

# Parc 55 Victory

## HERE Wins Contract After 4 Years

Local 2 of the Hotel Employees and Restaurant Employees, in a major victory for labor, this week won its four-year organizing battle against the Parc 55 Hotel in San Francisco.

The hotel management announced Tuesday that it had accepted a six-months-old National Labor Relations Board order to bargain with Local 2.

On Wednesday Local 2 President Sherri Chiesa, flanked by the president of the hotel's parent corporation, announced at a news conference that Parc 55 workers had

swiftly and overwhelmingly ratified a contract.

"This is a great contract and a great settlement," Chiesa declared.

The agreement brings Parc 55 employees up to the San Francisco union standard for pay and benefits that applies to the city's best known luxury hotels.

It contains a successor clause guaranteeing that workers will keep their jobs if the hotel is sold, providing them with a greater degree of security.

Many Parc 55 workers are getting benefits for the first time. Med-

ical and dental co-payments for those who were covered are eliminated or are greatly reduced. Parc 55 will contribute to the legal fund.

Chiesa indicated Local 2 would turn immediately to another of the half-dozen luxury hotels that have opened non-union in San Francisco in the past decade and have mounted union-busting campaigns in an effort to keep organizers at bay.

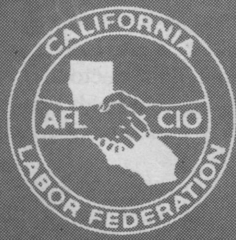
"Organizing remains our number one priority. There will be a next hotel to organize," Chiesa contin-

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Photo by Tim Reagan

President Sherri Chiesa of HERE Local 2 announces Parc 55 contract. At right, hotel executive Lawrence Chan.



## California AFL-CIO News

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## Nevada Unions Target BofA

Unions, union members and others continued to pull money out of Bank of America this week in angry response to the bank's plan to reduce employees to part-time status and strip them of health care benefits.

The Nevada State AFL-CIO Executive Board called upon affiliates and members to close BofA accounts. Executive Secretary-Treasurer Claude Evans made it clear the Nevadans were acting in support of the California Labor Federation and Executive Secretary-Treasurer Jack Henning, who launched the action against Bof A two months ago.

The spectre of wholesale withdrawal of funds by public agencies continued to haunt BofA public relations teams struggling to preserve the bank's image.

City Council Member Maria Alegria of Pinole announced this week that she was preparing a motion to close that municipality's accounts.

Protest action by the Alameda County Board of Supervisors was delayed until next week after Richard Rosenberg, BofA's chief execu-

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## Labor Makes NAFTA Dem Convention Issue

Labor Delegates to the California Democratic Party Convention this weekend at the Sacramento Convention Center will be wearing anti-NAFTA badges and distributing leaflets urging adoption of a resolution calling for defeat of the agreement unless it is renegotiated to protect workers and the environment on both sides of the border.

Jack Henning, executive secretary-treasurer of the California Labor Federation, was scheduled to argue for acceptance of the anti-NAFTA resolution during Sunday's session on resolutions.

The resolution, submitted by Bill Camp, assistant director of the state AFL-CIO Committee on Political Education, bears the signatures of some two dozen labor leaders and activists as well as other Democrats concerned over the social havoc, economic disruption and environmental chaos that would result from wholesale exportation of American jobs to Mexico following ratification of the agreement.

Labor's convention floor campaign will be directed by Camp and Richard Holober, assistant research director of the state federation.

The resolution points out that NAFTA would damage California's economy by wiping out thousands of jobs through exportation of work and by allowing Mexican workers to take over in trucking, transportation and other industries, by depressing wages and working conditions for millions of Californians, and by diverting to Mexico investment capital urgently needed in South Central Los Angeles and other communities where businesses can't obtain loans and residents can't find jobs.

The agreement would perpetuate environmental abuse on both sides of the border, the resolution warns, by forcing California businesses to lower standards to meet Mexican competition, encouraging dirty businesses to move south rather than clean up their workplaces, and by requiring taxpayers to subsidize billions of dollars worth of pollution clean-up and infrastructure construction.

NAFTA's strong protections for wealthy investors are contrasted to the dearth of consideration for rights of U.S. citizens and the inroads it would make into local and state government authority.

The resolution points out that the agreement would prohibit government agencies

from adopting "buy American" policies, outlaw any environmental, worker protection or public health laws that business interests could construe to be trade barriers, and would prevent the California Highway Patrol and Department of Motor Vehicles from enforcing state regulations on Mexican trucks and buses.

The resolution states that NAFTA can't be made acceptable unless:

- Adequate investment is assured for American localities where millions of unemployed persons are ready to work.
- Strong trans-border enforcement authority is established with power to invoke sanctions for violations of labor standards, human rights, and environmental protections.
- Massive increases are provided for the Mexican minimum wage, now 68 cents per hour.
- A cross-border transaction tax is included to pay for retraining and benefits of displaced American workers.
- Debt relief is provided to relieve Mexico of the crushing interest burden that currently forces it to pay virtually all of its foreign trade earnings to American banks.

## Workers' Comp Crisis Likely in August

The Legislative leadership in both Assembly and Senate have decided that the critical shaping of this year's workers' compensation bill will be made in August following the July recess, Jack Henning, Executive Secretary-Treasurer of the California Labor Federation, said this week in Sacramento.

Although committee hearings in both Houses have begun, the actual bill to be submitted in final form to the floor of both houses will be written in a conference committee comprised of representatives of Assembly and Senate.

The Senate Rules Committee and the Speaker of the Assembly will each name three members to the

conference committee.

Of the three named by each House, two will be from the majority Democratic Party and one from the minority Republican Party.

The California Labor Federation this week introduced its workers' compensation bill as dozens of other compensation proposals entered the legislative process.

SB 1005, sponsored by the federation, was introduced Thursday by Senator Bill Lockyer, D-Hayward. Its first test before a Senate Committee will follow the Easter recess.

The federation bill increases disability benefits aimed at making present benefits closer to providing replacement for lost wages due to

industrial injury.

The maximum temporary disability and permanent total disability benefits, for example, would be increased from the present \$336 per week over five years until it reached \$516 or the equivalent of the state-wide average manufacturing wage, whichever would be greater.

Meanwhile, the Senate Industrial Relations Committee this Wednesday approved SB 30, authored by Patrick Johnston, D—Stockton. In a meeting with Senator Johnston on the previous day, Secretary-Treasurer Henning advised the Senator that while the bill had many constructive features, it also held provisions that labor could not accept,

but that the federation would be pleased to consult with the author to remove aspects harmful to worker interests.

On the other side of the Capitol on the same day, the Assembly Finance and Insurance Committee approved AB 110, authored by Assemblymember Steve Peace, on a 12-0 vote.

On the Peace bill, the federation had stated its objections, but as with the Johnston bill, indicated fed representatives would be meeting with the author with regard to disputed provisions.

Joining with Peace in the bipartisan, 12-0 vote to pass AB 110 out

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# Off-Told Tales Rich in Labor Lore

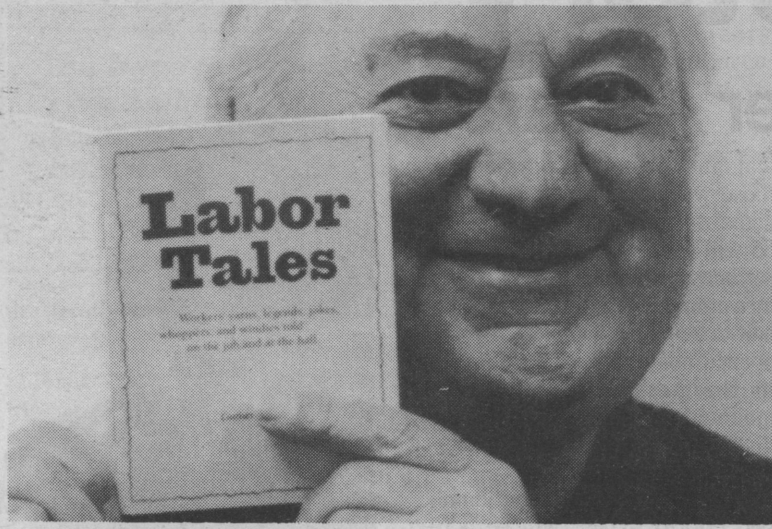
There's only one way to get a copy of "Labor Tales," folklorist Archie Green's newly published collection of "workers' yarns, legends, jokes, whoppers and windies told on the job and at the hall."

The little book isn't for sale. It comes free in return for a donation to the Labor Archives and Research Center at San Francisco State College.

"I am just delighted at the way this has worked out," Green said this week. "The Labor Archives, which preserves historical documents and artifacts of the labor movement, published this little book of stories that I have collected from across the country, and it is appropriate that the book benefits the Archives, especially in these days of budget crisis."

What constitutes a labor tale? "The first thing is that you hear it from more than one source," Green replied. "Some of these stories keep cropping up again and again and people repeat them as though they were brand new."

"If you get a story with the same



Archie Green is amused by a passage in his 'Labor Tales.'

basic elements from two different parts of the country, chances are it really is a labor tale."

Sort of like an urban fable?

"Exactly," Green responds. "Details may vary with retelling, but the main themes recur."

It is Green's conviction that storytelling on the job site fulfills needs.

If the themes repeat, it is because the tellers are expressing feelings other workers in similar circumstances have felt before, he says.

"An example was the fatal collapse of a construction crane on a highrise construction project in San Francisco in 1989," Green said.

"The next morning when construction workers returned to the

site to resume work for the first time since three of their companions were killed, they stood in groups and circles trading stories about other construction accidents and experiences.

"It was very much a therapeutic ritual," Green said. "When they had talked out their fears and emotions, they picked up their tools and went to work."

Some of Green's tales obviously have roots in antiquity. There is, for example, the tale of the foolish cormorant who contributes to the creation of the wage system by allowing a man to put a ring about its neck so that it cannot feed itself by swallowing the fish it catches.

There are variations of the account of Mother Jones bluffing her way past armed thugs hired by a mine owner to intimidate striking miners.

Constant updating seems to be a characteristic of labor tales. Green collected a variant on the familiar story of journalists "saving the dupes" to cover for delinquent col-

leagues from Lynn Ludlow, currently a staffer at the San Francisco Examiner.

The entire project is rife with tradition. The book's shirt-pocket dimensions are copied from the original Wobbly songbook published by the Industrial Workers of the World.

Green calls it a "chapbook," which turns out to be a term familiar to librarians and others knowledgeable about cheap publications produced for the masses since medieval times.

Green comes by his interest in labor folklore honestly. He joined San Francisco Shipwrights Local 1149 of the Carpenters 53 years ago and still carries a card. He returned to the shipyards after Navy service and then "moved uptown" to work in general carpentry.

He got a degree in library science at University of Illinois in 1959 and then went on in 1968 to earn his PhD. in folklore at the University of Pennsylvania. His doctoral thesis on songs of the coal fields was published in 1972 under the title, "Only a Miner."

This June his latest book, "Wobblies, Pile Butts and Other Heroes," will be published by University of Illinois Press.

"Labor Tales" is only a start. Green already is amassing material for a second chapbook for publication by the Labor Archives. Eventually he wants to combine several of the little books into a large volume.

"We expect 'Labor Tales' to become a valuable collectible in the years ahead and have numbered each of this limited edition of 550 copies," said Lynn Bonfield, director of the Labor Archives and Research Center.

The 550 copies will be distributed to individuals who contribute \$35 and to unions that contribute \$100.

Checks should be made payable to Labor Archives and Research Center, San Francisco State University, 480 Winston Drive, San Francisco, CA 94132.

## AFL-CIO Rejects a California Idea

The California Labor Federation proposal to grant fraternal delegate status at national AFL-CIO conventions to representatives of all national Democratic trade union bodies, and not simply to the national bodies of the white-ruled countries of Great Britain and Canada, has been rejected by the Executive Council of the national federation.

The California proposal was presented at the 1991 national AFL-CIO convention and was referred to the Executive Council, which took action at the end of its recent winter meeting at Bal Harbor, Florida.

Only representatives of the British Trades Union Congress and the Canadian Labour Congress currently enjoy fraternal delegate status, which grants them the right to speak and participate directly dur-

ing biennial AFL-CIO conventions.

The Executive Council's Resolutions Committee contended that granting these rights to additional foreign delegates "would prove to be too cumbersome," and the full council agreed.

Also rejected by the council was a resolution submitted by the Distillery Workers calling upon the AFL-CIO to publicize the results of studies about positive effects of alcohol consumption.

A committee report accepted by the council states:

"The problems of alcohol and health are difficult and very complicated. It is an area in which the federation is not in a position to publicize selected studies."

Two additional resolutions left over from the 1991 convention were declared

moot by the Executive Council.

One called for election of an Hispanic trade unionist to the Executive Council. An Hispanic was in fact seated on the council later in the convention with the election of Jack Otero, head of the Labor Council for Latin American Affairs, as an AFL-CIO vice president.

The second mooted resolution called for holding a Solidarity Day III march in D.C., prior to the 1992 general election.

The election passed without any enthusiasm being mustered for the idea of diverting energies away from campaigning for labor-endorsed candidates and focusing it instead on a march like the demonstration that packed Washington with trade unionists on Labor Day weekend of 1991.

## CLUW Names Banquet Honorees

Two groups of strikers and a statewide labor leader are to be honored at the biennial Working Women's Awareness Week Dinner of the East Bay Chapter of the Coalition of Labor Union Women.

The dinner is set for Thursday evening, May 6, at the Oakland Airport Hilton Hotel, Kerry Newkirk, CLUW chapter president, announced this week.

Honorees are:

- Mary Bergan, president of the California Federation of Teachers and vice president of the California Labor Federation, AFL-CIO.

- The Summit Strike Coalition, five unions whose members successfully defended their right to honor each others' picket lines during last year's landmark strike against Summit Medical Center in Oakland.

- Members of Teamsters Local 601 of Stockton whose solidarity is unbroken after a year and a half on the picket line at Diamond Walnut Growers in a strike that has become a nationwide rallying point in the battle to ban permanent replacement by scabs.

The dinner will be a highlight of Working Women's Awareness Week in the San Francisco Bay Area.

### Full Scholarship for Institute

A full scholarship to the 1993 Western Regional Summer Institute for Union Women is being offered by the East Bay Chapter of the Coalition of Labor Union Women.

The 12th annual conference is set for Aug. 1-6 at University of Cali-

fornia—San Diego. The scholarship, worth \$450, covers room, board and tuition.

The event is to open with a reception at 6 p.m. Dinner is scheduled for 7.

Application forms are available from Kerry Newkirk, East Bay CLUW Chapter president, (510) 893-8766.

The week was established to dispel myths and stereotypes that hinder women's equality of opportunity, to recognize contributions of working women, and to show unorganized women that CLUW and the labor movement are addressing their concerns," Newkirk declared.

Entertainment will include a presentation of "Working Women's Songs and Stories," the performance piece based upon histories gleaned from the Labor Archives and Research Center at San Francisco State University.

The performers will be Carma Berglund and Pat Wynn, who developed "Working Women's Songs and Stories" under a grant from the Labor Archives.

Tickets are \$55. Tables of 10 are available.

Information concerning reservations and details about the dinner can be obtained from Newkirk, (510) 893-8766, or Margaret Shelleda, East Bay CLUW vice president and a vice president also of the state AFL-CIO federation, at (510) 465-0120.

## Labor Biographer Estolv Ward Dies at 93

Private funeral services have been held for Estolv Ward, a reporter who was fired by the Oakland Tribune in the 1930s for trying to organize a unit of the then-American Newspaper Guild and who went on to become a labor historian and biographer.

He died last Thursday in San Francisco at the age of 93.

Ward was author of "Harry Bridges on Trial," an account of the federal government's attempts to deport the long-time president of the

International Longshoremen's and Warehousemen's Union, and "The Gentle Dynamiter," a biography of Tom Mooney that laid out evidence Mooney was framed for the fatal 1916 Preparedness Day Parade bombing on Market Street in S.F.

He served on the Bridges Defense Committee and worked for 22 years on the committee that finally achieved Mooney's release from prison in 1939.

Ward was elected secretary-treasurer of the CIO Alameda County Labor Council in the 1930s and worked for several unions as an organizer.

He was a Superior Court bailiff for many years, and it was through this work that he met Mooney and began 19 years of research that led to his second book.

Following his retirement he participated in the Oral History Project at Bancroft Library at University of California-Berkeley, taking the oral histories of many prominent trade

unionists and assisting with others.

He is survived by his wife, Angela, of San Francisco; two sons, Roger of Healdsburg and David of Grass Valley; eight grandchildren and six great-grandchildren.

Memorial contributions may be made to the Labor Archives and Research Center at San Francisco State University, 480 Winston Drive, S.F. 94132, or to Bancroft Library Oral History Project, University of California, Berkeley 94720.

### Datebook

- Asian Pacific American Labor Alliance: Organizer training, May 21-23, Mount Alverno Conference Center, Redwood City.
- Joint Legislative Conference: May 24-26, Radisson Hotel, Sacramento.
- Committee for the Future Hearing: June 15, Biltmore Hotel, Los Angeles.
- Executive Council: June 16 & 17, Biltmore Hotel, Los Angeles.
- Asian Pacific American Labor Alliance National Convention: Aug. 19-22, Los Angeles Hilton Hotel.
- A. Philip Randolph Institute California State Conference: Aug. 26-29, Concord Sheraton, Concord.
- AFL-CIO National Convention: Oct. 4-7, San Francisco.
- 1994 Biennial Convention of the California Labor Federation: July 25-29, 1994, Radisson Hotel, Sacramento.

### Publisher's Notice

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# Union Privilege Sets up Shop In California

AFL-CIO Union Privilege formally launched its new service center at Los Angeles this week, unveiling an array of programs



Ernesto Medrano tells how Union Privilege helped Machinists organize.

designed for non-union workers and associate members as well as for established trade unionists.

It is the first such satellite operation that Union Privilege has established outside Washington, D.C.

David Silverman, Union Privilege president, told some 100 union representatives present at the L. A. Hilton Hotel that Los Angeles and Orange Counties were chosen because of the region's "cultural diversity and dynamic unionism."

Dave Sickler, AFL-CIO Region VI director, master of ceremonies for the occasion, told trade unionists that the programs offer enormous potential for projects of the Los Angeles-Orange Counties Organizing Committee.

There was agreement from William Robertson and Bill Fogarty, leaders, respectively, of the Los Angeles County Federation of Labor and the Orange County Central Labor Council.

Also introduced were Joel Lyle, director of the new office, and Dar-



David Silverman, left, president of Union Privilege; Darlene Castillo, deputy director of the new office, and Joel Lyle, the director, explain services available in Southern California.



lene Castillo, assistant director.

Sickler challenged union leaders to view the program as a new tool for organizing and to take full advantage of it.

"Use it or lose it," he declared. "There are plenty of other regions in the United States that would love to have this resource at their disposal."

Benefits range from consumer and entertainment discounts to health care and travel services, Lyle explained.

Unorganized workers can be shown the benefits of union membership even before there is a union

at their workplace, he explained. They can be enrolled as associate members and made eligible for participation even in advance of an organizing campaign, Lyle pointed out.

Programs include health care, dental, hearing and vision care discounts reducing out-of-pocket expenses for persons who already have coverage and providing important protection to those who have no coverage.

Prescription discounts provide 10 percent savings on brand-name and generic drugs.

Consumer discounts are in place

with Price Club, Winston Tire outlets, Firestone stores and service centers, home furnishings stores, appliances and even a chain of L.A. region fitness centers.

Entertainment discounts cover major theme parks including Disneyland, Universal Studios and Sea World as well as a number of movie theater chains.

Travel service discounts are available on air fares and at thousands of hotels.

The new Union Privilege office is located at 515 S. Shatto Place, Los Angeles 90020.

The phone is (213) 738-8396. The Fax number is (213) 738-8359.

## Harassment Bill Clears Committee

The labor-backed bill clarifying what constitutes illegal sexual harassment in the workplace won approval of the Assembly Committee on Labor and Employment Wednesday.

Assembly Bill 675 by Gwen Moore, D-Los Angeles, was approved by a unanimous 10-0 vote after Kathleen Kinnick, director of women's activities for the California Labor Federation, testified that it provides important definitions.

"We believe the bill is needed to prevent limited interpretations of existing law that never were intended by the Legislature," Kinnick said.

The bill defines sexual, gender and pregnancy harassment and makes it clear that existing law covers all of these but is not limited to them.

AB 383 by Barbara Lee, D-Oakland, calling for Cal-OSHA standards to protect construction workers against lead poisoning, was approved with labor support over the objections of the California Chamber of Commerce and the

anti-union Associated Builders and Contractors.

Lee's bill would require that Cal-OSHA staff prepare standards for consideration by the Cal-OSHA Standards Board no later than March 1 of next year.

The Labor and Employment Committee also approved AB 417 by Johan Klehs, which would enable the labor commissioner to seize tax refunds or even lottery winnings in order to award back wages owed to workers by an employer against whom a judgment has been obtained.

A Republican attempt to dismantle the state Commission on the Status of Women was defeated Wednesday in the Assembly Committee on Consumer Protection, Government Efficiency and New Technology.

The measure by William J. Knight, R-Palmdale, was described as "regressive" in testimony by Kinnick, who cited successes by the commission in monitoring a variety of bills, defining areas of need

## Fed's Buy-American Bill Heads for Senate Floor

The California Labor Federation's bill requiring public agencies to give preference to California and U.S. companies when purchasing manufactured and processed goods was sent to the floor of the State Senate last Monday.

Senate Bill 258, sponsored by the state federation and introduced by Milton Marks, D-San Francisco, is expected to be voted upon after the Senate's Easter recess.

The bill is aimed at attacking unemployment and the stagnating domestic economy by encouraging purchases with tax dollars of products originating in this state and country.

Public agencies would be required to give preference to domestic goods when there is a choice and it is determined that it is economically feasible to do so.

The committee vote was 7 to 3.

Democrat Robert Presley of Riverside, the committee chair, voted "no" along with two of

the three Republican committee members recorded as present, Bill Leonard, Upland, and David G. Kelley, Idyllwild.

Republican Robert Beverly of Long Beach, the committee vice chair, voted for the bill along with five Democrats and Lucy Killea, San Diego independent.

Democrats voting "yes" were Ralph Dills, Gardena; Leroy Greene, Sacramento; Pat Johnston, Stockton; Bill Lockyer, Hayward; and Henry Mello, Watsonville.

Recorded as not voting was Republican Marian Bergeson of Newport Beach, who this week faced the opening of confirmation hearings for the office of superintendent of education to which she has been appointed by Gov. Pete Wilson.

Others not voting were Democrats Alfred Alquist, San Jose, and Art Torres, Los Angeles.

## Labor Rebukes Boy Scouts for Exclusions

A spokesperson for the national AFL-CIO has rebuked the Boy Scouts of America for banning gays, females and atheists, for spending millions of dollars in legal costs to defend those policies, and for urging donors to withhold contributions from United Way organizations that express opposition.

The denunciation is by Joe Velasquez, director of the AFL-CIO Department of Community Services who also is a member of the BSA Executive Board.

Velasquez spoke out in a presentation to the BSA Relationships Committee and in a letter to Jere B. Ratcliffe, the new chief executive officer of the organization.

He denounced the campaign against the San Francisco Bay Area United Way launched by Boy Scout councils after United Way declined to fund scout activities as long as the organization's discriminatory

policies persist.

Scout organizations are urging donors to bypass United Way and contribute directly to them.

Bank of America has supported the BSA plea and has contributed directly, causing thousands of individuals and many organizations to

withdraw deposits in a campaign

closely paralleling the closing of BofA accounts by customers outraged over the bank's announcement that it will reduce tellers and other workers to part-timers and strip them of their health insurance benefits.

"The negative campaign... conducted against United Way by the San Francisco Bay Area scout councils ended up hurting a lot of good social service agencies that provide help to people in need who have nothing to do with the BSA policy," Velasquez declared in his letter to Ratcliffe.

In his presentation to the BSA Relationships Committee, Velasquez pointed out that organized labor's support of scouting dates back to 1912.

"We share many things, including... a responsibility to challenge the Boy Scouts of America to be the finest organization it can possibly be," he told the committee.

"The Boy Scouts of America should not use the same arguments that private country clubs and other elite private establishments have used to close the door to women,

African-Americans and other minorities," Velasquez continued. "... teach children to judge people on the content of their character, not their religion, race, religion, gender, or sexual orientation."

He argued that BSA policy encourages intolerance and discrimination against individuals based upon their personal characteristics or beliefs.

Velasquez said that as a member of the BSA Executive Board he was concerned not only with the moral and ethical issues in question but also with the legal and financial problems.

"For example, the millions of dollars BSA is spending to defend this policy would be better spent on providing new and creative services to high-risk children—particularly in the inner city," he said.

### AFL-CIO Asks Civil Rights Merit Badge

A new Boy Scouts of America Civil Rights Merit Badge has been proposed by the AFL-CIO as a step toward ending the furor over BSA policy banning gays, females and atheists.

Joe Velasquez, director of the AFL-CIO Department of Community Services, and member of the BSA Executive Board, said the new merit badge should be based on "the constitutional protections afforded all minority groups in our society and the tolerance of diversity that has made America unique in the world."



# High Tech Jobs Also Go to Mexico

It is quickly becoming clear that the North American Free Trade Agreement will send high-tech, well-paid American jobs to Mexico along with low-skill, easy-to-do jobs, according to a report in last Sunday's New York Times.

Apologists for NAFTA have been insisting that complicated, skilled work requiring more training and education would remain in the U.S.

But such jobs already are being exported to Mexico. And the loss of such good jobs inevitably will accelerate because Mexicans are learning quickly and that country's massive job training programs are turning out legions of graduates able to match skills with workers anywhere.

It is forcing labor economists to

**'You have to be concerned about the social peace of the country.'**

**—Frank Levy, labor economist**

drastically raise their job export estimates.

Frank Levy, labor economist at Massachusetts Institute of Technology, told the Times a "ballpark figure" is that seven to eight million of the best-paid factory jobs in America will vanish south of the border.

Included are most of the highest-paying jobs a non-college graduate can hope to hold. Many are held by

college-educated engineers. Workers in jeopardy range from engineers and highly-skilled machinists.

An estimated 600,000 American jobs—many of them low-skill—already have been exported to the maquiladora factories operated by U.S. corporations just across the international border. Experts have been estimating that at least that many more American jobs will be exported to Mexico by the end of the decade.

The loss of seven to eight million high-skill, high wage jobs is over and above the earlier estimates.

"You have to be concerned about the social peace of the country," MIT's Levy observed.

The Clinton Administration's plan to preserve and increase high-skill, high-pay jobs through a \$37.8 billion, four-year outlay for training appears to be in danger of being overwhelmed.

Over the past decade the Mexican government has greatly increased its spending to train young workers for the same kinds of jobs Clinton is talking about. Furthermore, American corporations setting up shop in Mexico are discovering that it is far cheaper to train workers in that country.

"What we can train here, they can train there for less money," Richard Freeman, a Harvard labor economist, told the author of the author of the Times report.

An example close to home is the

giant aircraft maintenance facility under construction at Tijuana within sight of the U.S. border.

The plan obviously is to have the new facility take over jet aircraft maintenance and overhaul work currently performed in this country by highly skilled, mostly union workers, and technical schools in Mexico already are training the people who will do the work.

State-of-the-art facilities are springing up in anticipation of NAFTA's passage, including a Ford engine plant, a Nissan car factory, a Ford engine plant, and AT&T molded plastic operation, and a completely automated paper mill.

Formerly industrialists didn't know whether Mexican workers were up to such tasks, but now it is obvious that they are, Levy said.

## One-Day Strike At L.A. Kaiser

Members of Service Employees Local 399 staged a one-day unfair labor practices strike against Southern California Kaiser Facilities to demonstrate frustration over the giant HMO's stonewalling at the bargaining table.

This came after rejection of a management proposal that contained takeaway demands that Kaiser had said it was dropping.

Jim Zellers, president of SEIU Local 399, said the union's next actions will depend upon how Kaiser representatives behave at the bargaining table.

According to Zellers many of Kaiser's demands for concessions totaling \$11.9 million appeared, disappeared, and then reappeared. "Good faith negotiations are a give-and-take process," said Zellers.

Kaiser's contract offer called for a three percent across-the-board in-

crease in the first of three years, but provided only lump sum bonuses ranging from \$300 to \$600 in the second and third years.

"We offered to work with Kaiser in joint labor-management committees to address patient care problems like staffing levels, access, waiting times and cost reduction in return for job security provisions," Zellers said. "Instead, Kaiser insisted on sweeping new rights to cut staffing—at the expense of patient care."

"Our action plan will be implemented in phases until Kaiser comes to its senses," Zellers said. "While we aren't disclosing all details, we can say we'll be employing innovative tactics to pressure Kaiser from the inside as well as the outside."

Frustrated by Kaiser's refusal to bargain over subjects like wages

Medical technologists represented by Engineers and Scientists of California were balloting yesterday and Wednesday on a new contract at Kaiser hospitals, laboratories and clinics in the San Francisco Bay Area and at Sacramento.

Ben Hudnall, ESC business manager said early returns indicated an overwhelming majority in favor of ratification.

Agreement came after five months of negotiations punctuated

and job security, Kaiser workers served the giant HMO with a 10-day strike notice on March 19. Earlier this week, the union called in a federal mediator in an effort to get Kaiser to bargain in good faith.

Documents filed by the union with the National Labor Relations Board last week charge Kaiser with

last month by a series of one-day strikes against Kaiser facilities. Hudnall credited a strong demonstration of solidarity by other Kaiser unions and the Alameda County Central Labor Council.

The stalemate began to ease after a federal mediator brought ESC negotiators and Kaiser together for an all-day meeting in which the union was backed by Executive Secretary-Treasurer Owen Marron of the labor council and leaderships of Service

Employees Locals 250 and 535 and Local 29 of the Office and Professional Employees.

Kaiser finally conceded that top senior technologist rates, affecting a majority of the bargaining unit, were low in comparison to the local labor market and agreed to adjustments, Hudnall said. Management also agreed raises totaling 5.54 percent of the total payroll in the first year of a three-year contract and five percent in the second and third years.

More than 30 unions whose members subscribe to Kaiser have protested Kaiser's failure to bargain in good faith.

"Most of these unions are considering seeking health care alternatives in view of Kaiser's barbaric, union-busting tactics," Zellers said.

## BofA...

(Continued from page 1)

tive officer, crossed the Bay From San Francisco to Oakland to personally plea the bank's case with Supervisor Don Perata, co-author of the pending motion.

A Berkeley City Council motion to pull out of the bank has been tabled until after Perata reports on his meetings with Rosenberg. Directors of the Golden Gate Bridge District are considering similar actions.

Council Member Alegria's comments in Pinole were typical.

"I'm very concerned that the bank's actions will contribute to the further erosion of our standard of living," she said.

"I believe health care is a right not a privilege. I feel Bank of America is acting irresponsibly in a time of national crisis over health care.

"It is corporate irresponsibility, pure and simple," she added.

Meanwhile, corporate colleagues rallied around BoA's Rosenberg.

The bank CEO is to be honored

at a \$250-a-plate testimonial dinner April 15 in the Grand Ballroom of the Fairmont Hotel. He'll be given the Corporate Leadership Award of the National Council on Aging.

Co-chairs of the event are the chief executive officers of Sayntex Corporation, Pacific Gas and Electric Co. and Southern California Gas Co.

The program cites Rosenberg's "devotion to the welfare of our nation's citizens."

This comes as BofA, under Rosenberg's leadership, is preparing to move into Mexico with a full-service lending operation once the North American Free Trade Agree-

ment is ratified by Congress. NAFTA would make it possible for BofA to provide full services in Mexico, conducting business and making loans in pesos.

The Mexican venture apparently will be directed by Peter McPherson, one of Rosenberg's BofA vice presidents, who just happened to serve as chair of a banking industry task force that advised the Bush Administration during the NAFTA negotiations.

Meanwhile, BofA continues a full-court press against any journalists of publications that report the part-time squeeze and stripping of health benefits in unflattering

stein, Conroy, Ferguson, Horcher, Johnson, Montjoy, O'Connell, Sher and Speier.

Recorded as absent were Democrats Archie-Hudson, Farr and Margolin and Republican Statham.

## Comp:...

(Continued from page 1)

of the Assembly Finance, Insurance and Public Investment Committee and to re-refer it to the Ways and Means Committee were Assembly Members Caldera, Areias, Born-

## Record 67 State Fed Scholarships

A 67th scholarship has been added for the 1993 state AFL-CIO competition, raising to a record \$33,500 the total to be awarded to graduating high school seniors on the basis of the competition conducted last month.

The newest \$500 scholarship is co-sponsored by the Communications Workers of America Local 9505 of Arcadia. It is designated

the Michael Pencall Memorial Scholarship in honor of a long-time activist member of that union.

More than 2,100 graduating seniors qualified to sit for this year's 47th annual examination, which was given at every high school in the state where a student was eligible.

Grading of true-and-false and

multiple-choice portions of the examination have been completed. The papers now are at the University of California-Berkeley Labor Center where graduate teaching assistants are undertaking the preliminary grading of written questions and the essay portion.

Highest-scoring papers will be submitted on April 29 to the panel of judges who will make the final

determinations.

Winners will be notified by mail in the first week of May, and there will be a complete report in the May 7 issue of California AFL-CIO News.

Checks for \$500 apiece will be deposited in the names of the 67 winners at the schools, colleges or universities they designate.

## Kaiser Medical Techs Ratify in Bay Area

Medical technologists represented by Engineers and Scientists of California were balloting yesterday and Wednesday on a new contract at Kaiser hospitals, laboratories and clinics in the San Francisco Bay Area and at Sacramento.

Ben Hudnall, ESC business manager said early returns indicated an overwhelming majority in favor of ratification.

Agreement came after five months of negotiations punctuated

and job security, Kaiser workers served the giant HMO with a 10-day strike notice on March 19. Earlier this week, the union called in a federal mediator in an effort to get Kaiser to bargain in good faith.

Documents filed by the union with the National Labor Relations Board last week charge Kaiser with

last month by a series of one-day strikes against Kaiser facilities. Hudnall credited a strong demonstration of solidarity by other Kaiser unions and the Alameda County Central Labor Council.

The stalemate began to ease after a federal mediator brought ESC negotiators and Kaiser together for an all-day meeting in which the union was backed by Executive Secretary-Treasurer Owen Marron of the labor council and leaderships of Service

Employees Locals 250 and 535 and Local 29 of the Office and Professional Employees.

violating U.S. labor laws by renege-

ing on agreements to remove session demands, failing to provide information requested, unilaterally changing wages, hours and working conditions, discriminating against a bargaining team member and soliciting and encouraging employees to resign from the union.

The letter contended that employees being shifted to part-time status are not being cut off health care but are being offered the opportunity to pay their own health premiums out of their reduced incomes.

Those who move to hourly, non-benefited status are eligible for severance benefits if they decide quickly to try to make a living elsewhere, the letter said.

"We recognize that the changes we are asking some of our employees to make are difficult. We are sorry for that, but we know that staffing flexibility is absolutely essential if we expect to remain strong and competitive during these tough times," Sawyer wrote.

## Parc 55...

(Continued from page 1)

ued. "Which hotel ultimately is the decision of the workers.

"Parc 55 proves that our union can win tough fights. This victory—this first-time union contract—is where we turn the corner on organizing the city's non-union hotels," declared Chiesa, a vice president of the California Labor Federation.

The settlement, coming with dramatic swiftness, ended four years of picketing that began when management refused to allow union organizers across to the hotel and started using tactics Local 2 charged were aimed at intimidating workers to prevent them from exercising their constitutional right to union representation.

The NLRB ultimately agreed with Local 2 accusations, charging the Parc 55 with scores of labor law violations. The order to bargain with Local 2 was issued last September, and the Parc 55 began a legal fight that ended this week.

Frequent demonstrations, often supported by church leaders and community activists as well as the entire Bay Area labor movement obviously were taking a toll.

Lawrence Chan, president of Parc Lane Hotels, the parent company of Parc 55, said during Tuesday's news conference that he was happy that the long dispute was ending.

"I believe this is a win-win situation," Chan said. "Now we can put our energies into running a premier, first-class hotel."