

**Long Struggle**

# S.F. Restaurant Strike Ends; Workers Ratify Contract

The 98-day labor dispute between Hotel Employees & Restaurant Employees Local 2 and the 55 employer members of the Golden Gate Restaurant Association in San Francisco ended last weekend with the ratification of a new contract by Local 2 members.

Ratification did not end the union's strike against 14 restaurants which bargain separately with the union. Talks with this

group, which broke away from the GGRA last year, continued this week.

A day following ratification of the agreement with the GGRA, Local 2 members approved an agreement with Scoma's two restaurants and Tarantino's ending the walk-out in those places, according to Barbara Lewis, a union spokeswoman.

Local 2 President Charles

Lamb, who has led the strike since it began Labor Day, declared concerning the GGRA pact, "It's not a perfect contract by any means, but we still have the best restaurant contract in the United States. And we've still got our union. It's a good union, and it's going to be there for a long time."

Members voted after a meeting at which the contract was explained and a lengthy discussion was held. Ballots were printed in English, Spanish and Chinese.

Although the contract approved directly affects GGRA restaurants, it sets standards for compensation and working conditions for individual contracts covering an estimated 300 other, smaller establishments throughout San Francisco.

The union gained guarantees of health and welfare benefits, a pension plan increase and a reduction in the probationary period for newly hired workers from six months to 90 days. The agreement also provides for accumulated sick leave and re-employment amnesty for strikers. The latter point was

*(Continued on Page 4)*



**POLICE FRISK** AFL-CIO Secretary-Treasurer Thomas R. Donahue and Newspaper Guild President Charles A. Perlik, Jr., after arresting them and Steelworkers Vice President Leon Lynch near the South African embassy in Washington, D.C. The trio led a labor-organized protest against South Africa's jailing of 21 Black union leaders without charge for their role in a two-day strike last month. The trio spent a night in jail after crossing police lines near the South African embassy.

## Union TV Show Will Feature VDT Hazards

Video display terminals (VDTs) will be the focus of the monthly labor television show for December of United Public Employees Local 390/400, Service Employees, in the San Francisco area.

The show will be aired December 26 at 7:30 p.m. over KCSM (Channel 60), a Public Television (PBS) affiliate.

Questions being raised on the program concerning VDTs will include those of health hazards to workers. Merri Weinger, occupational health educator working with San Francisco's Center for Municipal Occupational Safety & Health, and Kim Jensen, a member of the local and an Oakland Police dispatcher.

The series, inaugurated last month under the title "Talkin' Union," will also examine the subject, "Working at San Francisco

General Hospital." On this segment, Local 390/400 President Luisa Blue, Registered Nurse, and SFGH Registered Nurse Jan Kallet will be featured.

In addition, the December edition will examine local and national labor related news and issues.

KCSM, located in San Mateo, reaches over a million households from Gilroy to Santa Rosa. "Talkin' Union" is scheduled for broadcast over the UHF station the fourth Wednesday each month at 7:30 p.m.

Unions and members of labor organizations who want coverage or have ideas about future programs should contact Ed Herzog at (415) 673-8755.

## Henning to Receive Salute Award

Max Warren, vice president and regional manager, Laborers' International Union of North America, announced last week that Jack Henning, executive secretary-treasurer of the California AFL-CIO, has been selected by the California Region of the Laborers' International to receive its annual Laborers' Salute Award for 1985.

The California Region for the Laborers' covers the states of California, Nevada, Arizona and Hawaii.

The award is in recognition of "years of struggle in our behalf and in behalf of workers throughout the state," Warren said.

Formal presentation will be made at a Salute Dinner Tuesday, January 29, during the annual regional conference, which will extend from January 27 to January 30. It will be held at the Harbortown Marina Resort Hotel in Ventura.

## ALRB To Hear Oral Arguments on Rigi Case

On February 7, 1985, the State Agricultural Labor Relations Board has scheduled oral arguments on the issue raised by Rigi Agricultural Service as to whether and to what extent the U.S. Supreme Court decision in *Sure-Tan v. NLRB*, (1984) operates to limit the power of the ALRB to remedy unfair labor practices committed against or otherwise involving undocumented workers.

Cited as an example are those employees who are members of a bargaining unit entitled to be made whole for loss of pay and benefits resulting from the employer's refusal to bargain.

The United Farm Workers of America, AFL-CIO, is the charging party.

According to the ALRB, any interested party may submit an amicus brief in support of its position on the issue. Any party advancing arguments based on legislative history, legislative fact-finding or demographic studies should provide the Board with copies of the documents upon which it relies.

All briefs and supportive documents must be filed by Wednesday, January 23, 1985. At the conclusion of oral argument, the ALRB

*(Continued on Page 4)*

## Coors Third at Home; Down in Colorado

Despite being based in Golden, Colo., Coors' beers, brewed under several labels, by the Adolph Coors Company, ranks third in sales in its home state, behind Anheuser-Busch, Inc., and Miller Brewing Company, according to figures released last week by the brewing industry in Colorado.

In 1977 the AFL-CIO began a boycott of Coors brewery products. Then the firm had a 47% share of the Colorado beer market. Data for the first six months of 1984 show Coors had only a 21.7% share of the market in that state.

The AFL-CIO boycott came after Coors "busted" a directly-affiliated local union in its Golden

plant when the workers struck over issues involving human dignity and economics.

The dramatic sales skid came even after a massive advertising and promotional campaign last year in which the company spent nearly \$119 million. This was more than a tenth of gross revenues.

Prior to the boycott, the company rarely advertised and did not market its products outside the Rocky Mountain and far western states. In recent time, Coors has been promoting its brews nationwide.

Coors also bottles under the labels of Coors Light, Herman Joseph's 1868, and Golden Lager beers plus George Killian's Irish Red Ale.

## IWC Meet Scheduled December 21

The next public meeting of the State Industrial Welfare Commission will be held Friday, December 21, in the Department of Industrial Relations building, 525 Golden Gate Avenue, Room 101, San Francisco, starting at 10:00 a.m.

There will be closed session with counsel on pending litigation and legal issues in accordance with the Government Code.

For information on the balance of the agenda and other details, those interested should contact Executive Officer Margaret Miller at the address cited or by calling (415) 557-2590.

Miller said that the IWC will consider its Minimum Wage Board's report at an IWC meeting scheduled for January 18, 1985.

## Joe Roberts Dies in N.J. at Age 82

California friends of Joe Roberts have learned of his death November 23 in Lincoln Park, N.J. He was 82 years old.

A native of Brooklyn, N.Y., Roberts came to California in the 1920s. During World War II he was an organizer for the Boilermakers' Shipfitters Union and a member of the Bay Area Metal Trades Council.

In October, 1949, he was appointed labor liaison with the State Division of Industrial Safety by Governor Earl Warren. He was reappointed to that post by Governor Goodwin J. Knight and Edmund G. Brown, Sr.

Roberts resigned from State service in March 1967 and became director of the San Francisco Building & Construction Trades

*(Continued on Page 3)*

## Planning for Legislative Program

The California Labor Federation's 1985-86 State legislative program will be set forth in two days of meetings in San Francisco next week.

On December 17, the Executive Council's Standing Committee on Legislation will meet with an 18-member legislative advisory group to formulate recommendations for consideration by the Executive Council.

The next day, the Executive Council will meet to consider the recommendations of the Legislation Committee and prepare for the introduction of legislation to implement the program.

Both meetings are being held at the Hilton Hotel & Tower at Mason and O'Farrell Streets.

# Per Capita Income Down in Right to Work States

The national AFL-CIO last week publicized a new federal Commerce Department report showing that per capita income in the 20 "Right to Work" states averaged only \$10,708 in 1983, compared with \$12,186 in the 30 other states and the District of Columbia. The U.S. national average was \$11,685.

With political conservatives crowing over the White House victory in November and looking for new conquests, "Right to Work" may well become the 1986 voting issue in the 30 states not now burdened with the compulsory open shop.

A state by state analysis of per

capita income in the 20 anti-union states follows:

**Alabama**—When its "right-to-work" law was enacted in 1953, it was \$658 below the national average in per capita. Last year, it was \$2,443 below—a drop of \$1,785.

**Arizona**—A R-T-W state since 1947. Figures for that year are not

available, but in 1948 it was \$109 below the national average. By 1983, it was \$1,029 below—a loss of \$920.

**Arkansas**—In 1948, a year after its R-T-W law was adopted, the state was \$541 below the national average. By 1983, Arkansas was \$2,718 below the national average,

a loss of \$2,177.

**Florida**—Enacted a R-T-W law in 1944. Last year, its per capita income was \$92 below the national average. Florida has gained \$140 from its 1948 standing at \$232 below the national average.

**Georgia**—In 1948, the state was

*(Continued on Page 4)*

## Public Workers' Retirement Conference January 24-26

Public employee organizations and public agencies with pension coverage under the Public Employees Retirement System will be the focus of a conference on "Public Sector Pension Plans: Protecting Future Benefits" January 24-26, 1985.

It is being sponsored by the Institute of Industrial Relations, University of California, Berkeley, Bruce Poyer, coordinator, in cooperation with the Retirement System Betterment Committee, Jake Petrosino, president.

The conference will be held at

Woodlake Inn in Sacramento. It starts at 8:00 p.m. January 24 and the final session will be January 26 from 9:30 a.m. to noon.

Subjects to be covered include benefit levels, investment policies, health benefits, the structure of public sector plans, and common goals. The sessions are designed especially for representatives of public employee organizations with membership coverage in major California pension plans and for representatives of public agencies involved in design, administration or policy decisions affecting pen-

# Women in the Work Force Wages Lag Behind Men's

In a survey released this month by the Bureau of Labor Statistics, U.S. Department of Labor, BLS Commissioner Janet L. Norwood

sion rights and benefits of public workers.

There is a conference registration fee of \$65, including materials and lunch Friday, January 25. Checks should be made payable to "Regents, University of California."

called the increase in the number of working women in America "the most striking demographic change in the U.S. labor force in recent decades."

However, Norwood acknowledges that the rise in the number of women working and the jobs they hold do not tell the whole story.

"All available information points to one basic fact," Norwood said. "The earnings of women are generally lower than the earnings of men."

Moreover, she declared, while some women's wages are improving, overall the ratio to men's earnings has been roughly static for years. Since 1960, Norwood reports, it has remained at 57% to 65%.

The Rand Corporation, a research group, predicted in a recent study that women's wages would be 74% of those for men by the year 2000.

A narrowing of the wage gap is attributable to a decline in good-paying manufacturing jobs for men, which, according to Sarah Kuhn of the Massachusetts Institute of Technology, has caused the wages of men to slide to levels nearer those of women.

"New jobs are being created that didn't exist before," declared Mary C. Murphree, a consultant for the Labor Department's Women's Bureau, "and many women are into these jobs."

However, she pointed out, many of these are low-level word and data processing jobs. Last year, 52.9% of American women were in the labor force and three of five women with children worked. Of these, 46% had youngsters under three and 52% had children under five years old.

BLS found that in 1950 comparable figures were 33.9%, in 1960 they were 37.7% and in 1970 they had risen to 43.3%.

Women are "penetrating" fields of work they were never in before, according to Women's Bureau Director Lenora Cole Alexander.

Citing as examples, she said that from 1962 to 1982 women engineers rose from 1% to 6%; mail carriers from 3% to 17%; butchers from 4% to 16%; insurance agents, 10% to 26%; bus drivers from 12% to 47%, and among bartenders from 11% to 50%.

According to the Coal Employment Project, an Oak Ridge, Tenn., female miners' group, 3,800 work in underground coal mines.

Catalyst, another research group, says that only about eight in a thousand employed women hold high-level executive, administrative or managerial jobs and women occupy only about 3% of the seats on the boards of the thousand largest corporations in America.

The Bureau of Labor Statistics found that women account for 99% of secretaries, 97% of typists, 96% of registered nurses, house cleaners and servants, 92% of bookkeepers and bank tellers, 75% of food service workers and 70% of retail clerks.

### Workers' Comp.

In 1911, the Washington state supreme court was the first highest state court to uphold constitutionality of a workmen's compensation law.

### Publisher's Notice

The California AFL-CIO News (ISSN: 0008-0802) is published weekly except during the weeks of the Thanksgiving, Christmas and New Year's holidays by the California Labor Federation, AFL-CIO, 995 Market Street, San Francisco, Calif. 94103. Second class postage paid at San Francisco, Calif.—Subscription: \$3.50 a year. USPS Publication Number 083-400. John F. Henning, executive secretary-treasurer; D. Barrett, editor. POSTMASTER: Send address changes to: California AFL-CIO News, 995 Market St., Suite 310, San Francisco, CA 94103.

December 14, 1984

## STICK TOGETHER—PASS THEM BY

# Here's the California AFL-CIO's 'We Don't Patronize' List

The following firms are currently on the "We Don't Patronize" list of the California Labor Federation, AFL-CIO. Firms are placed on the list in response to written requests from affiliates and only after approval by the Executive Council.

All trade unionists and friends of organized labor are urged not to patronize firms listed here.

Affiliates involved are urged to inform the Federation of any future contract settlements or other developments that would warrant the removal of any of these anti-union firms from the list.

Unfair firms are:

### HOTELS & RESTAURANTS

#### Fresno Area

Fresno Townhouse, 2200 Tulare St, Fresno.

#### Los Angeles Area

The Grand Hotel at One Hotel Way in Anaheim.

The Pacific Hotel at 6161 West Centinela Street in Culver City.

The Sheraton Plaza La Reina Hotel 6101 West Century Blvd., near the Los Angeles Airport.

#### San Diego Area

Bahia Motel and Motor Lodge, Catamaran Motor Hotel and Restaurant

#### Sacramento Area

Days Inn, 200 Jibboom St, Sacramento.

Sacramento Inn, Arden Way at Interstate 80, Sacramento.

Red Lion Motor Inn, 2001 West Point Way, Sacramento.

The Nut Tree and the Coffee Tree Restaurants on Interstate 80 between San Francisco and Sacramento.

#### San Francisco Bay Area

The following restaurants on Union Street in San Francisco:

Thomas Lords

Mother Lode

Cooperage

Coffee Cantata

Vintners

Hudson Bay West

Perry's

Victoria Station

The Deli

The Godfather

Mingai-Ya

Jim's Grill

Restaurants in Ghirardelli Square, San Francisco.

Magic Pan

The Mandarin

Ghirardelli Wine & Cellar Cafe

Other eating places in San Francisco:

McDonald's Hamburgers (all);

Colonel Sanders Kentucky Fried Chicken (all);

H. Salt Esquire Fish & Chips (all);

Jack In The Box (all);

Benihana of Tokyo,

Kau Kau Gardens,

Carol Doda's,

Mabuhay Restaurant,

The Casbah

Alioto's No. 8 at the Wharf

Ernie's

Franciscan

North Beach restaurant

Orsi's

Pompei's Grotto

Stagecoach

Tia Margarita

Vanessi's

#### San Jose Area

The following hotels, motels and restaurants in Santa Clara County:

Sainte Claire Hotel at South Market and San Carlos.

Vagabond Motor Hotel, 1488 North First, San Jose.

Giorgio's Pizza House, 1445 Foxworthy, San Jose.

Holiday Inn—Palo Alto, 625 El Camino Real, Palo Alto.

Cindy's Restaurant, 17025 Condit Road, Morgan Hill.

Sirlon & Brew Unlimited, Restaurant, 12333 Saratoga-Sunnyvale Road, Saratoga.

Hungry Tiger Restaurant, 1010 Sunnyvale-Saratoga Road, Sunnyvale.

Magic Pan Restaurant, 335 S. Winchester Blvd., San Jose.

House of Genji/Cathay Restaurant, 1335 N. First St., San Jose.

Travelodge, 940 Weddel Drive, Sunnyvale.

Red Baron Restaurant, 2500 Cunningham Ave., San Jose.

Marriott's Great American Theme Park and Hotel, Santa Clara.

#### Santa Cruz Area

Santa Cruz Coconut Grove Restaurant.

Wellington Restaurant, Santa Cruz

#### Stockton Area

Hilton Hotel, 2323 Grand Canal Blvd.

Stockton Inn Motel and Restaurants, 4219 Waterloo Road at Hwy. 99.

Stockton Joe's Restaurant, 1503 St. Mark's Place Plaza.

Vagabond Motor Hotel, 33 N. Center.

Denny's Restaurant, 4747 Pacific Ave.

Sambo's Restaurant, 11 N. Center.

### MANUFACTURING

Basic Tool & Supply Co., Oakland.

Charles Manufacturing Co. of Dothan, Ala. which also sells furniture under the name of The Fox Manufacturing Co.

\*\*\*\*

Consolidated Fiber Glass Products Co. in Bakersfield

\*\*\*\*

Coors Beer

\*\*\*\*

Gaffers & Sattler products

\*\*\*\*

Goehring Meat Co., Inc., of Lodi, Calif.

\*\*\*\*

Masonite Corp. plant, Cloverdale, Sonoma County.

\*\*\*\*

Pemko Mfg. Co., Emeryville, Calif.

\*\*\*\*

Rylock Company, Ltd., 1285 Atlantic Ave., Union City.

\*\*\*\*

Sonoma Vineyards products, including Windsor Winery, Tiburon Vintners and Piper-Sonoma Sparkling Wine.

\*\*\*\*

Tennessee Plastics of Johnson City, Tennessee.

### PRINTING

Sacramento Bee

\*\*\*\*

San Francisco Bay Guardian

\*\*\*\*

San Rafael Independent Journal

\*\*\*\*

Vallejo Times-Herald

\*\*\*\*

USA Today (Northern California Edition).

\*\*\*\*

New York Times, Northwestern Edition).

In addition the Federation is supporting such national AFL-CIO sponsored boycotts as those in progress against the Kingsport Press of Kingsport, Tenn., publishers of the "World Book" and "Childcraft" series.

### THEATERS

Broadway Theatre, 4th and Broadway, Santa Ana.

Kindair Theater Corporations, operators of the following anti-union theaters in Santa Cruz and Monterey Counties:

Cinema 70 in Monterey;

Steinbeck Theater in Monterey;

Valley Cinema in Carmel Valley;

Globe Theater in Salinas  
Cinema Theater in Soquel;  
and, Twin I & II in Aptos.

The following theaters owned by United Artists and Syfy Enterprises:

In San Francisco: Alexandria, Balboa, Coronet, Coliseum, Metro, Stonestown Twin and Vogue (all United Artists) and Cinema 21 and Empire (Syfy).

In Sacramento: Capitol Theater and State Theater (both Syfy).

In Orange County; Syfy Cinedome, Orange; Syfy Stadium Drive-In, Orange; UA Circuit Theaters in Orange County; Syfy City Cinemas, Orange; Family Twin Cinemas, Fountain Valley; Fox Fullerton, Fullerton; Villa Theater, Villa Park; Miramar Theater, San Clemente; Cinemaland Theater, Anaheim; Garden Grove (DaiNam), Garden Grove; Stanton Theater, Stanton; Valley View Twin Cinemas, Cypress.

### OTHERS

Blue Shield of San Francisco  
Doctor's Hospital of San Leandro.

Hertzka and Knowles, San Francisco, architects.

\*\*\*\*

John Ascuaga's Sparks Nugget in Sparks, Nevada.

\*\*\*\*

All Business Enterprises on the Santa Cruz Board Walk.

\*\*\*\*

Louisiana-Pacific Corporation products.

\*\*\*\*

Montgomery Ward in Redding.

\*\*\*\*

Mervyn's Store in Ventura.

\*\*\*\*

Norbert Cronin & Co., insurance agents, San Francisco.

\*\*\*\*

Non-Union Iceberg Lettuce.

\*\*\*\*

Qantas Airways.

\*\*\*\*

State Farm Insurance Complex, Santa Rosa.

\*\*\*\*

Twin Pines Federal Savings and Loan Assn., branches in El Cerrito, Berkeley, and Walnut Creek.

Raley's Food Market, Oakhurst, Madera County  
Yaohan Stores, Fresno.

American Poultry Co., San Francisco.



## San Diego-Imperial CLC Sponsors Labor Art Show

The photo and text installation on AFL-CIO history in San Diego and Imperial Counties by Fred Lonidier, American Federation of Teachers Local 2034, is now and will be on display at San Diego County's South Bay offices at Third and H Streets in Chula Vista until December 28.

Presented by the Public Arts Advisory Council, the showings are open Mondays through Fridays from 8:00 a.m. to 5:00 p.m.

Following a meeting of the San Diego-Imperial Counties Labor Council, AFL-CIO, in 1981, Lonidier was asked to create a permanent exhibit for the executive board office. A proposal was submitted and endorsed by the Council.

A second edition of the artwork was made available for public exhibition.

The exhibit combines photographs so that the rich diversity of people and their work of the AFL-CIO movement in the community can be readily viewed. It also includes text so that the thoughts and

ideas of members can be read.

According to Joseph S. Francis, executive secretary-treasurer of the Council, "The exhibit conveys what I feel is a realistic and graphic display of the many faces of labor. It is something of which all labor people can be proud and should be a valuable part of San Diego history."

The principal goal was to have the AFL-CIO labor movement in the two counties broadly represented, including service trades, industry, agriculture, construction and public employment. The general categories of the membership are represented by age, sex and ethnic background. Over 30 workers, including eight retired, were photographed and about 20 interviewed at length.

The result is 53 photographic and text panels, 16 by 20 inches each, which Lonidier contributed after assembling.

The artist is a member of the faculty of the University of California, San Diego. He began design-

ing exhibits on the trade union movement in 1976 which have been shown in many of the nation's leading museums of modern art from Los Angeles to New York as well as in other countries. They also often have appeared simultaneously in union offices and hiring halls.

The 53 panels are comprised of nearly 200 photographs and 20,000 words. The showing is titled by its originator, "I Like Everything Nothing But Union."

Lonidier's show recently has been on display at the San Diego County Administration Building, the Los Angeles Institute of Contemporary Art and other centers.

Following the Chula Vista showing, there are additional commitments for displays in the San Diego Public Library and the Federal Building in San Diego. It is also scheduled for display in several union halls in the jurisdiction of the San Diego-Imperial Counties Labor Council.



**LABOR'S ART SHOW**, sponsored by Sign, Display & Allied Crafts Union Local 510 in San Francisco Dec. 1-8 was a success, with nearly 200 pieces on display at the Southern Exposure Gallery on Alabama Street. More could have been shown but for space limitations. They included exhibits of poetry, sculpture, collages, oils, watercolors, photography and other artistic media. Pictured above is Local 510er David Goldberg with a display of his photographs. Susan Herbert Ortiz was director of the show, directly responsible for its set up and operation. It closed Dec. 8 with Christmas party. This was Local 510's second annual art show of the works of its members and sponsors hope for an even larger display next year.

## Court Upholds Pilots Union Under New Bankruptcy Law

In what may be the first application of the recent labor-related amendments to the U.S. bankruptcy code, a federal bankruptcy court has ruled that Wright Air Lines does not meet the tougher standards for immediate abrogation of its union contracts while the company undergoes reorganization.

A November 13 decision by the U.S. Bankruptcy Court in Cleveland denied a company request for immediate, interim relief from its labor agreement with the Air Line Pilots Association. ALPA represented about 110 Wright pilots at the time of the bankruptcy.

## Judge Limits U.S. Cutting Social Security

U.S. District Judge Spencer Williams in San Francisco last week handed down a decision for the Reagan Administration to stop deducting alleged overpayments from the bank accounts of thousands of elderly Social Security recipients without notice and with a chance for a hearing.

The ruling also allows anyone whose benefits or bank accounts have been reduced without notice since June 18, 1981, to challenge the reduction. Government attorneys will appeal to the 9th U.S. Court of Appeals to block the retroactive challenges while the broader case is being appealed.

An attorney representing three elderly widows who filed the original suit in 1981 said the ruling is the first of its kind in the country.

Judge Williams's action affects surviving spouses who continue to receive Social Security benefits for recently deceased husbands or wives because the government does not have updated information on the death.

When overpayment has been discovered, the Social Security Administration has told banks to deduct the amount from the recipient's account. Where no account exists, the money has been deducted from future benefit payments.

The attorney for the three plaintiff widows said her clients had notified the Social Security Administration immediately of their husbands' deaths and did not realize they were being paid erroneously.

The Cleveland-based airline had filed for Chapter 11 (reorganization) bankruptcy. The company requested a rejection of its pilot contract by the court. This is a lengthy procedure and in the interim the company had asked for immediate relief from the contract pending a ruling on the initial request for rejection of the contract.

In turning down the request for interim relief, the court cited the bankruptcy law revisions enacted in June by the Congress. The new provisions make it much more difficult for a company to escape its labor agreement obligations during the bankruptcy proceedings. In the Wright case, the court ruled that the company failed to show that "the relief sought is essential to the continuation of its business, or, that irreparable damage to the Debtor-in-Possession will result if the relief is not granted."

The bankruptcy law reforms were passed in the wake of the U.S. Supreme Court's *Bildisco* decision, and the ongoing Continental Airlines strike. In the Continental case the company filed bankruptcy, then immediately and unilaterally abrogated its labor contracts, fired two-thirds of its workers, and resumed operations with drastic cuts in pay scales and working conditions.

## Joe Roberts Dies in N.J. at Age 82

(Continued from Page 1)

Council's Affirmative Action program, sponsored by the Apprenticeship Opportunity Foundation.

Upon his retirement from that post, he moved to Florida. Shortly before his death, he moved to New Jersey to be near his two daughters, his grandsons and a great-grandson.

Jack Henning, executive secretary, California AFL-CIO, said of Roberts, "We were friends for more than 30 years. He kept in touch with the California labor movement long after he moved to Florida. He especially enjoyed meeting old friends each February when the National AFL-CIO Executive Council and various international unions met in Bal Harbour. The labor movement was a great interest of his life. He gave the movement everything he had."

## Reagan Policies Blamed For Black Poverty Rise

Over one-third of Blacks in the U.S. lived in poverty last year, according to the Center on Budget & Policy Priorities.

The Center, headed by Robert Greenstein, cited Reagan Administration policies of tax and budget cutting as a major factor in the fact that nearly 36% of all American Blacks are in poverty.

U.S. Representative Julian Dixon (D-Inglewood) observed, "Certainly, 36% of Blacks falling below the poverty line clearly shows that these policies are not working for Black America, and Black Americans are not better off than they were four years ago."

The reports says the gap between Whites and Blacks, as well as between rich and poor, has widened considerably during the Reagan Administration. The Center's conclusions were based on figures from the U.S. Census Bureau, Congressional Budget Office, Bureau of Labor Statistics and other sources.

The Center also came to the following additional conclusions:

- Black middle-class families, as well as Blacks in poverty, have a lower standard of living today than in 1980. Hardest hit, according to the report, were two-parent Black families in which one parent worked and the other took care of children.

- The income of the typical Black family fell 5.3% after inflation from 1980 to 1983, a reduction of \$818, the report said. By contrast, it found that income for the top 60% of the White population gained considerably.

- Of those who had been out of work at least six months and were still looking for work, while the number of Whites in such straits had risen 1.5% since 1981, long-term unemployment among Blacks rose 72%.

- During the economic recovery, overall Black unemployment slowed at a substantially slower

rate than has joblessness among Whites, according to the report.

- From 1980 to 1983, an additional 1.3 million Blacks fell into poverty, the center found. Nearly half of all Black children, over half of Blacks living in female-headed households and over one-third of elderly Blacks now live in poverty, the report said.

- It found the proportion of Blacks who have joined the poverty rolls since 1980 is almost double that of Whites.

- The center also found the tax burden has been shifted from Whites to Blacks as taxes have been raised for lower-income families and sharply reduced for the most affluent. The reason, the report said, is that most Blacks are among the nation's poorest 40%.

- The report also said that administration cutbacks have cost the average Black family three times as much in lost income and benefits as the average White family.

## By the Book



# Per Capita Income Down in Right to Work States

(Continued from Page 1)

\$442 behind the national average and in 1983, \$1,306 below—a loss of \$864.

**Iowa**—In 1948, the state was \$213 above the national average. Its per capita income then fell below the national average and has been below in most years since. In 1983, it was \$980 below—a loss of \$1,193.

**Kansas**—Passed its open-shop law in 1958. At that time, it was \$6 below the national average, and remained below until 1972. By last year, Kansas increased its per capita to \$12,247, which is about \$562 above the national average.

**Louisiana**—The state was \$1,012 below the national average in 1976 when it passed its R-T-W law. In 1983, it was \$1,415 below, for a loss of \$403.

**Mississippi**—Passed its law in 1954 and was \$866 below the national average at that time. In 1983, it was \$3,358 below—a loss of \$2,721.

**Nebraska**—In 1948, the state was \$128 above the national average. Its per capita income then fell below the national average and in 1983 it was \$473 below—a loss of \$601.

**Nevada**—The only R-T-W state that has consistently been above

the national average, Nevada's average was \$531 above the national when it passed its law in 1951. In 1983, it was \$766 above—a gain of \$235. The state's strongly organized entertainment industry helps boost the state average.

**North Carolina**—Passed a R-T-W law in 1947, and was \$427 below the national average in 1948. In 1983, it was \$1,898 below—a loss of \$1,471.

**North Dakota**—In 1948, it was \$61 above the national average. Last year, per capita income rose to \$11,666, but was \$19 below the national average—a loss of \$80.

**South Carolina**—In 1954, when

it passed a R-T-W law, per capita income was \$637 below the national average. In 1983, it was \$2,498 below, a loss of \$1,861 in relation to the national average.

**South Dakota**—Was \$100 above the national average in 1948 and in 1983 was \$1,838 below—a loss of \$1,938.

**Tennessee**—In 1948, its average was \$465 below the national average and last year it was \$2,136 below—a loss of \$1,671.

**Texas**—It was \$224 below the national average in 1948, the year after it passed its law, and was the same as the national average last year. This represented a gain of

\$224.

**Utah**—Passed a R-T-W law in 1955, and at that time was \$245 below the national average per capita income. Last year, it was \$2,692 below—a loss of \$2,447.

**Virginia**—In 1948, it was \$293 below the national average. Last year, it was \$431 above, a gain of \$724.

**Wyoming**—Passed a R-T-W law in 1963, when its per capita income average was \$9 above the national. The next year, it went below the national average and stayed below until 1973, when Wyoming again went above the national rate. It was \$226 above last year.

## Restaurant Strike Ends; Workers OK Contract

(Continued from Page 1)

the final issue insisted on by Local 2 which delayed settlement with the GGRA.

The two employer groups began their preparations for contract talks with the union on April 1. Negotiations broke off at the first of September with the parties in sharp disagreement and the strike had escalated since.

Late in November, Jack Henning, head of the State AFL-CIO; John Crowley, executive secretary, San Francisco Labor Council; Lamb and other San Francisco area labor representatives met with

Mayor Dianne Feinstein to explore means of ending the prolonged dispute.

Soon thereafter, talks resumed with a mediator, resulting in the agreement reached and ratified this week.

An employer representative declared, "I think both sides won. I'm sorry it took over three months to iron out our differences."



## Catalog Issued on Labor Programs

A new catalog listing a variety of materials on cooperative labor-management programs and basic labor relations skills was recently issued by the U.S. Department of Labor. It is available free.

The 27-page Labor Relations Resource Catalog lists films, training packages, publications and reports available. Copies may be obtained from the Bureau of Labor-Management Relations & Cooperative Programs, Room N-5677, U.S. Department of Labor, 200 Constitution Ave. N.W., Washington, D.C. 20210.

## ALRB Sets Arguments Date on Rigi Case

(Continued from Page 1)

may request further briefing.

Any interested party may submit a request to the ALRB to present oral argument and all requests must be submitted by January 23.

Oral argument will be heard Thursday, February 7, 1985, at 10:00 a.m. at the State Personnel Board Building, 801 Capitol Mall, Room 150, Sacramento, CA 95814.

An original and nine copies of each amicus brief and each request to present oral argument must be filed before the deadline with the Executive Secretary, ALRB, 915

Capitol Mall, Room 335, Sacramento, CA 95814.

Copies of all briefs and requests must be served on the parties to the matter. Questions should be referred to James Wolpman, Acting Executive Secretary, ALRB, at (916) 322-6913.

### Randolph

In 1957, A. Phillip Randolph, president of the Brotherhood of Sleeping Car Porters, became the first black vice-president of the AFL-CIO.

# Class Warfare in Arizona Copper Mines

The strike of copper workers against the Phelps Dodge Corporation in the mines of Arizona has become one of the bloodiest and most prolonged labor disputes of the past decade. Next month the workers will have been out a year and a half, fighting not only a ruthless corporation but the anti-union Arizona state government and its Democratic Governor, Bruce Babbitt.

A review of what is essentially a class struggle, involving strikers and their families on the picket lines, is here presented by Cass Alvin, official of the United Steelworkers and a vice president of the California Labor Federation, AFL-CIO:

When Ronald Reagan used the power of his office to break the strike of the Air Controllers, he gave the signal to corporate America to start a war on unions. Instead of encouraging collective bargaining between labor and management as intended by the national policy under the National Labor Relations Act, Reagan promotes union-management strife and union busting.

One of the classical examples of union busting is going on today in the isolated mining camps in Arizona.

### CORPORATE DESPOTISM

A bitter struggle of working people against corporate despotism reminiscent of the early days of this century continues as twelve International Unions and a metals trade council are in the fifteenth month of a strike imposed on them by the notoriously anti-union Phelps-Dodge Corporation.

This strike is not just the traditional argument over the labor's share of the economic pie. It is a calculated, premeditated scheme of a giant copper corporation to take advantage of the morbid economic condition in our economy and the hardships it created with its heavy and prolonged unemployment.

Phelps-Dodge, taking a page from Reagan's union-busting Bible, set out to break the coordinated bargaining strength of a coalition of trade unions and, in so doing, hoped to return once again to the open-shop conditions of the past when the barons of the nation's mining industry reigned in total, absolute control over the lives of the workers.

### ZERO SETTLEMENT

Last year, in the 1983 contract renewal talks in copper, the coalition of unions settled with six of the major copper producers for literally nothing—for a three-year wage and benefit freeze for the first time in more than 40 years.

Phelps-Dodge rejected this zero settlement pattern and, instead, issued an ultimatum that the workers give up some \$59 million in wage rates and fringe benefits. That's not all it asked the workers to do.

It insisted that the unions accept a two-tier wage structure; that they pay 20 percent up front in health and other insurance premiums; that they give up some vacation and holiday benefits and that they no longer have voice in such matters as pension eligibility.

Phelps-Dodge abrogated some 400 working arrangements negotiated by the local unions over 40 years of labor relations. If the unions refused to accept this ultimatum, Phelps-Dodge declared it would test the unions and would operate the facilities with scab labor and with some 920 supervisors it retained and trained during a 1982 shutdown period, when it laid off its union-represented workers but kept supervisors on the payroll to train them for the takeover of union jobs.

### UNION BUSTING TACTICS

Since nearly all of the 3,000 workers went jobless for a year or longer and while more than 60 percent of all copper workers in America were unemployed due to the Reagan recession, the company figured the workers could not endure a prolonged strike, especially since they were in heavy debt to the company for rent of the company-owned housing and to the company store for food and other basics. Phelps-Dodge calculated that the strike would be broken in a couple months—by Labor Day 1983.

To ensure the success of its scenario, the company engaged a Pinkerton-type union-busting security agency, complete with arms and spying video cameras. It started its campaign of terror, harassed workers and families, threatening them with eviction from housing, with the withholding of health care at the company-owned hospitals and clinics, and with outright discharge from employment.

Those who resisted or even as much as displayed any union solidarity on the picket lines were singled out for arrests on company-ordered warrants. Workers and spouses were arrested and treated in the most brutal fashion by the local and state police.

### CIVIL RIGHTS FLOUTED

Civil rights were disregarded. Wives who joined their husbands on the picket lines were handcuffed and arrested in their homes and in the presence of their children. They were dragged into jail without visiting privileges and hauled to the county seat, some 125 miles, in blistering heat like cattle, in unventilated vehicles. Arrested strikers accused of minor picket-line restraining order infractions were not only arrested but forced to post bail higher than that demanded of murderers, rapists, or drug peddlers.

But even such inhuman treatment and continued threats and harassments failed to force a sufficient number of workers to cross the picket lines. So the company went out and recruited some 1,500 in August of 1983 from outside the mining community to act as strike-breakers.

In this the Phelps-Dodge Corporation had the cooperation of Arizona's Governor Bruce Babbitt, who ordered the National Guard to give military support and sanction to the strikebreaking in the name of law and order.

### CAMPAIGN OF TERROR

The campaign of terror continues at this very time, although now the company and police activities are being challenged vigorously and the unions are succeeding in thwarting some of the abuses through legal action and with the support given the copper strikers by the trade-union movement and other organizations as the notoriety of this struggle is spreading across the nation and even the world.

Under the rulings of the National Labor Relations Board's regional office and certain to be sustained by Reagan's national NLRB, the strikers were denied the right to vote in the decertification elections promoted among the scabs by the company. Only the scabs were eligible. This, however, in no way dampens the spirit of the strikers or their families. They will continue the strike.

The corporation's eviction notices to throw families of strikers out of the company housing is meeting stiff resistance from the union through legal action on a case-by-case basis.

### STRIKERS' HEALTH CARE

An arbitration ruling is forcing the company to provide health care to strikers and families. The union strike assistance up to now is able to pay rents, utilities, and health care premiums. In most cases, the weekly benefits are sufficient to sustain the strikers and families. To date, over \$6½ million in strike benefits were paid to strikers.

The Arizona State Department of Public Safety—the state troopers—are lauded by the governor for "professional conduct" in putting down disturbances. These troopers created a riot by their unprovoked use of force that abused citizens, inflicting physical harm, threatening lives of women and children. The unions sued the state troopers and its officers and leaders for \$21 million. The unions have documented the case with eyewitnesses to the police brutality.

The copper strike now has a life of its own. The unions involved—the United Steelworkers, the International Association of Machinists, the Operating Engineers, Boilermakers, Carpenters, Painters, United Transportation Union, International Brotherhood of Electrical Workers, and the Morenci Metals Trade Council—are committed to support fully the copper strikers until the company abandons its union busting and restores fully the status of the strikers by bargaining with the unions in good faith so that justice and dignity will be the reward of the copper union workers' solidarity and sacrifice.

# DON'T BUY COOR'S BEER