No. 209	2,222	Chemical Workers No. 25	.43
Carpenters Union No. 217	.500	Chemical Workers No. 47	.103
Millmen, Indst. Carpenters No. 262	.140	Chemical Workers No. 97	.24
Carpenters Union No. 309	.808	Chemical Workers No. 112	.53
Carpenters Union No. 405	1,970	Chemical Workers No. 146	.287
		Chemical Workers No. 294	.19
		Chemical Workers No. 350	.137
		Chemical Workers No. 995	.179
		Communications Workers of America	
		Communications Workers No. 7818	.30
		Communications Workers No. 9000	.619
		Univ. Prf. & Tch. Emps CWA No. 9119	.285
		Communications Workers No. 9400	.457
		Communications Workers No. 9404	.376
		Communications Workers No. 9407	.56
		Communications Workers No. 9408	.857
		Communications Workers No. 9410	1,618
		Communications Workers No. 9411	.248
		Communications Workers No. 9412	.996
		Communications Workers No. 9414	.353

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Communications Workers No. 9415	.1,940	Electrical Workers No. 1245	.16,522
Communications Workers No. 9416	.277	Electrical Workers No. 1682	.98
Communications Workers No. 9417	.440	Electrical Workers No. 1710	.471
Communications Workers No. 9419	.230	Electrical Workers No. 2295	.94
Communications Workers No. 9421	.1,280	Electrical Workers No. 2328	.125
Communications Workers No. 9423	.1,923		
Communications Workers No. 9426	.134	Electronic, Electrical, Salaried, Machine & Furniture Workers, AFL-CIO Union of	
Communications Workers No. 9430	.476	IUE Furniture Workers No. 262	.202
Communications Workers No. 9431	.91	I.U. Electrical Workers No. 850	.135
Communications Workers No. 9477	.36	I.U. Electrical Workers No. 1511	.61
Communications Workers No. 9490	.379		
Communications Workers No. 9505	.1,704	Elevator Constructors Int'l Union of	
Communications Workers No. 9509	.1,211	Elevator Constructors No. 8	.143
Communications Workers No. 9510	.2,662	Elevator Constructors No. 18	.144
Communications Workers No. 9511	.252		
Communications Workers No. 9550	.197	Farm Workers of America, AFL-CIO, United	
Communications Workers No. 9573	.513	United Farm Workers, AFL-CIO	.5,111
Communications Workers No. 9575	.1,355		
Communications Workers No. 9576	.361	Fire Fighters, Int'l Assn of	
Communications Workers No. 9587	.613	Alam. Co/Oakland/Emeryvl. F.F. No. 55	.487
Communications Workers No. 9588	.95	L.A. City Firefighters No. 112	.2,639
Communication Workers No. 14900	.48	San Diego City Firefighters No. 145	.789
Communication Workers No. 14903	.9	Richmond Firefighters Assn No. 188	.87
Communication Workers No. 14908	.19	San Jose Firefighters No. 230	.595
Communication Workers No. 14910	.58	Long Beach Firefighters No. 372	.397
S.CA Typog.. Mailer No. 14917	.186	Sacto. Area Firefighters No. 522	.1,117
Comm. Wkrs No. 59051(NABET)	.471	Eureka Firefighters No. 652	.32
Comm. Wkrs No. 59053(NABET)	.1,404	Alameda City Firefighters Assn No. 689	.77
		Fresno Firefighters No. 753	.191
Electrical Workers, Int'l Brotherhood of		Glendale Firefighters No. 776	.137
Electrical Workers No. 6	.686	Burbank Firefighters No. 778	.110
Electrical Workers No. 11	.4,114	San Francisco Firefighters No. 798	.1,227
Electrical Workers No. 18	.2,381	Pasadena Firefighters No. 809	.144
Studio Electricians No. 40	.455	San Bernardino City Firefighters No. 891	.178
Electrical Workers No. 45	.645	San Bernardino Cnty F. Fighters No. 935	.233
Electrical Workers No. 47	.482	China Lake Firefighters No. F-32	.41
Electrical Workers No. 234	.261	Int'l Assn of Firefighters No. F-33	.212
Electrical Workers No. 302	.714	Mare Island Prof Firefighters No. F-48	.25
Electrical Workers No. 332	.952	Flight Test Center Firefighters No. F-53	.64
Electrical Workers No. 340	.370	McClellan AFB IAFF No. F-57	.43
Electrical Workers No. 413	.309	Federal Firefighters Assn No. F-85	.97
Electrical Workers No. 428	.374	L.A./Orng Cntys F. Fighters No. 1014	.2548
Electrical Workers No. 440	.238	Santa Monica Firefighters No. 1109	.89
Electrical Workers No. 441	.971	Torrance Firefighters Assn No. 1138	.145
Electrical Workers No. 442	.111	Santa Clara Co. Firefighters No. 1165	.165
Electrical Workers No. 465	.946	Los Altos Firefighters Assn No. 1167	.33
Electrical Workers No. 477	.310	Santa Clara City Firefighters No. 1171	.147
Electrical Workers No. 543	.599	Vallejo Firefighters No. 1186	.125
Electrical Workers No. 551	.289	United Firefighters of Lodi No. 1225	.36
Electrical Workers No. 569	.429	Berkeley FireFighters Assn No. 1227	.109
Electrical Workers No. 595	.1,223	Stockton Firefighters No. 1229	.205
Electrical Workers No. 617	.579	Con. Costa Cnty FireFighters No. 1230	.392
Electrical Workers No. 639	.142	San Joaquin Cnty FireFighters No. 1243	.30
Electrical Workers No. 659	.115	Salinas Firefighters No. 1270	.66
Electrical Workers No. 684	.183	Watsonville Prof. Firefighters No. 1272	.26
Electrical Workers No. 952	.338	Modesto City Firefighters No. 1289	.131
Electrical Workers No. 1023	.78		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Kern County Firefighters No. 1301	.406	West Covina Firemen's Assn. No. 3226	.63
Palo Alto Prof. Firefighters No. 1319	.100	Ceres DPS Firefighters Assn. No. 3307	.12
Redlands Prof. Firefighters No. 1354	.50	Huntington Beach Firemen No. 3354	.111
Ventura Co. F. Fighters Assn No. 1364	.313	Tracy City Firefighters No. 3355	.20
Santa Rosa Firefighters No. 1401	.132	Carpenteria/Summerland F.F. No. 3368	.22
Petaluma Firefighters No. 1415	.40	Hawthorne Firefighters No. 3373	.47
Ontario Prof. Firefighters No. 1430	.97	Oakdale Firefighters Assn. No. 3379	.8
San Miguel Firefighters No. 1434	.60	Stanislaus Consol. Firefighters No. 3399	.29
Merced City Firefighters No. 1479	.39	Fullerton Firefighters Assn. No. 3421	.74
Newark Firefighters Assn No. 1483	.36	Ventura City Firefighters Assn. No. 3431	.69
Alhambra Firefighters Assn No. 1578	.66	Arcadia Firefighters Assn. No. 3440	.48
Oxnard Firefighters No. 1684	.63	Downey Firemen's Assn. No. 3473	.60
Fremont Firefighters No. 1689	.149	Upland Firefighters Assn. No. 3477	.36
Milpitas Firefighters No. 1699	.61	Davis Prof. Firefighters Assn. No. 3494	.33
Santa Cruz City Firefighters No. 1716	.38	Vacaville Firefighters No. 3501	.31
Humboldt Firefighters No. 1770	.14	Lynwood Firefighters Assn. No. 3506	.25
Marin Prof. Firefighters No. 1775	.202	Santa Fe Springs Firemen No. 3507	.58
Sunnyside/Bonita Firefighters No. 1827	.11	Chino Firemen's Assn., INC. No. 3522	.66
Burlingame Firefighters No. 1872	.39	San Luis Obispo F.F. Assn. No. 3523	.34
Daly City Firefighters No. 1879	.62	Aptos/La Selva Firefighters No. 3535	.28
Dublin Prof. Firefighters No. 1885	.41	San Ramon. Vly F.F. Assn. No. 3546	.122
Hayward Firefighters No. 1909	.111	Loma Linda Prof.FF. Assn. No. 3603	.65
Culver City Firefighters No. 1927	.61	S. Cruz Cnty. Cent. Fire Dist. No. 3605	.37
Mtn View Prof. Firefighters No. 1965	.55	Montclair Firefighters Assn. No. 3608	.26
La Habra Firefighters No. 1968	.27	Monterey Park Firefighters No. 3625	.48
Pleasanton Firefighters No. 1974	.45	San Marino Firefighters No. 3626	.21
Garden Grove Firefighters No. 2005	.85	Orange Cnty. Prof. F Fighters No. 3631	.629
Santa Maria Firefighters No. 2020	.27	South Pasadena Firefighters No. 3657	.24
Santa Barbara Co. Firefighters No. 2046	.185	Rialto Professional. Firefighters No. 3688	.82
Chula Vista Firefighters No. 2180	.75	Vandenberg AFB Prof. FF. No. F-116	.44
Compton Firefighters No. 2216	.56	Treasure Island Firefighters No. F-159	.29
Rancho Cucamonga Firefighters No. 2274	.52	Long Beach Fed. Fire Dept No. F-213	.25
Avalon Firefighters No. 2295	.5	Fed. Wildland Fire Serv. No. F-262	.213
Coalinga Firefighters Assn. No. 2305	.7		
Livermore Firefighters No. 2318	.41	Flight Attendants, Assn of	
Yuba/Sutter Firefighters Assn. No. 2321	.11	Assn Flight Attendants Cncl 11	.1,142
Hemet City Firefighters Assn. No. 2342	.34	Assn Flight Attendants Cncl 12	.850
Orange City Firefighters No. 2384	.104	Assn Flight Attendants Cncl 47	.62
San Mateo Co. Firefighters No. 2400	.285		
Oroville Firefighters No. 2404	.16	Food & Commercial Workers Int'l Union, United	
United Prof. Firefighters No. 2415	.67	UFCW Insurance Workers No. 30-I	.21
Westminster Firefighters Assn. No. 2425	.44	UFCW Wine & Allied Wkrs No. 45	.108
Turlock Firefighters Assn. No. 2434	.25	UFCW Insurance Workers No. 73-I	.44
Indio Firefighters Assn. No. 2537	.28	United Food & Comm. Wkrs No. 101	.929
Healdsburg Firefighters No. 2604	.5	UFCW Butchers No. 120	.1,290
Salinas Rural Firefighters Assn. No. 2606	.29	UFCW Whsl Wine, Liqr. Slsmn No. 151	.42
Alpine Firefighters Assn No. 2638	.13	UFCW Winery, Distillery Wkrs No. 186	.464
Piedmont Firefighters No. 2683	.20	UFCW Insurance Wkrs No. 194-I	.14
Lemon Grove Firefighters Assn. No. 2728	.16	UFCW Retail Store Empls No. 373	.171
National City Firefightrs Assn. No. 2744	.31	United Food & Comm. Wkrs No. 428	.8,426
Redondo Beach Fire Assn. No. 2787	.52	UFCW Retail Clerks No. 588	.2,994
Gilroy Firefighters No. 2805	.20	UFCW Retail Clerks No. 648	.1,885
Banning Fire Fighters Assn. No. 2816	.17	UFCW Retail Clerks No. 839	.127
CA Dept. of Forestry Empls. No. 2881	.3,182	UFCW Retail Clerks No. 870	.946
Anaheim Firemen's Assn. No. 2899	.181	United Food & Comm. Wkrs No. 1179	.952
Russian Rlver Firefighters No. 3051	.8	UFCW Retail Clerks No. 1288	.2,482
N. Monterey Cnty. Firefighters No. 3058	.29		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
UFCW Retail Clerks No. 1442	1,143	Graphic Communications No. 432-M	.76
Glass, Molders, Pottery, Plastics & Allied Workers International Union		Hotel Empls & Restaurant Empls Int'l Union	
Glass, Molders, Pottery No. 2	.84	Hotel & Restaurant Empls No. 11	1,575
Glass, Molders, Pottery No. 17	.322	Hotel & Restaurant Empls No. 18	.255
Glass, Molders, Pottery No. 19	.194	Hotel & Restaurant Empls No. 19	2,576
Glass, Molders, Pottery No. 26	.36	Hotel & Restaurant Empls No. 30	2,475
Glass, Molders, Pottery No. 39	.257	Hotel & Restaurant Empls No. 49	1,255
Glass, Molders, Pottery No. 47	.200	Hotel & Restaurant Empls No. 340	1,749
Glass, Molders, Pottery No. 52	.269	Hotel & Restaurant Empls No. 483	1,785
Glass, Molders, Pottery No. 81	.101	Culinary & Bartenders No. 498	.189
Glass, Molders, Pottery No. 82	.149	Hotel & Restaurant Empls No. 531	.382
Glass, Molders, Pottery No. 141	.250	Hotel & Restaurant Empls No. 535	.292
Glass, Molders, Pottery No. 142	.70	Hotel & Restaurant Empls No. 681	3,609
Glass, Molders, Pottery No. 160	.196	Culinary & Bartenders No. 814	1,906
Glass, Molders, Pottery No. 164-B	.257	Hotel & Restaurant Empls No. 2850	1,143
Glass, Molders, Pottery No. 167	.143		
Glass, Molders, Pottery No. 177	.285	Iron Workers, Int'l Assn of Bridge, Structural & Ornamental	
Glass, Molders, Pottery No. 192	.170	Iron Workers Union No. 155	.86
Glass, Molders, Pottery No. 223	.132	Iron Workers Union No. 229	.189
Glass, Molders, Pottery No. 307	.60	Iron Workers Union No. 377	.87
		Iron Workers Union No. 378	.143
Government Employees, American Federation of		Reinforcing Ironworkers No. 416	.143
Amer. Fed. of Govt. Empls No. 490	.131	Iron Workers Union No. 433	.127
Amer. Fed. of Govt. Empls No. 505	.200	Shopmen's Union No. 509	.728
AFGE USDA Food Inspectors No. 926	.111	Iron Workers Union No. 624	.51
Amer. Fed. of Govt. Empls No. 1061	.537		
Amer. Fed. of Govt. Empls No. 1122	.515	Laborers' International Union of North America	
Amer. Fed. of Govt. Empls No. 1159	.116	Hod Carriers Union No. 36	.95
Amer. Fed. of Govt. Empls No. 1200	.166	Laborers Union No. 67	.350
Amer. Fed. of Govt. Empls No. 1203	.243	Laborers Union No. 73	.677
Amer. Fed. of Govt. Empls No. 1399	.186	Laborers Union No. 89	2,251
Amer. Fed. of Govt. Empls No. 1406	.156	Hod Carriers & Laborers No. 139	.524
Amer. Fed. of Govt. Empls No. 1764	.369	Const. & Gen. Laborers No. 261	1,190
Amer. Fed. of Govt. Empls No. 1881	.129	Laborers Union No. 270	2,294
Amer. Fed. of Govt. Empls No. 1931	.169	Laborers Union No. 291	.566
Amer. Fed. of Govt. Empls No. 2003	.40	Hod Carriers & Laborers No. 294	.688
Amer. Fed. of Govt. Empls No. 2110	.410	Laborers Union No. 300	2,936
Labor Department Lodge No. 2391	.134	Const. & Gen. Laborers No. 304	1,586
Amer. Fed. of Govt. Empls No. 2654	.115	Laborers Union No. 324	1,619
Amer. Fed. of Govt. Empls No. 2723	.68	Laborers Union No. 326	.377
Amer. Fed. of Govt. Empls No. 3854	.112	Gunite Workers No. 345	.279
Amer. Fed. of Govt. Empls No. 3943	.365	Const. & Gen. Laborers No. 389	.571
		Laborers Union No. 402	.500
Grain Millers, American Federation of		Laborers Union No. 507	.748
Federal Grain Millers No. 59	.501	Laborers Union No. 585	1,005
Federal Grain Millers No. 71	.75	Laborers Union No. 591	.175
		Laborers Union No. 652	2,366
Graphic Communications Int'l. Union		Studio Utility Empls, LIUNA No. 724	.333
S.F. Pressmen & Platemakers No. N-4	.531	Hod Carriers & Laborers No. 783	.533
Graphic Communications No. 60	.70	Shipyards Laborers No. 802	.965
Paper Handlers No. 24-H	.24	Laborers Union No. 806	.208
Printing Specialties No. 388	.615	Shipyards & Marine Laborers No. 886	.350
Graphic Communications No. 583	.909	Hod Carriers Union No. 1082	.712
Graphic Communications No. 388-M	4,838		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Laborers Union No. 1130 .....	.473	Automotive Machinists No. 1484 .....	.614
Laborers Union No. 1184 .....	.714	Machinists & Aerosp. Wkrs No. 1528 ...	.775
LIUNA Fed. of School Empls No. 1200 ..	.243	E. Bay Auto Machinists No. 1546 ....	.2,391
LIUNA State Empls No. 1268 .....	.20	IAM Electronic Prod. Lodge No. 1584 ..	.1,602
Laundry & Dry Cleaning Int'l Union, AFL-CIO		Machinists Union No. 1596 .....	.631
Laundry Workers No. 52 .....	.474	IAMAW Precision Lodge No. 1600 .....	.15
Leather Goods, Plastics & Novelty Workers Union, Int'l		Air Transport Employees No. 1781 ...	.7,694
Leather, Plastic & Novelty No. 31 .....	.103	Machinists Union No. 1785 .....	.115
Letter Carriers, National Assn of		Mechanics & Machinists No. 1824 .....	.130
Letter Carriers Branch No. 133 .....	.48	Machinists Lodge No. 1910 .....	.669
Letter Carriers Branch No. 2854 .....	.32	Machinists Lodge No. 1930 .....	.339
Longshoremen's and Warehousemen's Union, Int'l		L.A. Air Transport Lodge No. 1932 ...	.1,465
Warehouse Union No. 6 ILWU .....	.935	Machinists Lodge No. 1957 .....	.38
Longshoremen & Warehousemen No. 10 ..	.95	Machinists Lodge No. 1980 .....	.53
SF Inlandboatmen-Marine Div., ILWU ..	.320	Machinists Lodge No. 2023 .....	.48
Inlandboatmen—S.CA Reg., ILWU ....	.134	Machinists Lodge No. 2024 .....	.312
Ship Clerks Assn, ILWU No. 34 .....	.191	Machinists Lodge No. 2025 .....	.114
Machinists & Aerospace Workers, Int'l Assn of		Automotive Lodge No. 2182 .....	.756
Machinists Lodge No. 25 .....	.80	Machinists Lodge No. 2225 .....	.173
Woodworkers Lodge No. W-98, IAM ...	.97	Machinists Lodge No. 2226 .....	.12
Machinists Lodge No. 102 .....	.252	Machinists Lodge No. 2227 .....	.137
Machinists Lodge No. 201 .....	.33	Machinists Lodge No. 2228 .....	.165
Machinists Lodge No. 311 .....	.890	Machinists Lodge No. 2230 .....	.108
Machinists Lodge No. 389 .....	.775	Machinists Lodge No. 2231 .....	.24
Woodworkers Lodge No. W-469, IAM ..	.95	Central CA Coast Machinists No. 2786 ..	.230
Machinists Union No. 504 .....	.574	Machinists Lodge No. 720-E .....	.47
Electronic Machinists No. 547 .....	.181	Machinists Lodge No. 720-G .....	.22
Machinists Lodge No. 562 .....	.476	Machinists Lodge No. 720-J .....	.68
Machinists Union No. 565 .....	.191	Machinists Lodge No. 727-N .....	.202
Machinists Lodge No. 575 .....	.242	Machinists Lodge No. 727-P .....	.371
Machinists Lodge No. 620 .....	.18	Maintenance of Way Empls., Brotherhood of	
Machinists Lodge No. 653 .....	.667	Br. of Maint. Way Empls. No. 1196 .....	.71
Machinists Lodge No. 706 .....	.182	Marine Engineers' Beneficial Assn, National	
Machinists Lodge No. 726 .....	.154	American Maritime Officers .....	.57
Machinists Lodge No. 755 .....	.220	CA Assn Professional Employees .....	.1,000
Machinists Lodge No. 812 .....	.7	Engineers & Scientists of CA .....	.1,758
Machinists Lodge No. 821 .....	.666	Masters, Mates & Pilots, Int'l Organization of	
Machinists Lodge No. 906 .....	.29	Masters, Mates & Pilots No. 18 .....	.17
Machinists Lodge No. 946 .....	.390	Masters, Mates & Pilots .....	.286
Machinists Lodge No. 964 .....	.126	Masters, Mates & Pilots — Pac. Maritime ..	.62
Air Transport Lodge No. 1058 .....	.405	San Francisco Bar Pilots .....	.56
Machinists Automotive Trds No. 1101 ..	.1,173	Metal Polishers, Buffers, Platers & Allied Workers Int'l Union	
Machinists Lodge No. 1111 .....	.952	Metal Polishers No. 67 .....	.95
Machinists Lodge No. 1125 .....	.210	Musicians of the U.S. & Canada, American Federation of	
Automotive Machinists No. 1173 .....	.762	Musicians Union No. 6 .....	.473
Machinists Union No. 1186 .....	.848	Sacramento Musicians Assn No. 12 ....	.238
Machinists Union No. 1213 .....	.168	Musicians Union No. 47 .....	.952
Peninsula Auto Mechanics No. 1414 ..	.1,332	San Jose Fed. of Musicians No. 153 ....	.47
		Musicians Protective Assn No. 263 .....	.34

International and Local Per Capita Paid Membership

Musicians Union No. 29250

Needletrades, Industrial & Textile Employees, Union of

UNITE! No. 8137

UNITE! No. 444,936

UNITE! No. 101437

UNITE! No. 21324

UNITE! No. 214142

UNITE! No. 21569

UNITE! No. 2702,115

UNITE! No. 4829,797

UNITE! No. 5126,301

Newspaper Guild, The

Nor. CA Newspaper Guild No. 521,213

San Jose Newspaper Guild No. 98872

Bakersfield Newspaper Guild No. 202 . . .128

Office & Professional Employees Int'l Union

Office & Prof. Employees No. 31,629

Office & Prof. Employees No. 292,570

Office & Prof. Employees No. 303,021

Office & Prof. Employees No. 140681

Hypnotists' Union No. 472228

Oil, Chemical & Atomic Workers Int'l Union

Oil & Chemical Workers No. 1-219485

Oil & Chemical Workers No. 1-53473

Oil & Chemical Workers No. 1-675 . . .2,959

Operating Engineers, International Union of

Operating Engineers No. 39,143

Operating Engineers No. 128,791

Operating Engineers No. 391,420

Operating Engineers No. 5011,429

Painters & Allied Trades of the U.S. & Canada, Int'l Brotherhood of

Painters No. 3278

Painters No. 4476

Painters No. 83102

Painters No. 95166

Painters No. 256356

Painters No. 48786

Painters No. 507542

Sign & Display No. 510719

Glaziers & Glass Workers No. 718313

Painters No. 741225

Sign & Scene Painters No. 831226

International and Local Per Capita Paid Membership

Painters & Decorators No. 913183

Painters Union No. 95584

Specialty Painters No. 1176191

Painters Union No. 1346161

Paint Makers Union No. 1975278

Painters Union No. 9254222

Paperworkers Int'l Union, United

United Paperworkers No. 307952

United Paperworkers No. 32952

United Paperworkers No. 3047162

Plasterers' & Cement Masons' Int'l Assn of the U.S. & Canada, Operative

Cement Masons Union No. 25429

Plasterers Union No. 66319

Plasterers & Cement Masons No. 188 . . .156

Plasterers & Cement Masons No. 346 . . .34

Plasterers & Cement Masons No. 355 . . .95

Cement Masons Union No. 582137

Cement Masons Union No. 594308

Cement Masons Union No. 600309

Cement Masons Union No. 81497

Plumbing & Pipefitting Industry of the U.S. & Canada, United Assn of Journeymen and Apprentices of the

Plumbers & Pipefitters No. 381,365

Plumbers No. 781,025

Plumbers & Pipefitters No. 114262

Plumbers No. 159524

Plumbers & Fitters No. 343211

Plumbers & Pipefitters No. 364466

Plumbers & Steamfitters No. 393220

Plumbers & Steamfitters No. 398257

Plumbers & Pipefitters No. 437133

Plumbers & Fitters No. 447229

Plumbers & Steamfitters No. 460351

Plumbers & Steamfitters No. 467571

Sprinkler Fitters No. 483379

Plumbers & Steamfitters No. 484302

Plumbers & Steamfitters No. 492119

Plumbers & Steamfitters No. 494197

Plumbers & Fitters No. 545305

Plumbing & Piping Industry No. 582 . . .284

Police Associations, International Union of

L.A. Peace Officers No. 6122,594

Postal Workers Union, AFL-CIO, American

California Area No. 4635, APWU2,561

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Professional Athletes, Federation of		Sonoma County Public Empls No. 707 . . .667	
San Diego Chargers . . . . .	.46	Service Employees No. 715	4,594
Oakland Raiders . . . . .	.46	Service Employees No. 752 . . . . .	.488
San Francisco 49'ers . . . . .	.46	United Public Employees No. 790 . . .	6,882
Professional and Technical Engineers, Int'l Federation of		Service Employees No. 817	1,140
Fed. Prof. & Tech. Eng. No. 21 . . . . .	.473	CA State Empls Assn, SEIU No. 1000 .	3,810
TIU/Fed. Prof. & Tech. Eng. No. 103 . . .	.96	CA Faculty Assn, SEIU No. 1983	1,893
Roofers, Waterproofers and Allied Workers, United Union of		Service Employees No. 2028 . . . . .	.840
Roofers No. 36 . . . . .	.262	Service Employees No. 790-A . . . . .	.217
Roofers No. 40 . . . . .	.321	Sheet Metal Workers Int'l Assn	
Roofers No. 95 . . . . .	.190	Sheet Metal Workers No. 102 . . . . .	.703
Rubber, Cork, Linoleum and Plastic Work- ers of America, United		Sheet Metal Workers No. 104	1,581
United Rubber Workers No. 64 . . . . .	.140	Sheet Metal Workers No. 162 . . . . .	.776
United Rubber Workers No. 171 . . . . .	.286	Sheet Metal Workers No. 206 . . . . .	.322
United Rubber Workers No. 335 . . . . .	.4	Sheet Metal Workers No. 273 . . . . .	.166
United Rubber Workers No. 451 . . . . .	.50	Stage Employees & Moving Picture Technicians, Artists & Allied Crafts of the U.S. & Canada, Int'l Alliance of Theatrical	
United Rubber Workers No. 560 . . . . .	.214	Theatrical Stage Employees No. 16 . . . .	.500
United Rubber Workers No. 585 . . . . .	.14	I.A.T.S.E. No. 33	1,170
United Rubber Workers No. 766 . . . . .	.61	Property Craftspersons No. 44	1,929
School Administrators, American Federation of		I.A.T.S.E. No. 50 . . . . .	.75
United Administrators of S.F. No. 3 . . . .	.205	Motion Picture Studio Grips No. 80 . . .	1,305
Seafarers' Int'l Union of North America		Theatrical & Stage Employees No. 90 . . .	.11
Sugar Workers No. 1 . . . . .	.454	Theatrical Stage Employees No. 107 . . .	.114
United Indus. Wkrs. - Cannery Div. . . .	4,286	I.A.T.S.E. No. 122 . . . . .	.99
Seafarers Inland Division . . . . .	.288	I.A.T.S.E. No. 134 . . . . .	.91
Fisherman's Union of America . . . . .	.139	M.P. & Video Projectionists No. 150 . . .	.121
Marine Firemen's Union of . . . . .	.476	I.A.T.S.E. No. 166 . . . . .	.54
Seafarers - Transportation Division . . . .	.671	M.P. Machine Operators No. 169 . . . . .	.46
Sailors Union of the Pacific	2,138	Theatrical Employees No. 215 . . . . .	.9
Seafarers - Atlantic & Gulf . . . . .	.959	Motion Picture Projectionists No. 297 . . .	.30
Seafarers - Stewards Division . . . . .	.480	I.A.T.S.E. & M.P.M.O. No. 442 . . . . .	.62
Service Employees Int'l Union, AFL-CIO		I.A.T.S.E. No. 504 . . . . .	.228
Service Employees No. 14, Div. 9 . . . . .	.182	Motion Picture Projectionists No. 521 . . .	.12
Service Employees No. 22 . . . . .	.354	I.A.T.S.E. No. 564 . . . . .	.22
Window Cleaners No. 44 . . . . .	.96	Theatrical Stage Employees No. 577 . . . .	.15
Janitors' No. 87, SEIU	2,401	I.A.T.S.E. No. 611 . . . . .	.30
Health Care Workers No. 250 SEIU . . . .	.857	Stage Hands No. 614 . . . . .	.58
Cemetery Wkrs, Greens Atnd. No. 265 . .	.180	Motion Picture Photographers No. 659 . .	.767
Pari-Mutuel Empls Guild No. 280 SEIU . .	1,500	Lab Film/Video Technicians No. 683 . . .	.714
Service Employees No. 347	3,975	M.P. Sound Technicians No. 695	2,463
Hospital & Service Empls No. 399	9,589	Motion Picture Costumers No. 705 . . . .	.562
Service Employees No. 415 . . . . .	.963	Make-Up Artists No. 706 . . . . .	.923
L.A. County Employees No. 434	3,473	Production Office Coords No. 717 . . . . .	.81
Social Services Union No. 535	5,542	Motion Picture Crafts Service No. 727 . .	.145
Service Employees No. 616	1,853	Stud. Elec. Lighting Tech. No. 728 . . . .	.764
L.A. Co. Service Employees No. 660 . . .	8,548	Motion Picture Set Painters No. 729 . . .	.462
		Motion Picture First Aid Empls No. 767 . .	.121
		Theatrical Wardrobe No. 768 . . . . .	.87
		M.P. & Videotape Editors No. 776 . . . . .	.791
		Theatrical Wardrobe No. 784 . . . . .	.96
		Studio Art Craftsmen No. 790 . . . . .	.73
		M.P. Screen Cartoonists No. 839	1,121
		Set Designers No. 847 . . . . .	.138

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Story Analysts No. 854	.124	East Bay Reg. Parks Empls No. 2428	.362
IATSE Treas., Ticket Sellers No. 857	.110	C. C. Cnty Muni, Schl Empls No. 2575	.712
IATSE Script Supervisors No. 871	.243	A.F.S.C.M.E. No. 2620	.3,299
Theatrical Wardrobe No. 874	.11	Librarians Guild No. 2626	.338
Motion Picture Art Directors No. 876	.170	C. C. Cnty Clerical Empls No. 2700	.1,516
I.A.T.S.E. Studio Teachers No. 884	.82	Merced County Empls Assn No. 2703	.815
Theatrical Wardrobe No. 905	.17	L.A. Assn Psych. Soc. Wkrs. No. 2712	.113
I.A.T.S.E. No. 923	.52	Ontario City Employees No. 3061	.154
Theatrical Employees No. B-18	.95	All City Employees Assn No. 3090	.3,988
Film Exchange Employees No. B-61	.49	Anaheim H.S. Dist. Empls No. 3112	.131
Theatrical Employees No. B-66	.121	Burbank City Empls Assn No. 3143	.173
Amusement Area Empls No. B-192	.564	UC Berkeley Service Unit No. 3210	.378
		UC Berk. Cler. Unit Empls No. 3211	.350
		UC Berkeley Empls No. 3212	.30
		UC Berk/SF/S. Cruz PC Tech. No. 3215	.618
		UCSF Service Unit Empls No. 3217	.332
		UCSF Clerical Unit Empls No. 3218	.304
		UCSF S.Cruz No. 3220	.26
		UCSC Serv. Skilled Crafts No. 3222	.78
		UCSC Clerical Units Empls No. 3223	.38
		UCD Serv. Crafts Empls No. 3227	.209
		UC Davis Clerical Unit Empls No. 3228	.79
		UC Davis Patient Care Tech.No. 3232	.264
		UC Davis Empls No. 3233	.8
		UCLA Service Unit Empls No. 3234	.377
		UCLA Clerical Unit Empls No. 3235	.211
		UC L.A./Santa Barbara No. 3238	.23
		UC L.A./S.Barbara PC Tech. No. 3239	.280
		UCSB Service Unit Empls No. 3241	.58
		UCSB Clerical Units Empls No. 3242	.15
		UC Riverside Serv. Unit Empls No. 3246	.41
		UC Riverside Cler. Unit Empls No. 3247	.21
		UC Rversd/Irvine PC Tech. No. 3251	.172
		UC Irvine Servc Unit Empls No. 3253	.125
		UC Irvine Clerical Units Empls No. 3254	.84
		UC Irvine/Riverside No. 3255	.4
		UCSD Service Unit Empls No. 3258	.200
		UCSD Clerical Unit Empls No. 3259	.96
		UC San Diego Empls No. 3262	.15
		UCSD PC Tech. Unit Empls No. 3263	.271
		Lawr/Berk Labs Serv. Unit No. 3265	.16
		Lawr/Berk Labs Clerical Unit No. 3266	.39
		UC Supervisory Empls No. 3270	.64
		Covina City Employees No. 3325	.21
		W. Hollywood City Empls. No. 3339	.113
		S. Diego Cnty. Sup. Ct Empls No. 3500	.79
		LA Cnty. Supvr. Social Wkrs No. 3511	.21
		Hawaiian Gardens City Empls No. 3624	.46
		L.A. City Exec. Sec. No. 3672	.61
		Thousand Oaks Prof. Empls No. 3684	.49
		Bellflower City Empls No. 3745	.17
		Upland City Empls No. 3761	.88
		Siskiyou County Empls No. 3899	.207
		Windsor Municipal Empls No. 3910	.25
		Alam/C.Costa Transit Empls No. 3916	.171
		United Domestic Workers	.3,351
		Cathedral City Employees No. 3961	.45
State, County & Municipal Employees, American Federation of			
Stanislaus Cnty Empls Assn No. 10	.802		
San Jose AFSCME No. 101	.3,105		
L.A. County Employees No. 119	.116		
S. Diego Area Muni. Empls No. 127	.958		
L.A. Housing Authority No. 143	.119		
Sacramento Co. Employees No. 146	.647		
Comm. Redev. Agency of L.A. No. 164	.90		
Oakland Unified School Empls No. 257	.327		
Sacramento CC Schools Empls No. 258	.572		
San Mateo Cnty School Empls No. 377	.291		
E. Bay Muni. Util. Dst. Empls No. 444	.631		
C. Costa Cnty Prf. Tch. Empls No. 512	.155		
L.A. Superior Court Clerks No. 575	.194		
Comm.Rdv Agncy LAProf.Emp No. 585	.70		
Cerritos City Empls No. 619	.58		
L.A. Cnty Prob. Officers No. 685	.2,238		
L.A. Soc.Serv.Prof.Tech.Empls No. 800	.534		
Carson City Employees No. 809	.202		
San Mateo Co. Employees No. 829	.2,163		
L.A. Co. Health Dept Empls No. 830	.27		
San Joaq. Cnty Transp. Wkrs No. 847	.134		
Pasadena Muni Empls No. 858	.128		
L.A. City Recreation. Empls No. 901	.278		
Daly City Municipal Empls No. 919	.63		
L.A. Soc. Ser. Agency Empls No. 1108	.324		
Torrance Municipal Empls No. 1117	.441		
UNAC Health Care Wkrs No. 1199	.5,724		
S. San Francisco City Empls No. 1569	.114		
San Joaq. Cnty. Housing Auth. No. 1577	.58		
Santa Clara Cnty Prob Dept. No. 1587	.351		
Humbolt Cnty Public Empls No. 1684	.588		
Westminster City Employees No. 1734	.52		
Metro Water District Empls No. 1902	.1,110		
L.A. Prof. Medical Empls No. 2006	.57		
E. Bay Util. Clerical Empls No. 2019	.547		
Orange Co. Eligibility Wkrs No. 2076	.530		
Oakland Schl Cafeteria Empls No. 2078	.316		
Marin County Muni. Empls No. 2167	.44		
San Bruno Municipal Empls No. 2190	.50		
Com. Rdv Agcy.LA Supv Emp No. 2204	.16		
ABC Board of Educ. Empls No. 2229	.236		
Arcadia City Empls No. 2264	.42		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
E. Bay. Reg. Parks Pub. Safety No. 3968	.55	El Camino CC Fed. of Tchrs. No. 1388	.260
A.F.S.C.M.E. No. 3991	.274	Riverside Fed. of Teachers No. 1414	.10
BART & Suprv. & Prof. Assn No. 3993	.209	S. Gabriel Valley Fed. of Tchrs. No. 1424	.8
Steelworkers of America, United		Clovis Fed. of Teachers No. 1463	.8
United Steelworkers 44	.1	Berkeley Faculty No. 1474	.122
United Steelworkers No. 515	.176	Early Childhood Fed. Tchrs No. 1475	.772
United Steelworkers No. 1304	.46	Jefferson Fed. of Teachers No. 1481	.382
United Steelworkers No. 1440	.226	San Mateo CC Fed. of Tchrs No. 1493	.433
United Steelworkers No. 1981	.56	Freemont Fed. of Teachers No. 1494	.27
United Steelworkers No. 2018	.163	L.A. College Guild No. 1521	4,168
United Steelworkers No. 2571	.37	State Center Fed. of Teachers No. 1533	.286
United Steelworkers No. 4997	.57	Peralta Fed. of Teachers No. 1603	.473
United Steelworkers No. 5038	.36	United Professors of Marin No. 1610	.371
United Steelworkers No. 5460	.651	Santa Maria Fed. Schl Empls No. 1617	.4
United Steelworkers No. 5504	4,838	San Juan Fed. of Teachers No. 1743	.3
United Steelworkers No. 5632	.200	Antelope Valley Fed. of Tchrs No. 1793	.35
United Steelworkers No. 5649	6,851	Newport/Mesa Fed. of Tchrs No. 1794	.407
United Steelworkers No. 5726	.449	Ventura CC Fed. of Teachers No. 1828	.994
United Steelworkers No. 6615	.507	Bakersfield Fed. of Teachers No. 1866	.27
United Steelworkers No. 6703	.634	Petaluma Fed. of Teachers No. 1881	.307
United Steelworkers No. 6966	.562	Diablo Valley Fed. of Tchrs. No. 1902	.25
United Steelworkers No. 7307	.805	Coast Fed of Educators No. 1911	.319
United Steelworkers No. 7524	.54	Gilroy Fed. of Teachers No. 1921	.110
United Steelworkers No. 7600	1,398	San Diego Comm. Coll. Guild No. 1931	.475
United Steelworkers No. 7631	.43	Sweetwater Fed. of Teachers No. 1932	.4
United Steelworkers No. 7890	.18	Pajaro Valley Fed. of Tchrs. No. 1936	.472
United Steelworkers No. 8049	.87	Santa Rosa CC Fed. of Tchrs No. 1946	.76
United Steelworkers No. 8065	.143	UC Riverside Teachers No. 1966	.61
United Steelworkers No. 8433	.67	Tamalpais Fed. of Teachers No. 1985	.69
United Steelworkers No. 8599	.452	Novato Fed. of Teachers No. 1986	.270
United Steelworkers No. 8844	.167	U.C.L.A. Faculty No. 1990	.169
United Steelworkers No. 8957	.132	Pittsburg/Antioch Fed. of Tchrs No. 2001	.67
Teachers, American Federation of		Morgan Hill Fed. of Tchrs. No. 2022	.389
Sacramento Fed. of Teachers No. 31	.6	UC Davis Teachers No. 2023	.63
United Educators of S.F. No. 61	4,810	Ukiah Fed of Teachers No. 2025	.5
San Diego Fed. of Teachers No. 370	.19	Grtr Santa Cruz Fed. of Tchrs No. 2030	.351
Bassett Fed. of Teachers No. 727	.10	UC San Diego Faculty No. 2034	.117
United Teachers of Oakland No. 771	.164	Santa Paula Fed. of Teachers No. 2071	.98
Richmond Fed. of Teachers No. 866	.39	Chino Fed. of Teachers No. 2086	.9
Fresno Fed. of Teachers No. 869	.1	Ojai Fed. of Teachers No. 2119	.145
San Jose Fed. of Teachers No. 957	.117	S.F. CC Fed of Teachers No. 2121	.707
Salinas Valley Fed. of Tchrs. No. 1020	.411	UC Santa Barbara Teachers No. 2141	.72
United Teachers of L.A. No. 1021	6,498	Enterprise Fed. of Teachers No. 2166	.4
Pasadena Fed. of Teachers No. 1050	.31	UC Santa Cruz Teachers No. 2199	.66
San Rafael Fed. of Teachers No. 1077	.47	Torrance Fed. of Teachers No. 2206	.6
Berkeley Fed. of Teachers No. 1078	.479	Carpinteria Fed. of Teachers No. 2216	.97
Santa Barbara Fed. of Tchrs. No. 1081	.83	Galt Fed. of Teachers No. 2219	.63
Long Beach Fed. of Teachers No. 1263	.10	Corcoran Fed. of Teachers No. 2220	.4
Oxnard Fed. of Teachers No. 1273	.915	UC Irvine Teachers No. 2226	.49
Escondido Fed. of Teachers No. 1278	.10	S.F. Archdiosn. Fed. of Tchrs No. 2240	.121
San Leandro Fed. of Teachers No. 1285	.8	Coachella Valley Fed. of Tchrs No. 2247	.182
Stockton Fed. of Teachers No. 1287	.13	Placer-Nevada Teachers No. 2267	.27
Napa Fed. Classroom Teachers No. 1336	.2	Glendale CC Fed. of Tchrs No. 2276	.246
Culver City Fed of Teachers No. 1343	.37	Los Rios CC Fed of Tchrs No. 2279	.712
Oceanside/Carlsbad Teachers No. 1344	.2	ABC Fed. of Teachers No. 2317	.783
		Poway Fed. of Teachers No. 2357	1,049
		Turlock Fed. of Teachers No. 2424	.90

International and Local	Per Capita Paid Membership
Lompoc Fed. of Teachers No. 3151 . . . . .	.37
Ocean View Fed. of Teachers No. 3174 . . . . .	.3
Sonora H.S. Fed. of Teachers No. 3187 . . . . .	.75
Ohlone Coll. Fed. of Teachers No. 3200 . . . . .	.4
Palmdale Fed. of Teachers No. 3210 . . . . .	.13
Lemoore Fed. of Teachers No. 3219 . . . . .	.51
Barstow Fed. of Teachers No. 3258 . . . . .	.13
Jefferson Elem. School Tchrs No. 3267 . . . . .	.250
Laton Fed. of Teachers No. 3278 . . . . .	.36
Azusa Fed. of Teachers No. 3298 . . . . .	.4
Conejo Fed. of Teachers No. 3299 . . . . .	.4
San Bruno Fed. of Teachers No. 3330 . . . . .	.6
El Rancho Fed of Teachers No. 3467 . . . . .	.285
Weaver Fed. of Teachers No. 3484 . . . . .	.29
Compton CC Fed. of Tchrs. No. 3486 . . . . .	.185
Paso Robles Fed. of Teachers No. 3553 . . . . .	.59
Rescue Fed. of Teachers No. 3581 . . . . .	.98
Evergreen Fed. of Teachers No. 3688 . . . . .	.34
Stony Creek Fed. of Teachers No. 3873 . . . . .	.10
Mt. Empire Fed. of Tchrs No. 3886 . . . . .	.68
N. Mont. Cnty Fed. of Tchrs No. 4008 . . . . .	.242
Santa Paula Fed. of Teachers No. 4044 . . . . .	.53
Napa County Fed. of Teachers No. 4067 . . . . .	.84
Oakwood Faculty Assn No. 4128 . . . . .	.37
Buckley Schools Fed. No. 4163 . . . . .	.9
University of S.F. Faculty No. 4269 . . . . .	.242
San Diego Adult Educators No. 4289 . . . . .	.464
Mendocino Cnty Fed. Tchrs. No. 4345 . . . . .	.60
Cabrillo CC Fed. of Teachers No. 4400 . . . . .	.279
Horicon Elem. Fed. of Tchrs No. 4415 . . . . .	.14
Anderson Fed. of Teachers No. 4421 . . . . .	.22
Ventura Cnty Fed. Schl Empls No. 4434 . . . . .	.97
Palomar CC Classif. Empls No. 4522 . . . . .	.106
Lassen Coll. Fed. of Tchrs No. 4523 . . . . .	.29
Lawndale Fed. Class. Empls No. 4529 . . . . .	.129
United Classif. Empls Cuesta No. 4606 . . . . .	.72
Feather River CC Fed. Tchrs No. 4615 . . . . .	.23
San Mateo Adult Fed. of Tchrs No. 4681 . . . . .	.31
Antelope Vly CC Clas. Empls No. 4683 . . . . .	.156
Naval Tech. Training Instruc.No. 4727 . . . . .	.73
United Fed. of Clas. Empls No. 4794 . . . . .	.246
Shaffer Fed. of Teachers No. 4812 . . . . .	.18
Aromas/S. Juan Fed. of Tchrs No. 4830 . . . . .	.24
Lemoore Fed. Classif. Empls No. 4870 . . . . .	.26
Westridge Fed. of Teachers No. 4886 . . . . .	.31
Evergreen Elem. Fed. Tchrs. No. 4892 . . . . .	.15
Cuesta Coll. Fed. Teachers No. 4909 . . . . .	.127
Gold Trail Fed. of Teachers No. 4911 . . . . .	.16
Sonoma Cnty Fed. of Tchrs. No. 4915 . . . . .	.37
McKinley Fed. of Teachers No. 4938 . . . . .	.9
Yuba College Teachers No. 4952 . . . . .	.84
Ft. Sage Fed. of Teachers No. 4964 . . . . .	.23
CA Fed of Teachers No. 8004 . . . . .	.105

Teamsters, Chauffeurs, Warehousemen & Helpers of America, Int'l Brotherhood of Telephone Employees No. 920

International and Local	Per Capita Paid Membership
Sales, Delivery Drivers No. 14 . . . . .	.39
N. California Mailers No. 15 . . . . .	.84
Bldg Mater, Const, Indu. Tmstrs No. 36 . . . . .	.63
Teamsters, Auto Truck Drivers No. 70 . . . . .	.732
Teamsters Automotive Empls No. 78 . . . . .	.394
Teamsters & Auto Truck Drivers No. 85 . . . . .	.240
Tmstrs, Chauffeurs, Wrhsmn No. 166 . . . . .	.184
Chauffeurs, Tmstrs. Helpers No. 186 . . . . .	.89
Bldg Mater, Construc. Tmstrs No. 216 . . . . .	.68
Milk Drivers & Dairy Empls No. 226 . . . . .	.29
Retail Delivery Drivers No. 278 . . . . .	.316
Freight, Construc, Gen. Drvrs No. 28 . . . . .	.548
Construc, Bldg Mater. Wrkrs No. 291 . . . . .	.83
Sales Deliv. Drvrs., Wrhsmn No. 296 . . . . .	.492
Milk Drivers & Dairy Empls No. 302 . . . . .	.115
Gen. Truck Drvrs, Wrhsmn No. 315 . . . . .	.406
Sanitary Truck Drivers No. 350 . . . . .	.216
Teamsters, Warehousemen No. 381 . . . . .	.47
Package & Gen. Utility Drvrs No. 396 . . . . .	.282
Bldg Mater, Dump Truck DrvrsNo. 420 . . . . .	.107
Bakery Wagon Drvrs & Slsmn No. 432 . . . . .	.110
Automo, Allied Indust. Empls No. 481 . . . . .	.71
Bakery Wagon Drivers & Slsmn No. 484 . . . . .	.99
Teamsters, Chauffers, Wrhsmn No. 490 . . . . .	.475
Teamsters Automotive Wkrs No. 495 . . . . .	.276
Teamsters, Chauffers, Wrhsmn No. 542 . . . . .	.178
Teamsters Automotive Wkrs No. 576 . . . . .	.165
General Warehousemen No. 598 . . . . .	.121
Gen. Truck Drivers,Wrhsmn No. 624 . . . . .	.373
Food, Indus. Bev.Wrhse Drvrs No. 630 . . . . .	.396
Teamsters, Chauffeurs Wrhsmn No. 631 . . . . .	.121
Teamsters, Automotive Empls No. 665 . . . . .	.394
Slsdrvrs, Helpers, Dairy Wkrs No. 683 . . . . .	.60
Gen. Truck Drvrs, Chauffeurs No. 692 . . . . .	.144
Whsle Delivery Drivers No. 848 . . . . .	.114
Wrhse, Mail Ord. Retail Empls No. 853 . . . . .	.802
Freight Chkrs, Cler. Empls No. 856 . . . . .	.847
Gen. Teamsters, Warehsmn. No. 890 . . . . .	.255
Brwry, Soda, Min. Water Btlrns No. 896 . . . . .	.89
Tmstrs, Pub, Prof. Med. Empls No. 911 . . . . .	.200
General Teamsters, Packers No. 912 . . . . .	.170
Newspaper, Periodical Drivers No. 921 . . . . .	.111
Misc. Warehousemen, Drivers No. 986 . . . . .	.800
Prof., Clerical, Misc. Empls No. 995 . . . . .	.148
Airline, Aerospace Empls No. 2707 . . . . .	.122

Theatrical Press Agents
Theatrical Press Agents No. 18032 83

Transit Union, Amalgamated
Amalgamated Transit No. 192 1,549
Amalgamated Transit No. 256 520
Amalgamated Transit No. 265 1,378
Amalgamated Transit No. 276 169
Amalgamated Transit No. 1027 147
Amalgamated Transit No. 1277 1,719
Bus Drivers Union No. 1309 954

**International
and
Local****Per Capita
Paid
Membership**

Amalgamated Transit No. 1555	.586
Amalgamated Transit No. 1574	.384
Amalgamated Transit No. 1575	.333
Amalgamated Transit No. 1589	.420
Amalgamated Transit No. 1605	.137
Amalgamated Transit No. 1617	.106

Transport Workers Union of America

S.E.A.M. Transport Workers No. 200	.142
Air Transport Workers No. 502	1,448
Transport Workers No. 505	.381
Transport Workers Union No. 250-A	1,524

Utility Workers Union of America

Utility Workers No. 132	3,923
Utility Workers No. 160	.60
Utility Workers No. 246	.725
Utility Workers No. 259	.185
Utility Workers No. 283	.31

Building & Construction Trades Councils

Alameda Building Construction Trades Council
 Contra Costa Building Trades Council
 Fresno/Madera Building Trades Council
 Humboldt/Del Norte Building Trades Council
 Imperial Building Construction Trades Council
 Kern/Inyo/Mono Building Trades Council
 L.A./Orange Bldg. Construction Trades Council
 Marin Building Construction Trades Council
 Monterey/Santa Cruz Building Trades Council
 Napa/Solano Building Trades Council
 N.E. California Bldg. Constr. Trades Council
 Sacramento/Sierra Bldg. Constr. Trades Cncl.
 San Bernardino/Riverside Bldg. Trades Council
 San Diego Bldg. Construction Trades Council
 San Francisco Bldg. Constr. Trades Council
 San Joaquin Building Trades Council
 San Mateo Bldg. Construction Trades Council
 S. Barbara/S. L. Obispo Bldg. Trades Council
 Santa Clara/San Benito Building Trades Cncl.
 Sonoma/Mendocino/Lake Bldg. Trades Council
 Stanis./Merced/Toulumne Bldg. Trades Council
 Ventura Building Construction Trades Council

California State Councils

CA State Building Construction Trades Council
 CA State Council of Carpenters
 CA State Association Electrical Workers
 CA/Nevada Conference Operating Engineers
 CA State Council of H.E.R.E.
 CA State Association Letter Carriers
 CA Conference of Machinists
 CA Conference of Musicians Locals
 CA State Conference of Painters
 CA State Conf. Plasterers & Cement Masons
 CA State Council Roofers (CA, HI, NV)
 CA State Council of Service Employees

**International
and
Local**

CA Federation of Teachers
 CA State Theatrical Federation
 CA State Conference Transport Workers

Central Labor Councils

Alameda C.L.C.
 Butte & Glenn Counties C.L.C.
 Contra Costa C.L.C.
 Five Counties C.L.C.
 Fresno/Madera C.L.C.
 Humboldt/Del Norte C.L.C.
 Kern/Inyo/Mono Counties C.L.C.
 Los Angeles Federation of Labor
 Marin County Labor Council
 Marysville C.L.C.
 Merced/Mariposa C.L.C.
 Napa/Solano C.L.C.
 Sacramento C.L.C.
 San Bernardino/Riverside C.L.C.
 San Diego/Imperial C.L.C.
 San Francisco Labor Council
 San Joaquin/Calaveras Counties C.L.C.
 San Mateo C.L.C.
 Santa Cruz C.L.C.
 Sonoma/Mendocino/Lake C.L.C.
 Stanislaus/Tuolumne C.L.C.
 Tri-Counties C.L.C.
 Tulare/Kings C.L.C.

Councils

CWA Northern California-Nevada Council
 CWA Coastal Valley Council
 CWA S. California Council
 CA Professional Firefighters
 U.F.C.W. Region 8 States Council
 San Francisco Reg. Council No.147, AFGE
 Hollywood, Film, Broadcast Council
 Southern California Maritime Ports Council
 San Francisco Maritime Trades Port Council
 Bay Cities Metal Trades Council
 Federal Employees Metal Trades Council
 Metal Trades Council of Southern California
 California American Postal Workers Union
 N. California Allied Printing Trades Council
 Western States Sheet Metal Council
 United Sugar Workers Council of California
 United Transportation Union Enginemen
 Los Angeles Union Label Council
 Union Label Section of San Francisco.

District Councils

Bay Counties District Council Carpenters
 Central California District Council Carpenters
 Southern California District Council Carpenters
 Sacramento District Council Carpenters
 Gold Coast District Council Carpenters
 C.W.A. Council District No. 9

**International
and
Local**

Pacific Northwest District Council UNITE!
 Southwest District Council UNITE!
 District Council of Iron Workers
 N. California District Council of Laborers
 CA Region Public Employees District Council
 S. California District Council of Laborers
 N. Calif. District Council of Longshoremen
 Southern California District Council ILWU
 Machinists District Lodge No. 94
 Machinists District Lodge No. 141
 Machinists District Lodge No. 190
 Machinists District Lodge No. 725
 Machinists District Lodge No. 777
 Oil & Chemical District Council #1
 Bay Counties District Council Painters No. 8
 Painters District Council No. 16
 Painters District Council No. 36
 Pipe Trades District Council No.16
 Pipe Trades District Council No. 36
 N. California District Council of Plasterers
 S. California District Council of Laborers
 Teamsters' Joint Council No. 7
 Joint Council of Teamsters No. 42

Joint Boards

Joint Executive Conference Electrical Workers
 N. Calif. Jnt Council Service Empls No. 2
 California Conference Board of A.T.U.

New Affiliations

May 1, 1994 - April 30, 1996

Carpenters and Joiners of America, United Brotherhood of

Carpenters No. 3510/1/95
 N.CA Millwrights No. 1023/1/96
 Carpenters No. 15211/1/95
 Carpenters No. 18011/1/95
 Carpenters No. 2178/1/95
 Carpenters No. 4059/1/94
 Carpenters No. 40911/1/95
 Carpenters No. 5056/1/94
 Carpenters No. 6056/1/94
 Carpenters No. 7019/1/95
 Carpenters No. 74311/1/95
 Carpenters No. 80311/1/95
 Lathers No. 109-L2/1/96
 Carpenters No. 110911/1/95
 Carpenters No. 12353/1/96
 Carpenters No. 14181/1/96
 Carpenters No. 152212/1/95
 Carpenters No. 203512/1/95
 Lumber, Prod., Ind. Wkrs No. 2749 ...11/1/95

Communications Workers of America

Communications Wkrs No. 78181/1/96

**International
and
Local** **Date**

Fire Fighters, Int'l. Association of
 United Firefrts of Lodi No. 1225 ...10/1/95
 Ceres DPS Firefrts Assn No. 3307 ...7/1/95
 Vacaville Firefighters No. 35018/1/94
 Aptos/La Selva Firefrts No. 3535 ...5/1/94
 San Ramon Vly FF. Assn No. 3546 ...9/1/94
 S. Clemente Firemen's Assn No. 3549 ..7/1/94
 Loma Linda Prof. FF. Assn No. 3603 ..9/1/95
 S.Cruz Cnty Cent. Fire Dist. No. 3605 ..12/1/94
 Montclair Firefighters Assn No. 3608 ..5/1/95
 Monterey Park Firefrts No. 36253/1/95
 San Marino Firefighters No. 3626 ...3/1/95
 Orange Cnty Prof. Firefrts No. 3631 ..7/1/95
 S. Pasadena Firefighters No. 3657 ...10/1/95
 Rialto Prof. Firefighters No. 3688 ...12/1/95

Flight Attendants, Assn of

Assn Flight Attendants Cncl 116/1/95
 Assn Flight Attendants Cncl 128/1/95
 Assn Flight Attendants Cncl 4711/1/95

Glass, Molders, Pottery, Plastics and Allied Workers Int'l. Union

Glass, Molders, Pottery No. 474/1/95

Government Employees, American Federation of

Amer. Fed. of Govt Empls No. 490 ...10/1/95
 Amer. Fed. of Govt Empls No. 505 ...11/1/95
 Amer. Fed. of Govt Empls No. 1122 ...4/1/96
 Amer. Fed. of Govt Empls No. 1159 ...2/1/96
 Amer. Fed. of Govt Empls No. 1200 ..12/1/95
 Amer. Fed. of Govt Empls No. 1203 ..12/1/95
 Amer. Fed. of Govt Empls No. 1399 ..10/1/95
 Amer. Fed. of Govt Empls No. 1406 ...9/1/95
 Amer. Fed. of Govt Empls No. 1931 ...9/1/95
 Amer. Fed. of Govt Empls No. 2003 ..12/1/95
 Amer. Fed. of Govt Empls No. 2654 ...9/1/95

Hotel Employees & Restaurant Employees Int'l. Union

Hotel & Restaurant Empls No. 531 ...8/1/94
 Hotel & Restaurant Empls No. 535 ...3/1/96

Longshoremen's & Warehousemen's Union, Int'l

Inlandboatmen—S.CA Region10/1/94

Machinists and Aerospace Workers, Int'l. Association of

Machinists Lodge No. 2511/1/95
 Machinists Lodge No. 1028/1/95
 Machinists Lodge No. 2018/1/95
 Machinists Lodge No. 3898/1/95
 Machinists Lodge No. 5751/1/96
 Machinists Lodge No. 6532/1/96
 Machinists Lodge No. 7261/1/96

**International
and
Local****Date**

Machinists Lodge No. 7551/1/96
 Machinists Lodge No. 8121/1/96
 Machinists Lodge No. 9061/1/96
 Machinists Lodge No. 9641/1/96
 Woodworkers Lodge No. W-989/1/94
 Machinists Lodge No. 11251/1/96
 Machinists & Aero. Wkrs No. 1528 ..9/1/95
 Machinists Lodge No. 19108/1/95
 Machinists Lodge No. 19307/1/95
 Machinists Lodge No. 19577/1/95
 Machinists Lodge No. 19801/1/96
 Machinists Lodge No. 22251/1/96
 Machinists Lodge No. 22261/1/96
 Machinists Lodge No. 22271/1/96
 Machinists Lodge No. 22281/1/96
 Machinists Lodge No. 22311/1/96
 Woodworkers Lodge No. W-4695/1/94

Marine Engineers' Beneficial Assn, Nat'l

CA Assn of Professional Empls4/1/95

**Needletrades, Industrial & Textile Empls,
Union of**

UNITE! No. 2701/1/95

**Plumbing and Pipe Fitting Industry of the
U.S. and Canada, United Assn. of
Journeymen and Apprentices of the**

Plumbers No. 15912/1/95

Service Employees Int'l Union

Service Empls No. 1024/1/95
 Cemetery Wkrs, Grns. No. 2656/1/94
 Pari-Mutuel Empls Guild No. 280 ...5/1/95
 Service Empls No. 75210/1/94
 Service Empls No. 19264/1/95
 Service Empls No. 790-A11/1/94

**State, County and Municipal Employees,
American Federation of**

Siskiyou County Empls No. 3899 ...5/1/94
 Windsor Municipal Empls No. 3910 ..7/1/94
 Ala./C. Csta Transit Empls No. 3916 ..4/1/95
 United Domestic Wkrs7/1/94
 Cathedral City Empls No. 39617/1/95
 E.Bay Parks P.S. Empls No.39681/1/95
 Fed. of Pub. Sector Wkrs No. 3991 ..12/1/95
 BART Suprv, Prof. Assn No. 3993 ...10/1/95

Steelworkers of America, United

Steelworkers No. 4411/1/95

Teachers, American Federation of

Lemoore Fed. Class. Empls No. 4870 ..5/1/94
 Westridge Fed. of Tchrs. No. 4886 ..7/1/94
 Evergreen Elem. Teachers No. 4892 ..7/1/94
 Cuesta Coll. Fed. of Tchrs. No. 4909 ..11/1/94

**International
and
Local****Date**

Gold Trail Fed. of Tchrs. No. 4911 ..1/1/96
 Snma Cnty Fed. of Tchrs. No. 4915 ..7/1/95
 McKinley Fed. of Tchrs. No. 4938 ..10/1/95
 Yuba College Teachers No. 4952 ...11/1/95
 Ft. Sage Fed. of Teachers No. 4964 ...2/1/96

Councils

UFCW Region 8 States Cncl10/1/95

District Councils

S. CA District Cncl ILWU9/1/94
 Machinists District Lodge No. 777 ..7/1/95

Reinstatements

May 1, 1994 - April 30, 1996

Auto Workers, United

United Auto Wkrs, Region 6, CAP ..3/28/96

**Carpenters and Joiners of America, United
Brotherhood of**

Hardwood Floor Layers No. 1861 ...10/6/95

Farm Workers of America, AFL-CIO, United

United Farm Wkrs, AFL-CIO5/26/95

Fire Fighters, Int'l. Association of

Mare Island Prof. Fireftrs No. F-48 ..9/23/94
 Salinas Firefighters No. 127010/1/94

**Food and Commercial Workers, Int'l. Union,
United**

UFCW Wkrs No. 1011/31/96

**Government Employees, American
Federation of**

AFGE No. 38549/26/94

Transit Union, Amalgamated

Amalg. Transit Union No. 16173/22/96

Disbanded

May 1, 1994 - April 30, 1996

**Glass, Molders, Pottery, Plastics and Allied
Workers Int'l. Union**

Glass, Molders, Pottery No. 1146/1/95

Steelworkers of America, United

Steelworkers No. 53665/1/94

Teachers, American Federation of

Sequoia Fed. of Teachers No. 1163 ..9/1/92
 Simi Vly Fed. of Teachers No. 1773 ..2/1/96
 San Ysidro Fed. of Tchrs. No. 3211 ..3/1/96
 Butte Coll. Fed. of Tchrs. No. 3693 ..9/4/94

International and Local

Date International and Local Date

District Councils
 N. Ca/N. NV Pipe Trades Dist. Council
 No. 511/1/95

Painters and Allied Trades of the U.S. and Canada, Int'l. Brotherhood of
 Painters No. 68612/1/95

Exonerations
May 1, 1994 - April 30, 1996

Grain Millers, American Federation of
 Grain Millers No. 593/1/96-4/30/96

Police Associations, Int'l Union of
 Long Beach Police Officers No. 42 ..7/1/94

Marine Engineers' Beneficial Assn.
 American Maritime Officers ..1/1/96-4/30/96

Professional Athletes, Federation of
 Anaheim Rams9/1/95

Office and Professional Employees Int'l. Union
 Offc. & Prof. Empls No. 29 ..4/1/96-4/30/96

Stage Employees and Moving Picture Machine Operators of the U.S. and Canada, Int'l. Alliance of Theatrical
 Publicists' Guild, IATSE No. 818 ...11/1/94

Service Employees Int'l Union
 Health Care Wkrs No. 250 ...1/1/96-4/30/96

State, County and Municipal Employees, American Federation of
 AFSCME No. 1225/1/94
 AFSCME No. 10178/1/94
 AFSCME No. 12438/1/94
 AFSCME No. 16345/1/94

Withdrawals
May 1, 1994 - April 30, 1996

Auto Workers, United
 United Auto Wkrs, Region 6, CAP ..2/1/95

Train Dispatchers Assn., American
 Amer. Train dispatchers Dept. BLE ..10/1/94

Carpenters and Joiners of America, United Brotherhood of
 Hardwood Floor Layers No. 1861 ...5/1/94

Transit Union, Amalgamated
 Amalg. Transit Union No. 161710/1/94

Farm Workers of America, AFL-CIO, United
 United Farm Wkrs, AFL-CIO6/1/94

District Councils
 Golden Gate Dist. Cncl Lathers11/1/94

Food and Commercial Workers, Int'l. Union, United
 UFCW No. 1019/1/94
 UFCW Wkrs No. 7704/1/95
 UFCW Sugar Wkrs No. 174-D1/1/96
 UFCW No. 10361/1/95

Fed. of Retired Union Members
 Alameda CLC FORUM8/1/95
 Contra Costa CLC FORUM8/1/95
 Los Angeles Fed. FORUM8/1/95
 San Diego-Imperial CLC FORUM ..8/1/95
 San Francisco Labor Cncl FORUM ..8/1/95
 San Mateo CLC FORUM8/1/95
 Six Counties FORUM8/1/95
 South Bay CLC FORUM8/1/95

Garment Workers of America, United
 United Garment Wkrs No. 12512/1/94

Union Retiree Organizations
 S. CA Retired Carpenters' Club8/1/95
 IBEW No. 11 Retirees' Club8/1/95
 IBEW No. 180 Retirees' Club8/1/95
 IBEW No. 595 Retirees' Club8/1/95
 IBEW No. 1245 Retirees' Club8/1/95
 UFCW No. 101 Retirees' Club8/1/95
 UFCW No. 428 Retirees' Club8/1/95
 UFCW No. 648 Retirees' Club8/1/95
 UFCW No. 870 Retirees' Club8/1/95
 UFCW No. 1036 Retirees' Club8/1/95
 GMPPAW (No. 137) Rtrs' Br No. 7 ..8/1/95
 GCIU (No. 777) Rtrs' Chptr No. 11 ..8/1/95
 HERE No. 2 Retirees' Assn8/1/95
 OPEIU No. 3 Active Retirees' Club ..8/1/95
 OPEIU No. 29 Retirees' Club8/1/95

Glass Wkrs Union, American Flint and
 Amer. Flint & Glass Wkrs No. 139 ..12/1/94

Machinists and Aerospace Workers, Int'l. Association of
 Machinists Lodge No. 2527/1/95

Marine Engineers' Beneficial Assn., Nat'l
 CA Assn of Professional Empls3/1/93

Musicians of the United States and Canada, American Federation of
 Musicians No. 6161/1/95

International and Local	Date	International and Local	Date
SEIU No. 660 Seniors' Assn . . . . .	.8/1/95	L.A./Orange Cos Fftrs No. 1014	10/1/94
S.F. Teachers No. 61 Rtrs' Chapter . . .	.8/1/95	Alameda Cnty Firefighters No. 1428 merged into	
Tmstrs. Nos. 386/439/601/748 Rtrs . . .	.8/1/95	Ala.Co/Oak/Emryvl Fftrs No. 55	1/1/96
Teamsters No. 490 Retirees' Club . . .	.8/1/95	Union City Fireftrs Assn. No. 1946 merged into	
S. CA Teamster Retirees' Assn . . . . .	.8/1/95	Fremont Firefighters No. 1689	7/1/94
Transp. Wkrs No. 502 Retirees' Assn . .	.8/1/95	Morgan Hill Prof. Fireftrs No. 2978 merged into	
Typog. No. 21 Retirees' Club, Inc. . . .	.8/1/95	Santa Clara Cnty Fftrs No. 1165	10/1/95

Mergers

May 1, 1994 - April 30, 1996

Carpenters and Joiners of America, United Brotherhood of

Carpenters No. 316
and
Carpenters & Joiners No. 1280
merged together to become
Carpenters No. 4051/1/93

Carpenters & Joiners No. 771
and
Carpenters No. 829
merged together to become
Carpenters No. 5056/1/94

Carpenters & Joiners No. 925
and
Carpenters & Joiners No. 1323
merged together to become
Carpenters No. 6056/1/94

Chemical Workers Union, Int'l

Chemical Wkrs No. 62
merged into
Chemical Wkrs No. 2947/1/95

Communications Workers of America

Communications Wkrs No. 9403
merged into
Communications Wkrs No. 940012/1/95

Communications Wkrs No. 9409
merged into
Communications Wkrs No. 942312/1/95

Electrical Workers, Int'l Brotherhood of

Electrical Wkrs No. 591
merged into
Electrical Wkrs No. 5954/1/94

Fire Fighters, Int'l. Association of

Pomona Firefighters Assn No. 1156
merged into

Union City Fireftrs Assn. No. 1946
merged into
Fremont Firefighters No. 16897/1/94

Morgan Hill Prof. Fireftrs No. 2978
merged into
Santa Clara Cnty Fftrs No. 116510/1/95

Riverbank Fireftrs Assn. No. 3364
merged into
Stanislaus Consolid. Fftrs No. 3399 . . .4/1/95

S. Clemente Firemen's Assn. No. 3549
merged into
L.A./Orange Cos Fireftrs No. 1014 . . .9/1/94

Food and Commercial Workers, Int'l. Union, United

UFCW Meat Cutters No. 439
merged into
United Food & Comm. Wkrs No. 1167
(unaffil.)2/1/95

Hotel Employees & Restaurant Employees Int'l. Union

Hotel & Restaurant Empls No. 28
and
Hotel & Restaurant Empls No. 50
merged together to become
Hotel & Rest. Empls No. 28506/1/94

Laborers' Int'l Union of North America

Laborers No. 439
merged into
Laborers No. 3008/1/94

Machinists and Aerospace Workers, Int'l. Association of

Technical & Office Wkrs No. 322
merged into
Electronic Machinists No. 54711/1/95

Machinists No. 540
merged into
Machinists No. 15964/1/95

Machinists No. 749
merged into
Machinists No. 82110/1/95

Automotive Machinists No. 1305

International and Local	Date	International and Local	Date
merged into Peninsula Auto Mechs No. 1414 . . . . .	.7/1/95	and Plasterers & Cem. Masons No. 741 merged together to become Cement Masons No. 600 . . . . .	.11/1/95
Machinists No. 1327 merged into Peninsula Auto Mechs. No. 1414 . . . . .	.7/1/95	Plumbing and Pipe Fitting Industry of the U.S. and Canada, United Assn. of Journeyman and Apprentices of the Plumbers & Fitters No. 471 merged into Plumbers No. 290 (unaffil.) . . . . .	.2/1/94
Machinists No. 1939 merged into Mechanics & Machs No. 1824 . . . . .	.11/1/95	Service Employees Int'l Union Service Empls No. 102 and Service Empls No. 1926 merged together to become Service Empls No. 2028 . . . . .	.7/1/95
Machinists & Mechanics No. 1983 merged into Mechanics & Machs No. 1824 . . . . .	.11/1/95	United Stanford Wkrs No. 680 merged into Service Empls No. 715 . . . . .	.9/1/95
Machinists & Aerosp. Wkrs No. 727-L merged into Machs & Aerosp. Wkrs No. 727-N . . . . .	.2/1/95	Teamsters, Chauffeurs, Warehousemen & Helpers of America, Int'l Brotherhood of Retail Delivery Drivers No. 588 merged into Teamsters, Auto. Empls No. 78 . . . . .	.9/1/95
Musicians of the United States and Canada, American Federation of Musicians Protective Union No. 541 merged into Musicians No. 292 . . . . .	.6/1/94	Teamsters, Warehouse Empls No. 860 merged into Whrse, Mail Ord'r, Retail No. 853 . . . . .	.1/1/94
Oil, Chemical & Atomic Wkrs Int'l Union Oil & Chemical Wkrs No. 1-128 and Oil & Chemical Wkrs No. 1-547 merged together to become Oil & Chemical Wkrs No. 1-675 . . . . .	.3/1/95	Councils Sacto. Allied Printing Trds Cncl merged into N.CA Allied Printing Trades Cncl . . . . .	.1/1/92
Painters and Allied Trades of the U.S. and Canada, Int'l. Brotherhood of Painters & Tapers No. 15 merged into Painters & Decorators No. 913 . . . . .	.4/1/95	District Councils Machinists Dist. Lodge No. 115 merged into Machinists Dist. Lodge No. 190 . . . . .	.1/1/95
Painters No. 560 merged into Painters No. 376 (unaffil.) . . . . .	.5/1/95	AFSCME District Cncl No. 10 merged into AFSCME District Cncl No. 57 . . . . .	.11/1/94
Painters No. 1026 merged into Painters No. 272 (unaffil.) . . . . .	.1/1/95		
Painters No. 1226 merged into Painters Dist. Cncl No. 36 . . . . .	.10/1/94		
Painters No. 1627 merged into Painters No. 775 (unaffil.) . . . . .	.1/1/95		
Plasterers' & Cement Masons' Int'l Assn of the U.S. & Canada, Operative Cement Masons No. 627			

Summary of Membership

May 1, 1994 - April 30, 1996

Labor Unions 5/1/94	1,082
Labor Councils, Retiree Orgs. 5/1/94	132
TOTAL	1,214

Labor Unions Newly Affiliated to 4/30/96 .....	.111
Labor Councils, Retiree Orgs. ....	.3
TOTAL AFFILIATION	1,328

Mergers, Withdrawals, Etc.

May 1, 1994 - April 30, 1996

Mergers	
Labor Unions .....	.37
Labor Councils, Retiree Orgs. ....	.2

Withdrawals

Labor Unions .....	.22
Labor Councils, Retiree Orgs. ....	.31

Disbanded

Labor Unions .....	.6
Labor Councils, Retiree Orgs. ....	.1

TOTAL UNIONS .....	.65
TOTAL COUNCILS .....	.34
TOTAL .....	.99

Labor Unions 4/30/96	1,128
Labor Councils 4/30/96	101

TOTAL UNIONS AND COUNCILS ...	1,229
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REPORT OF AUDITORS

California Labor Federation, AFL-CIO

San Francisco, California

We have audited the accompanying individual and combined statements of cash and short-term investment balances of the California labor Federation, AFL-CIO and its Standing Committee On Political Education as of June 30, 1996, and the related individual and combined statements of cash receipts and disbursements for the two years then ended. These financial statements are the responsibility of the Federation's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

As described in Note 2, these financial statements were prepared on the basis of cash receipts and disbursements, which is a comprehensive basis of accounting other than generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly, in all material respects, the individual and combined cash and short-term investment balances of the California labor Federation, AFL-CIO and its standing Committee On Political Education as of June 30, 1996 and their individual and combined cash receipts and disbursements for the two years then ended, on the basis of accounting described in Note 2.

Coopers & Lybrand
San Francisco, California
November 1, 1996

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION**

STATEMENTS OF CASH AND SHORT-TERM INVESTMENT BALANCES

June 30, 1996

	<u>Federation</u>	<u>S.C.O.P.E.</u>	<u>Combined Total</u>
Office cash fund	\$ 300	—	\$ 300
Deposits	13,840	—	13,840
Wells Fargo Bank:			
Checking - General Treasury	100,237	\$ 320,603	420,840
Checking - Voter Registration Fund	—	302	302
Union Bank:			
Checking - Workers' Assistance Fund	57,765	—	57,765
Conference Checking - Workers' Assistance Fund . .	6,895	—	6,895
Checking - Workers' Safety Fund	41,700	—	41,700

United Labor Bank:			
Money market (interest at 2.57%)	5,364	—	5,364
Time certificate of deposit (interest at 4.92%)	11,991	—	11,991
Coast Federal Bank:			
Time certificate of deposit (interest at 5.36%)	129,765	—	129,765
Time certificate of deposit			
Voter Registration Fund			
(interest at 2.20%)	—	5,897	5,897
1st Nationwide Bank:			
Time certificates of deposit			
(interest at 5.13%)	—	46,402	46,402
Bay View Federal Bank:			
Time certificate of deposit			
(interest at 5.84%)	125,595	—	125,595
California Federal Bank:			
Time certificate of deposit			
Emergency Relief Fund			
(interest at 4.64%)	52,243	—	52,243
Time certificate of deposit			
(interest at 4.69%)	100,000	—	100,000
Glendale Federal Bank:			
Time certificate of deposit			
(interest at 4.75%)	102,559	—	102,559
Amount due to Federation from S.C.O.P.E.	4,619	(4,619)	—
	<u>\$ 752,873</u>	<u>\$ 368,585</u>	<u>\$ 1,121,458</u>

The accompanying notes are an integral part of these financial statements.

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION**

**STATEMENTS OF CASH RECEIPTS AND DISBURSEMENTS
for the two years ended June 30, 1996**

	Federation	S.C.O.P.E.	Combined Total
Cash receipts:			
Per capita payments and membership fees	\$ 3,018,444	\$ 1,023,404	\$ 4,041,848
Grants received	926,561	—	926,561
Interest earned	48,842	4,968	53,810
Newsletters	9,491	—	9,491
Scholarship reimbursements	64,500	—	64,500
Legislative conference receipts	24,780	—	24,780
Other conference receipts	59,500	—	59,500
Other receipts	5,143	—	5,143
Voter registration fund receipts	—	71,000	71,000
	<u>4,157,261</u>	<u>1,099,372</u>	<u>5,256,633</u>
Total cash receipts	<u>4,157,261</u>	<u>1,099,372</u>	<u>5,256,633</u>

Cash disbursements			
Executive salaries	308,000	—	308,000
Expenses and allowances:			
Executives	75,339	6,624	81,963
Geographical and at-large vice presidents	45,534	5,951	51,485
General office salaries	1,160,183	128,953	1,289,136
General office staff-expenses and allowances	57,549	19,032	76,581
Assistant director's salary	—	108,743	108,743
Assistant director's expenses and allowances	—	3,353	3,353
Payroll taxes	114,425	19,393	133,818
Pension plan contributions	90,392	12,719	103,111
Grant expenses	889,190	—	889,190
Auditing and accounting	39,197	2,450	41,647
Conference expenses:			
Legislative	42,893	6,112	49,005
Other	28,162	—	28,162
Contributions	58,960	297,237	356,197
Automobile expense	2,127	—	2,127
Deferred compensation	11,550	875	12,425
Furniture and office equipment	5,129	—	5,129
General insurance	33,782	5,190	38,972
Health and welfare insurance	181,913	23,237	205,150
Legal	31,325	5,186	36,511
Library	3,464	—	3,464
Maintenance	20,985	—	20,985
Bank charges	8,353	125	8,478
Newsletters	128,263	—	128,263
Office rental	302,816	—	302,816
Postage and mailing	67,019	57,282	124,301
Printing	33,225	29,639	62,864
Other professional services	94,865	5,940	100,805
Reimbursed lobbyists' expenses	34,268	—	34,268
Scholarships	98,782	—	98,782
Services	2,786	794	3,580
Stationery and supplies	90,242	—	90,242
Voter registration fund expenses	—	83,700	83,700
Taxes	3,415	2,098	5,513
Telephone and telegraph	37,138	—	37,138
General expenses	21,785	40,578	62,363
Convention expenses	86,916	16,447	103,363
Living wage coalition	4,117	—	4,117
	<u>4,214,089</u>	<u>881,658</u>	<u>5,095,747</u>
Excess (deficiency) of cash receipts over cash disbursements	(56,828)	217,714	160,886
Cash and short-term investment balances, June 30, 1994	<u>809,701</u>	<u>150,871</u>	<u>960,572</u>
Cash and short-term investment balances, June 30, 1996	<u>\$ 752,873</u>	<u>\$ 368,585</u>	<u>\$ 1,121,458</u>

The accompanying notes are an integral part of these financial statements.

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION**

NOTES TO FINANCIAL STATEMENTS

1. General:

The California Labor Federation (the Federation), a not-for-profit organization under Internal Revenue Code Section 501(c)(5), and its Standing Committee On Political Education (S.C.O.P.E.), a political action committee, receive per capita payments and membership fees from affiliated unions in California as specified in the Constitution of the Federation. In addition, the Federation and S.C.O.P.E. receive grants and other receipts which are restricted as to expenditure and are maintained in separate restricted bank accounts. These include government grants (see Note 6) and emergency relief and voter registration receipts.

2. Significant Accounting Policies:

The policy of the Federation and S.C.O.P.E. is to prepare their financial statements on the basis of cash receipts and disbursements; consequently, certain revenue and the related assets are recognized when received rather than when earned, and certain expenses and the related liabilities are recognized when paid rather than when the obligation is incurred. 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. Administrative Support:

The Federation provides certain administrative support for S.C.O.P.E., for which it incurs certain overhead expenditures. These costs are allocated to S.C.O.P.E. on a monthly basis based on management's estimate of S.C.O.P.E.'s portion of such costs. During the two years ended June 30, 1996, \$19,200 was allocated to S.C.O.P.E. for overhead expenditures, including rent, maintenance and telephone, incurred by the Federation.

Other costs incurred by the Federation directly attributable to S.C.O.P.E. activities are charged back to S.C.O.P.E. at the Federation's cost.

4. Surety Bond:

A blanket position surety bond in the amount of \$100,000 was in effect during the two years ended June 30, 1996.

5. Pension Plan:

The Federation and S.C.O.P.E. have a defined benefit pension plan covering all qualified employees. A participant's accrued benefit is determined by multiplying an amount equal to 2.5% of the participant's average monthly salary by the number of years and fractions of years of benefit service rendered by the participant as of his/her retirement date, up to a maximum of 20 years, in accordance with the terms of the Plan. The contributions by the Federation and S.C.O.P.E. to the Plan for the two years ended June 30, 1996 totalled \$90,392 and \$12,719, respectively. Employees not covered under this plan are covered by their applicable union plans. Contributions to these union plans by the Federation and S.C.O.P.E. are included in health and welfare insurance payments to the unions.

6. Grants:

The Federation is the recipient of two State of California grant awards and one federal grant award passed through the State of California Employment Development Department, which are accounted for in The Workers' Assistance Fund and Workers' Safety Fund. During the fiscal year ended June 30, 1996, the grant period for the two State of California grant

awards expired.

The federal grant award has been extended to June 1997. As a result of the expiration of the two State of California grant awards, management discontinued the Workers' Safety Fund during the year, which resulted in the Federation expending less than what it had received from state funding. As such, approximately \$33,000 of the Federation's cash balance in the Union Banking checking account for Workers' Safety Fund is restricted since this amount is to be returned to the State. These grants are subject to audits by the grantors or their representatives. Management does not expect disallowances arising from such audits, if any, to be material.

7. Cash Restrictions:

Included in the Statement of Cash and Short-Term Investment Balances as of June 30, 1996 are the following cash balances restricted by third parties:

Checking - Workers' Assistance Fund	\$ 56,000
Checking - Workers' Safety Fund	33,000
Checking - Voter Registration Fund	302
Time certificate of deposit - Voter Registration Fund	<u>5,897</u>
	<u>\$ 95,199</u>

ROLL OF DELEGATES

This comprises the completed roll of delegates to the
Twenty-first Convention of the California Labor Federation, AFL-CIO

- Actors and Artistes of America, Associated**
Actors Equity Association (310)
George Ives, 155
Carol Swarbrick, 155
AFTRA-Los Angeles (1,920)
Pamm Fair, 960
Jackie Joseph, 960
AFTRA-San Francisco (324)
Jon Fromer, 324
Screen Actors Guild (2,571)
Richard Masur, 515
Ken Orsatti, 514
Len Chassman, 514
Katherine Moore, 514
Sumi Haru, 514
- Automobile, Aerospace & Agricultural Implement Workers of America International Union, United (UAW)**
United Auto Workers, Region 6
C.A.P. (4,226)
Frank Souza, 470
Walt Sweetz, 470
Kedrick Legg, 470
Dwayne Lamoth, 470
Mike Sermenio, 470
Al Ybarra, 469
Ned Scott, 469
Stan Jones, 469
Jim Smith, 469
- Bakery, Confectionery and Tobacco Workers Int'l. Union**
Bakers No. 24 (180)
Felisa Castillo, 180
- Boilermakers, Iron Ship Bldrs., Blacksmiths, Forgers and Helpers, Int'l Brotherhood of**
Boilermakers Lodge No. 92 (450)
Dan Piraino, 450
- Carpenters and Joiners of America, United Brotherhood of**
Carpenters No. 22 (952)
Jim McPartlan, 952
Pile Drivers No. 34 (600)
Thom C. Donnelly, 600
Lathers No. 68L (426)
John Huff, 426
Carpenters No. 150 (273)
J.D. Butler, 273
Carpenters No. 209 (2,130)
Robert Almond, 710
Daniel Langford, 710
Alfred Encinas, 710
- Carpenters No. 217 (187)
Mike Knab, 187
Carpenters No. 405 (1,620)
Robert Baldini, 1,620
Carpenters No. 409 (50)
Jackie Barnett, Sr., 50
Lathers No. 440-L (282)
John M. Huff, 282
Carpenters No. 505 (385)
Daniel M. Curtin, 385
Carpenters No. 586 (482)
Jim Larsen, 482
Cabinet Makers and Millmen
No. 721 (491)
Daniel M. Curtin, 491
Carpenters No. 803 (19)
Jim Flores, 19
Carpenters No. 944 (1,008)
Frank Benson, 1,008
Carpenters No. 1147 (629)
Rodney Osborn, 629
Carpenters No. 1240 (93)
David Palmerlee, 93
Carpenters No. 1506 (857)
Michael Magallanes, 286
Mike McCarron, 286
Robert Milewsky, 285
Carpenters No. 1599 (252)
David Palmerlee, 252
Lumber, Prod., Indus. Workers
No. 2652 (36)
Larry Robinson, 36
Lumber, Produc. Industrial
Workers No. 2749 (12)
Larry Robinson, 6
Timothy Louk, 6
Carpenters No. 3074 (459)
Larry Robinson, 459
- Chemical Workers Union, International**
Chemical Workers No. 995 (179)
Gilberto Soto, 179
- Communications Workers of America, Int'l**
Communications Workers
No. 9000 (619)
Stuart Tropp, 619
Communications Workers
No. 9400 (476)
Judith A. Perez, 238
Robert Shamas, 238
- Communications Workers
No. 9404 (376)
B.V. Chiaravalle, 376
Communications Workers
No. 9410 (1,685)
Frank Tanner, 562
Joan Moore, 562
Angi Burgess, 561
Communications Workers
No. 9411 (248)
Leon Wurzer, 248
Communications Workers
No. 9412 (996)
H.C. Comer, 498
C. Cookie Cameron, 498
Communications Workers
No. 9415 (1,940)
Kathleen Kinchins, 647
Karin Hart, 647
William B. Harvey, 646
Communications Workers
No. 9421 (1,280)
James B. Gordon, Jr., 1,280
Communications Workers
No. 9423 (2,281)
Val Afanasiev, 2,281
Communications Workers
No. 9430 (456)
Charles J. Dunn, 456
Communications Workers
No. 9505 (1,704)
Ed Venegas, 426
Don Arenfeld, 426
Mary Hicks, 426
Kenn Walker, 426
Communications Workers
No. 9509 (1,211)
Timothy H. Sexton, 404
Dolly Shubert, 404
Chuck Latimer, 403
So. Calif. Typo. Mailers No. 14917
(178)
Gerald Curran, 178
Communications Workers
No. 59051 (NABET) (432)
Charles J. Dunn, 432
- Electrical Workers, Int'l. Brotherhood of**
Electrical Workers No. 6 (686)
Franz E. Glen, 229
Gerald McDermott, 229
Derek Green, 228
Electrical Workers No. 11 (4,286)
Brian Benefield, 429
Kim Craft, 429
Ted Clinton, 429
Dick Wade, 429
Patrick Owens, 429

- Marvin Kropke, 429
Stan Stosel, 428
Mark Aihara, 428
Jane Templin, 428
Red Martinez, 428
- Electrical Workers No. 18 (2,381)
Brian D'Arcy, 397
Frank Miramontes, 397
Barry Poole, 397
Ernie Vega, 397
Alex Holzman, 397
Steve Cook, 396
- Studio Electricians No. 40 (455)
Tim Dixon, 228
Patrick Maurice, 227
- Electrical Workers No. 302 (714)
Steven A. Roberti, 714
- Electrical Workers No. 332 (952)
Stew Young, 318
Paul Shaimas, 317
Alan Wieteska, 317
- Electrical Workers No. 340 (386)
Chuck Cake, 386
- Electrical Workers No. 441 (1,012)
Douglas L. Saunders, 253
Claude E. Johnson, 253
Douglas M. Chappell, Jr. 253
David E. Swantz, 253
- Electrical Workers No. 465 (946)
David A. Moore, 316
Richard Robbins, 315
John C. Hunter, 315
- Electrical Workers No. 477 (310)
Jon B. Hughes, 310
- Electrical Workers No. 551 (289)
Steven Johnson, 289
- Electrical Workers No. 569 (429)
Allen Shur, 215
Joseph C. Heisler, Jr., 214
- Electrical Workers No. 595 (1,274)
Victor K. Uno, 1,274
- Electrical Workers No. 617 (579)
Joseph P. Hogan, 1,290
Ernest H. Hills, 1,289
- Electrical Workers No. 952 (338)
David N. Tilmont, 169
Clifton R. Hammer, 169
- Electrical Workers No. 1245 (15,833)
Howard Stiefer, 1,980
James McCauley, 1,979
Jack McNally, 1,979
Dorothy Fortier, 1,979
Ed Mallory, 1,979
Michael Davis, 1,979
Eric Wolfe, 1,979
Mickey Harrington, 1,979
- Electrical Workers No. 1710 (471)
Manuel Delvalle, 236
Henry Chavarria, 235
- Engineers, Int'l. Union of Operating**
- Operating Engineers No. 3 (9,524)
- T. J. (Tom) Stapleton, 953
Donald Doser, 953
Jerry Bennett, 953
Patrick O'Connell, 953
Robert L. Wise, 952
Max Spurgeon, 952
Jim Earp, 952
Robert Miller, 952
John Bonilla, 952
Myron Pederson, 952
- Operating Engineers No. 12 (9,524)
Wm. C. Waggoner, 1,191
Frank L. Todd, 1,191
Dale I. Vawter, 1,191
Jerry Lanham, 1,191
Robert W. Dye, 1,190
Fred Young, 1,190
Patrick W. Henning, 1,190
Bob Waggoner, 1,190
- Operating Engineers No. 39 (1,420)
Art Viat, 710
Robert Hydorn, 710
- Operating Engineers No. 501 (1,429)
Larry Dolson, 1,429
- Farm Workers of America, AFL-CIO, United**
- United Farm Workers, AFL-CIO (5,111)
Arturo S. Rodriguez, 568
Dolores Huerta, 568
Irv Hershenbaum, 568
Dan Hawes, 568
Roman Pinal, 568
Giev Kashkooli, 568
Rita Grover, 568
Susan McCartney, 568
Christina C. Delgado, 567
- Fire Fighters, Int'l. Association of**
- Los Angeles City Fire Fighters No. 112 (2,749)
Mike McOsker, 1,375
Steve Norris, 1,374
- Los Angeles/Orange Counties Fire Fighters No. 1014 (2,688)
Dallas Jones, 2,688
- San Francisco Fire Fighters No. 798 (1,278)
James M. Ahern, 1,278
- Flight Attendants, Association of (AFA)**
- Flight Attendants Council 11 (523)
Liz Loeffler, 523
- Flight Attendants Council 12 (319)
Charlotte Costello, 160
Ellen Kurpiewski, 159
- Flight Attendants Council 47 (15)
Ka'imi Lee, 15
- Food and Commercial Workers, Int'l. Union, United**
- UFCW No. 101 (310)
- Ronald C. Hall, 155
Daniel Earls, 155
- UFCW Butchers No. 120 (1,290)
Dan Rush, 1,290
- UFCW Winery, Distillery Workers No. 186 (464)
Jerry Sheffield, 464
- United Food & Commercial Workers No. 428 (8,075)
E. Dennis Hughes, 2,019
Ronald J. Lind, 2,019
Frank Crocco, 2,019
Claudia J. Wallace, 2,018
- UFCW Retail Clerks No. 588 (3,119)
Jack L. Loveall, 780
Jacques S. Loveall, 780
Adam Loveall, 780
Obie Brandon, 779
- UFCW Retail Clerks No. 870 (946)
Richard Benson, 316
Leonard Konechy, 315
Michael Henneberry, 315
- UFCW Retail Clerks No. 1288 (2,586)
Don Hunsucker, 1,293
Dave Wilson, 1,293
- Glass, Molders, Pottery, Plastics and Allied Workers Int'l. Union**
- Glass, Molders, Pottery No. 52 (258)
Bernard G. York, 258
- Glass, Molders, Pottery Workers No. 82 (143)
James Becker, 72
Pete Cervantez, 71
- Glass, Molders, Pottery Workers No. 192 (163)
Tony Castillo, 163
- Government Employees, American Federation of**
- American Fed. of Government Employees No. 490 (44)
Alberta Franklin, 22
Annie Davidson, 22
- American Fed. of Government Employees No. 1122 (21)
Bennie R. Bridges, 21
- Labor Department Lodge No. 2391 (134)
Jack Cunningham, 67
Jim Greene, 67
- Graphic Communications International Union**
- S.F. Pressmen and Platemakers No. N-4 (531)
Edward Rosario, 531
- Graphic Communications No. 388-M (4,838)
Jack McCormick, 1,210
Jeff L. Cuellar, 1,210
Ralph Eliaser, 1,209

- Reynaldo Munoz, 1,209
 Graphic Communications No. 583 (909)
 Rudy S. Meraz, 909
- Hotel Employees & Restaurant Employees Int'l. Union**
- Hotel and Restaurant Employees No. 18 (276)
 Loretta Mahoney, 138
 Val Villalta, 138
- Hotel and Restaurant Employees No. 19 (2,576)
 Richard Sawyer, 2,576
- Hotel and Restaurant Employees No. 30 (2,578)
 Jef L. Eatchel, 860
 Jose Ayala, 859
 Jerry Butkiewicz, 859
- Hotel and Restaurant Employees No. 49 (1,255)
 Joseph McLaughlin, 1,255
- Hotel and Restaurant Employees No. 340 (1,821)
 Val Connolly, 456
 Harry Young, 455
 Jessica Hinkel, 455
 Matthew Mullany, 455
- Hotel and Restaurant Employees No. 531 (318)
 Lisa Hastings, 318
- Hotel and Restaurant Employees No. 681 (3,609)
 Mike Barry, 452
 Sandra Ecklund, 451
 Alberto Mejia-Moreno, 451
 Miguel Gudino, 451
 Maria Guerrero, 451
 MaryAnn Hegner, 451
 Robert O'Seery, 451
 Craig Yoneda, 451
- Hotel and Restaurant Employees No. 2850 (1,000)
 Jim DuPont, 1,000
- Iron Workers, Int'l. Assn. of Bridge, Structural and Ornamental**
- Iron Workers No. 229 (189)
 Bill Tweet, 95
 Charley Fouquette, 94
- Iron Workers No. 377 (95)
 Gene Vick, 48
 Randell Oyler, 47
- Iron Workers No. 433 (143)
 Joe Ward, 72
 John Walakavage, 71
- Laborers' Int'l. Union of North America**
- Laborers No. 67 (350)
 Jerry Rodarte, 175
 Rodolfo Calderon, 175
- Laborers No. 89 (2,251)
 Armando Guerrero, 376
 Robert Bogner, 375
- Harry Jordan, 375
 Ernesto Marmolejo, 375
 Louis Phillips, 375
 William Smith, 375
- Hod Carriers and Laborers No. 139 (524)
 Albin Gruhn, 262
 Bill Smith, 262
- Const. and General Laborers No. 261 (1,190)
 Oscar De La Torre, 298
 Fausto Guzman, 298
 Mario De La Torre, 297
 Bob McDonnell, 297
- Laborers No. 270 (2,294)
 Joseph Gutierrez, 1,147
 Ramon (Ray) Duran, Jr., 1,147
- Laborers No. 291 (543)
 James F. Barrett, 543
- Hod Carriers and Laborers No. 294 (688)
 Mike Muesing, 230
 Larry Guinn, 229
 Charles Bryant, 229
- Laborers No. 300 (2,953)
 Sergio Rascon, 422
 Carlos Cerna, 422
 Herbert Barton, 422
 Frank Zavala, 422
 Willie Robinson, 422
 Seferino Reyes, 422
 Richard Quevedo, 421
- Construction and General Laborers No. 304 (1,586)
 Jose A. Moreno, 1,586
- Laborers No. 324 (1,619)
 Ken Faria, 810
 Gene May, 809
- Gunit Workers No. 345 (279)
 Gary Jones, 279
- Construction and General Laborers No. 389 (571)
 Joseph L. Bates, 571
- Laborers No. 507 (748)
 Joe Espita, 748
- Laborers No. 585 (753)
 Leo Valenzuela, 753
- Laborers No. 591 (175)
 Pablo R. Lino, 88
 Kenneth Casarez, 87
- Laborers No. 652 (2,366)
 Ruben L. Gomez, 2,366
- Hod Carriers & Laborers No. 783 (533)
 Jerry Rivera, 267
 Jerry Savage, 266
- Shipyard Laborers No. 802 (965)
 Angel Sambrano, 322
 Matthew Isrel, 322
 Debra Baker, 321
- Laborers No. 806 (217)
 Gabriel M. Leon, 109
 Michael J. Leon, 108
- Shipyard and Marine Laborers No. 886 (350)
 Don Hightower, 350
- Hod Carriers No. 1082 (712)
 Joseph Rocha, 238
 Jeffrey Lyles, 237
 Rudy F. Lopez, 237
- Laborers No. 1130 (473)
 Ralph L. Cannell, 473
- Laborers No. 1184 (685)
 John L. Smith, 685
- Longshoremen's and Warehousemen's Union, Int'l.**
- Warehouse Local No. 6 ILWU (935)
 Leon Harris, 312
 Larry De Gaetano, 312
 Fred Pecker, 311
- ILWU No. 34 (191)
 Brian McWilliams, 191
- Machinists and Aerospace Workers, Int'l. Association of**
- Machinists Lodge No. 25 (17)
 Glen Sanderson, 17
- Machinists Lodge No. 653 (28)
 Thomas L. Rotella, Jr., 28
- Machinists Lodge No. 720-J (8)
 Dick Amemiya, 4
 Calvin Duncan, 4
- Machinists Lodge No. 727-N (25)
 Jim Byard, 13
 Carl C. Kessler, 12
- Machinists Lodge No. 946 (406)
 Lee Pearson, 406
- Machinists Lodge No. 964 (16)
 Art Garcia, 8
 Sue Silva, 8
- Machinists Lodge No. 1111 (952)
 Willie P. McReynolds, 952
- Automotive Machinists No. 1173 (762)
 N.E. Antone, Jr., 381
 Vern Dutton, 381
- Machinists No. 1186 (848)
 Ernest R. Vega, 283
 Randy Parker, Jr., 283
 Jesse Figueroa, 282
- Machinists No. 1213 (161)
 Steve Yothers, 161
- Peninsula Auto Mechanics No. 1414 (2,358)
 Glenn Gandolfo, 590
 Frank Souza, 590
 Leland Stafford, 589
 Charles R. Netherby, 589
- Automotive Machinists No. 1484 (614)
 George A. Bioletto, 614

- Machinists and Aerospace
Workers No. 1528 (226)
Al Dunson, 226
- East Bay Auto Machinists
No. 1546 (2,491)
M. J. Day, 416
J. D. Bobo, 415
R. V. Miller, 415
D. D. Crosatto, 415
J. R. Edwards, 415
Joe Coy, 415
- IAM Electronic Production Lodge
No. 1584 (1,602)
Daniel P. L. Borrero, 801
Albert Silva, 801
- Machinists No. 1596 (623)
Thomas J. Brandon, 623
- IAMAW Precision Lodge
No. 1600 (15)
William C. Robinson, 15
- Air Transport Employees
No. 1781 (8,015)
Ron Kirton, 1,603
Ray Perry, 1,603
Richard Block, 1,603
Pete Zachos, 1,603
Bob Anderson, 1,603
- Machinists Lodge No. 1930 (141)
Martin A. Martinez, 141
- Machinists Lodge No. 1957 (6)
Janet M. Wright, 16
- Automotive Lodge No. 2182 (756)
James H. Beno, 378
Howard D. Hays, 378
- Machinists Lodge No. 2225 (22)
Bill Diaz, 11
David D. Crocker, 11
- Woodworkers Lodge No. W-469
(95)
Richard Carpenter, 48
Richard Hargreaves, 47
- Metal Polishers, Buffers, Platers
and Allied Workers Int'l Union**
- Metal Polishers No. 67 (95)
Marco A. Aguilar, 95
- Musicians of the U.S. and
Canada, American Federation of**
- Musicians No. 47 (952)
Serena Kay Williams, 952
- San Jose Federation of Musicians
No. 153 (47)
Wally Malone, 47
- The Newspaper Guild**
- Northern Calif. Newspaper Guild
No. 52 (1,213)
Richard Holober, 1,213
- Office and Professional
Employees Int'l. Union**
- Office and Professional Employees
No. 3 (1,629)
Nancy Wohlforth, 326
Diana Volpini-Allen, 326
Lindy Chris, 326
Kathleen Kinnick, 325
John Henning, 325
- Office and Professional Employees
No. 29 (3,007)
Elizabeth Alonso, 1,003
JeNae Bartels, 1002
Sandra McMullan, 1002
- Office and Professional Employees
No. 30 (3,021)
Clayton J. Beaver, Jr. 378
Barbara Benjamin, 378
Royal S. Hale, 378
Edwin J. Hill, 378
Sandra Parker, 378
William J. Roberts, 377
Diane L. Schulz, 377
Vilma Scott-Davis, 377
- Oil, Chemical and Atomic
Wkrs. Int'l. Union**
- Oil and Chemical Workers
No. 1-675 (3,897)
Bill McGoveran, 1,949
John Foley, 1,948
- Painters and Allied Trades of the
U.S. and Canada,
Int'l. Brotherhood of**
- Painters No. 507 (542)
Marcy Schultz, 542
- Sign and Display No. 510 (629)
Michael E. Hardeman, 629
- Painters and Decorators No. 913
(236)
Marcy Schultz, 236
- Painters No. 955 (87)
Robert Guillen, 87
- Specialty Painters No. 1176 (191)
Mike P. White, 191
- Paperworkers Int'l. Union**
- Paperworkers No. 307 (952)
Brian Carter, 318
Gilbert Navarro, 317
Dorothy Austin, 317
- Plasterers' and Cement Masons'
Int'l. Union of the U.S. and
Canada, Operative**
- Cement Masons No. 25 (429)
Chris Hernandez, 429
- Cement Masons No. 600 (421)
Elmo D. Duran, 211
Gilbert Hernandez, 210
- Cement Masons No. 814 (73)
Billy Joe Douglas, 73
- Plumbing and Pipe Fitting
Industry of the U.S. and Canada,
United Assn. of Journeymen and
Apprentices of the**
- Plumbers No. 78 (1,068)
John C. Hall, 267
- Fernando Flores, 267
Anthony Moreno, 267
Troy Schweers, 267
- Plumbers and Fitters No. 343
(211)
Michael Beavers, 211
- Plumbers and Steamfitters
No. 393 (238)
Robert Chaudoin, 238
- Plumbers and Steam Fitters
No. 398 (257)
Fred Steiner, 257
- Plumbers and Fitters No. 447
(229)
Art Carter, 229
- Plumbers and Steamfitters No. 460
(395)
John J. Michelson, 198
John R. Carter, 197
- Plumbers and Steamfitters No. 467
(571)
Gary Saunders, 571
- Sprinkler Fitters No. 483 (395)
Peter J. Cerri, 395
- Plumbers and Steamfitters
No. 484 (302)
Henry G. Iverson, 302
- Plumbers and Steamfitters No. 494
(197)
Henry J. Kirkconnell, 99
Curtis H. Cram, 98
- Plumbers and Fitters No. 545
(330)
Stephen T. Reid, 165
Patrick Beckley, 165
- Professional and Technical
Engineers, Int'l. Federation of
(I.F.P.T.E.)**
- Fed. of Prof. and Tech. Engineers
No. 21 (414)
David Novogrodsky, 207
Carol Isen, 207
- Roofers, Waterproofers and
Allied Wkrs., United Union of**
- Roofers No. 40 (294)
Larry Hamilton, 294
- Roofers No. 95 (190)
William Nack, 190
- Seafarers Int'l. Union of
North America**
- Sugar Workers No. 1 (473)
Charles Gover, 237
Joseph Palacio, 236
- Fishermen's Union of America
(133)
Terry Hoinsky, 67
Joseph Francisco, 66
- Marine Firemen's Union (476)
Henry Disley, 238
Anthony Poplawski, 238

- Sailors Union of the Pacific (2,049)
Gunnar Lundeberg, 342
William Berger, 342
Anthony Figueroa, 342
George Lomeli, 341
Keith Miller, 341
August Benz, 341
- Seafarers, Atlantic and Gulf (839)
George McCarny, 280
George Tricker, 280
John Cox, 279
- Seafarers—Transportation Division (587)
Roy A. Mercer, 587
- United Industrial Workers—Cannery Division (4,286)
Steve Edney, 858
Delbert Zwolle, 857
Wadenia Arendain, 857
Irma Lerma, 857
Robert Vodden, 857
- Service Employees Int'l. Union, AFL-CIO**
- Service Employees No. 14 (129)
Gregory J. Lim, 129
- Health Care Workers, SEIU No. 250 (893)
Sal Rosselli, 447
Shirley Ware, 446
- Cemetery Workers and Greens Attendants No. 265 (165)
Gregory J. Lim, 165
- Pari-Mutuel Employees Guild No. 280 (750)
James Sonzoro, Jr., 250
James Correll, 250
Richard Castro, 250
- Service Employees No. 347 (3,975)
Janett Humphries, 442
Steve Blessing, 442
Bob Manley, 442
Willie Stribling, 442
Roy Jackson, 442
Julie Butcher, 442
Barbara Calhoun, 441
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