



California AFL-CIO News

Official Publication of The California Labor Federation, AFL-CIO

Vol. 27 - No. 44

November 30, 1984

Tortilla Factory Strike Continues in Richmond

Representatives of the employer, Hotel Employees & Restaurant Employees Local 28 and Federal Mediator Dorothy Christiansen met this week on the strike-boycott involving Mission Foods tortilla factory in Contra Costa County.

According to Max Barela, union representative, the session took up several preliminary issues and involved an exchange of proposals aimed at settling the strike. These were the first talks since August 5. Meanwhile, the dispute continues.

Mission Foods employees, members of Local 28, walked off the job July 5 rather than accept 30% wage cuts and sharp reductions in medical and vacation benefits.

Mission Foods is a subsidiary of Gruma Corp. of Monterrey, Mexico, a food and farm equipment

conglomerate, one of Mexico's largest tortilla makers.

While court orders have severely limited picketing at the Richmond plant, strikers have launched an information distribution program against the employer at food markets in the area.

Roberto Reyes, speaking for the strikers, said they have plans for extending the boycott effort into the central valley and Los Angeles area. He says many store owners in those locations have been receptive to requests to move Mission products from their shelves.

The struggle of Local 28 is being watched closely by organized labor since the \$250 million a year tortilla business is showing a rapid growth across the U.S.

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ALRB, UFW Suing Stirling Over Actions as Counsel

The State Agricultural Labor Relations Board filed suit this week in Sacramento Superior Court against the agency's general counsel, David Stirling.

The ALRB action accuses Stirling of violating his duties by giving representatives of an agribusiness corporate employer access to confidential files.

Voting to take the action were Board members Jerome Waldie, Pat Henning and Jorge Carrillo. Voting against were the chair, Jyril James-Massengale, and John McCarthy.

Two weeks earlier, the United Farm Workers' Union filed a \$100 million damage suit against Stirling, charging that he has conspired with growers to violate the rights of farm workers.

Stirling, a former Republican Assembly member, has blocked agricultural labor and the union from effectively using the state's farm labor law, the UFW suit charges.

The ALRB's action also alleges

that Stirling has consistently violated the rights of farm workers in order to protect employers. In October, Stirling took the board to court over his authority in a multi-million dollar pay-back case against an Imperial Valley grower. The case is still pending in a Sacramento court.

Included in the files the ALRB says Stirling made available to representatives of the Bruce Church, Inc., agricultural corporation, are the names of farm workers, given on the condition they be kept confidential.

The Church Company is being boycotted by the UFW and in turn is suing the ALRB in federal court.

Jerome Waldie, board member, characterized Stirling's release of the data as "the most outrageous conduct" in terms of exposing farm workers to possible intimidation and employer retaliation since Stirling took office.

Comparable Worth

CSEA Sues Governor and State of California

The San Francisco-Oakland Newspaper Guild this year is marking its 50th anniversary.

On November 10, SFONG held a 50th anniversary dinner at the Holiday Inn on Kearny Street in San Francisco. Honorees included charter members, past and present officers. The dinner celebration followed the quarterly meeting of the Western District Council of the Guild.

SFONG was organized in March, 1934, with chapters at the start with strong memberships at the Examiner, Call-Bulletin, Chronicle, Associated Press, United Press, International News Service in San Francisco, and at the Post-Enquirer and Tribune in Oakland.

Redfern Mason, veteran Examiner music critic, acted as temporary chairman of the first meeting in the Press Club at San Francisco.

The California State Employees Association, Service Employees International, last week filed what it called the "largest sex-based

wage discrimination lawsuit in the history of the United States" against the State of California, the Governor and the State Department of Personnel Administration.

The class action was filed in the U.S. Ninth District Court in San Francisco. In a press conference after the filing, Leo Mayer, president of the union, explained the union is trying to win "comparable worth" pay raises for workers in female-dominated job categories.

CSEA represents about 105,000 of California's approximately 120,000 bargaining unit workers.

The suit, Mayer explained, seeks to recover alleged discriminatory pay differences from 30 months ago until the suit is resolved. It also seeks an injunction forbidding the state from such wage discrimination in the future.

The suit, Mayer said, could affect as many as 100,000 past,

San Francisco Labor Council on Wednesday voted to give "all possible support to Local 2, including a general work stoppage."

Council head Jack Crowley said the action had been taken "in full recognition of the depth of the problems of such an undertaking." He said he had written all affiliates in explanation of necessary vote procedures in the event of a required General Strike meeting.

The action followed by two days the unanimous vote of Labor Council delegates to refer General Strike proposals of Local 2 delegates to the Executive Committee for whatever steps it believed necessary.

Council President Tim Twomey named the following steering committee to coordinate planning: Secretary-Treasurer Crowley; President Twomey; Paul Dempster, President of the Sailors Union of the Pacific; Chuck Mack, President of Teamsters Joint Council No. 7 and Jimmy Herman, President of the International Longshoremen's and Warehousemen's Union.

Bay Area regional backing for

Local 2 began the day before Thanksgiving at a press conference in State Federation headquarters called by Henning and Local 2 President Charles Lamb.

Henning said the restaurant owners were putting the brand of "Scab City" on San Francisco and that all AFL-CIO state and international unions would inevitably be influenced to avoid holding conventions and conferences in the city.

Lamb emphasized that Local 2's membership would never ratify an agreement that would deny strikers the right of return. He indicated that the ban on strikers was the major remaining impediment in contract negotiations.

A regional strategy meeting was held this Tuesday in the Service Employees hall under call of Henning and Lamb. Fifty-five union officials attended, including Mack of the Teamsters and Herman of the ILWU.

The following four action points were adopted:

- 1) Financial assistance for a media campaign

(Continued on Page 4)

World Labor

Britain's highest court has upheld Prime Minister Margaret Thatcher's ban on union membership for employees at an intelligence gathering center, finding it justified on national security grounds. The ruling by a five-member House of Lords panel was a setback for organized labor which viewed the case as a test of Thatcher's effort to curb union rights. The ruling reversed a lower court decision.

Medicaid Cutbacks Not Legal, Court Rules

The 9th U.S. Circuit Court of Appeals in San Francisco recently affirmed a lower court decision ordering the Reagan Administration to alter its interpretation of federal law for government funded medical care.

It was ruled that the government wrongfully has denied Medicaid benefits to thousands of low-income elderly, blind or disabled people nationwide over seven years.

About 8,000 individuals have become eligible for Medi-Cal, as

Medicaid is referred to in California, since the court order took effect in August last year, according to Evelyn Frank, plaintiffs' lawyer from the Alameda County Legal Aid Society.

The lower court order was applied nationwide about two months ago and Frank said the government has started sending notices to people wrongly denied benefits.

Those affected are Social Security beneficiaries, also formerly covered by the Supplemental Security Income program (SSI), which provides additional benefits to

(Continued on Page 4)

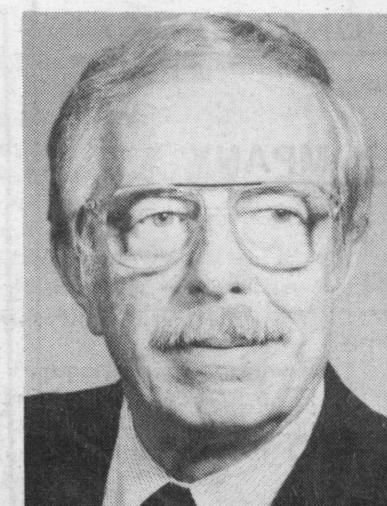
S.F.-Oakland News Guild 50 Years Old

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Redfern Mason, veteran Examiner music critic, acted as temporary chairman of the first meeting in the Press Club at San Francisco.



LEO MAYER
CSEA's President

AFL-CIO Meet on Legislation Set June 3-5

California Labor's 1985 Joint Legislative Conference will be held in Sacramento June 3 through June 5, according to an announcement by the leaders of the three co-sponsors this week.

The 1985 conference will be held at the Capitol Plaza Hotel, 300 Jay Street, Sacramento, CA 95814. A dinner the evening of June 4 will be included in the registration fee.

The joint announcement was made this week by the co-chairs, Jack Henning, executive secretary-treasurer, California Labor Federation; Jerry P. Cremins, president, State Building & Construction Trades Council, and Anthony Ramos, executive secretary-treasurer, California State Council of Carpenters.

(Continued on Page 4)

Federal Court Rules Union Can Sue "Consultant" Firms

Carpenters Local 1054, Lumber & Industrial Production Workers, has convinced a Federal District Court in Washington State that "union-busters" are subject to a damage action under Section 301 of the federal Labor-Management Relations Act.

The union charged the West Coast Industrial Relations Association, working with Human Resources Management, with interference with its prospective contractual relationship with an employer, E. A. Nord Company. The "consultant" firms are alleged by the union to have developed a plan to sabotage contract renewal and force a strike, thereby causing extensive damages such as lost

wages to employees and lost dues money to the local union.

The court decided this action was subject to Section 301, which is most often used in arbitration enforcement and against unions. There is no similar case on the subject of actual damages and the court has reserved ruling on damages until the case comes to trial, according to the AFL-CIO National Organizing Coordinating Committee.

The committee's "Report on Union Busters" points out this is only a first step because "the union must still prove its claim is supported by facts and that damages occurred."

Dellums, Labor Pioneer, To Be Honored on Dec. 9

C.L. Dellums of Oakland, AFL-CIO union organizer and civil rights leader for over 50 years, will be honored with the American Civil Liberties Union's prestigious Earl Warren Civil Liberties Award at the ACLU of Northern California twelfth annual Bill of Rights Day Celebration. The celebration will be held on December 9 at the Sheraton Palace Hotel in San Francisco.

He was long associated with the State AFL and the State AFL-CIO, having been a frequent delegate to and speaker at Federation conventions.

Dellums, 84, is a pioneer in the U.S. trade union movement. In the hostile labor climate of the 1920's, he worked with A. Phillip Randolph to organize the Brotherhood of Sleeping Car Porters, the first modern international union to be founded and led by Blacks.

Dellums and the Brotherhood led a major crusade against racial discrimination in the labor movement. Their campaign was successful in removing "color clauses" from every AFL-CIO union constitution.

During World War II, Dellums was a leader in the March on Wash-

ington which resulted in President Roosevelt's creation of a wartime fair employment commission. After the war, Dellums led a decade-long effort to pass fair employment legislation in California and lobbied then-Governor Earl Warren to support it.

When the legislation was finally passed in 1959, Governor Edmund G. (Pat) Brown appointed Dellums to the first Fair Employment Practice Commission. He has been a member of the Commission ever since. This year marks his 25th year on the Commission.

Dellums, an Oakland resident, is also a founding member of the West Coast regional NAACP.

The December 9 Bill of Rights Day Celebration marks the 50th anniversary of the ACLU-NC, organized in 1934 in response to attacks on workers' rights during the San Francisco general strike. One of the first actions taken by this affiliate was to successfully sue the cities of San Francisco and Oakland for not protecting the strikers' First Amendment rights to free speech and assembly. The ACLU-NC has continued to fight for workers' rights, with recent cases in defense of arrested PATCO strikers picketing school employees and members of the International Molders Union and others whose rights were violated.

The keynote speaker at this year's Celebration will be California Supreme Court Justice Joseph R. Grodin. The program begins at 4:30 p.m. Tickets for the event are \$10 and are available from the ACLU-NC office, 1663 Mission Street, Suite 460, San Francisco, CA 94103, or call (415) 621-2493.

Those wishing to reserve a table for ten (\$100.00), should contact Millie Kane-Irwin at the ACLU-NC, (415) 621-2493.

Prison Labor Hearing on Mattress Factory

The California Prison Industry Board will hold a public hearing at the California Rehabilitation Center in Norco on December 13 to discuss possible expansion of the Prison Industry Authority mattress production.

At issue will be extending the operation to a new factory at the Norco institution. The hearing will start at 10:00 a.m. Thursday, December 13, according to Board Chair Daniel J. McCarthy. The meeting will be in the Superintendent's Conference Center. The institution is at Fifth and Western in Norco, which is near the city of Corona.

Testimony for or against the proposal will be welcomed, McCarthy said. Anyone wishing to testify is asked to notify the Board by Monday, December 10. Its address is Prison Industry Board, P.O. Box 714, Sacramento, CA 95803. The telephone number is (916) 445-2818.

Publisher's Notice

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DON'T BUY

National Boycotts Officially Sanctioned by the AFL-CIO Executive Council

A. P. PARTS COMPANY

Mufflers and tail pipes: A. P. Parts, Merit, Goerlich, Silentone
United Automobile Workers

BROWN & SHARPE MANUFACTURING COMPANY

Measuring, cutting and machine tools and pumps
Machinists & Aerospace Workers

BRUCE CHURCH, INC.

Lettuce: Red Coach, Friendly, Green Valley Farms, Lucky
United Farm Workers

CONTINENTAL AIRLINES, INC.

Scheduled airline
Machinists and Aerospace Workers and Air Line Pilots

ADOLPH COORS COMPANY

Beer: Coors, Coors Light, Herman Joseph's 1868, Golden Lager
Ale: George Killians Irish Red
AFL-CIO Brewery Workers Local 366

EL AL ISRAEL AIRLINES, LTD.

Air passenger and freight transportation
Machinists & Aerospace Workers

FABERGE, INC.

Personal care products: Aphrodisia, Aqua Net Hair Spray, Babe, Cavale, Brut, Ceramic Nail Glaze, Flambeau, Great Skin, Grand Finale, Just Wonderful, Macho, Kiku, Partage, Tip Top Accessories, Tigress, Woodhue, Xanadu, Zizanie de Fragonard, Caryl Richards, Farrah Fawcett, Faberge Organics
Oil, Chemical & Atomic Workers

HESS OIL COMPANY

Hess gasoline and Hess fuel oil
United Steelworkers

INDIANA DESK COMPANY

United Furniture Workers

Union Label and Service Trades Department, AFL-CIO

Record 47 Scholarships in '85 State Fed Contests

Forty-seven \$500 college scholarships are being offered to graduating seniors in California's public, private and parochial high schools in the California Labor Federation, AFL-CIO's 35th annual scholarship awards program, according to an announcement made this week by John F. Henning, the Federation's Executive Secretary-Treasurer. This is a record number of scholarships in the program's history.

Brochures spelling out the details of the contest have just been sent to more than 1,900 high schools.

High school seniors graduating in 1985 interested in competing in the contest should contact their high school principals for application forms and further details.

The deadline for submitting applications, which must be accompanied by a transcript of the student's record, is February 15, 1985.

A two-hour examination will be held Thursday, March 14, 1985 in each high school where applicants have filed. Results will be announced next May.

The written examination is designed to evaluate the student's knowledge and understanding of

labor, business, industrial and governmental problems, as well as past and present social, economic and political conditions affecting management and labor and their ability to present such information.

The brochure announcing the contest includes suggested readings and other resources.

Winners of the contest are to be announced in the latter part of May after all of the test books have been processed by the judges.

Copies of the brochures spelling out the rules and providing suggestions for preparing for the examination have also been sent to all California AFL-CIO affiliates as well as all county, city and district superintendents of schools.

For further information, write to:

Education Committee, California Labor Federation, AFL-CIO, 995 Market St., Suite 310, San Francisco, CA 94103, Attention: Albin J. Gruhn, President.

In his letter to high school administrators throughout the state, Henning pointed out, "We are dependent upon your full cooperation in offering these scholarships to graduating high school seniors. The labor movement in California is proud of this scholarship program and we fully appreciate the assistance extended by the schools in making it a success."

Forty-three of the 47 scholarships in the 1985 competition are co-sponsored by affiliates listed in another column. The other four are wholly sponsored by the California Labor Federation in memory of C. J. "Neil" Haggerty and Thomas L. Pitts, former Federation executive officers, and designated the Haggerty-Pitts Memorial Scholarships.

On the contest's panel of judges are:

Gloria Busman, coordinator, Center for Labor Research & Education, Institute of Industrial Relations, UCLA;

Alice Clement, history-labor studies instructor, Los Angeles Trade Tech Labor Center;

Peter Guidry, coordinator for labor programs, Center for Labor Research & Education, Institute of Industrial Relations, UC, Berkeley;

Dr. Michael B. Lehman, professor of economics, University of San Francisco;

Leland S. Russell, past president, California Council on Adult Education, Bay Section, Walnut Creek.

Members of the Federation Executive Council's standing committee on education which supervises the competition are:

John F. Crowley, secretary-treasurer, San Francisco Labor Council; Val Connolly, secretary-treasurer, Culinary Workers Local 340, San Mateo; Steve Edney, international director, United Industrial Workers, Service, Transportation, Professional & Government, Wilmington; Paul Miller, secretary-treasurer, L.A. District Council of Carpenters; William R. Robertson, executive secretary-treasurer, Los Angeles County Federation of Labor; Raoul Teillet, president, California Federation of Teachers; and William Waggoner, business manager and general vice president, Operating Engineers Local 12, Los Angeles.

Additional co-sponsors for the 1985 competition can be accepted through April 1, 1985. Credit is given to co-sponsors in all announcements and publicity releases.

Fed Scholarship Co-Sponsors

Following are listed the 43 affiliated co-sponsors of the 1985 California Labor Federation, AFL-CIO, \$500 scholarships to assist California high school seniors planning to attend college or university. Four additional scholarships, wholly sponsored by the Federation as the **Haggerty-Pitts Memorial Scholarships**, in honor of the late C. J. Haggerty and the late Thomas L. Pitts, former executive officers of the Federation, brings the number of scholarships in the competition to 47, a record for the 35th year of the program. Co-sponsors are:

Automobile Salesmen's Union, UFCW Local 1095—Albert R.

Silva Memorial Scholarship

Bartenders & Culinary Workers Union, Local 340, San

Mateo—Thomas A. "Tiny" Small Memorial Scholarship

Butchers' Union, Local 120, Oakland

Butchers' Union, Local 498, Sacramento

California Conference of Machinists

California Federation of Teachers, AFT, AFL-CIO

California-Nevada Conference of Operating Engineers, San

Mateo

California State Council of Carpenters

California State Council of Carpenters—Lloyd A. Mashburn

Memorial Scholarship

California State Council of Culinary Workers, Bartenders and

Hotel Service Employees

California State Theatrical Federation

Carpenters Ladies Auxiliary State Council of California

Communications Workers of America, Local 9423, San Jose

Communications Workers of America, Local 11513,

Carson—Alice E. Peck Memorial Scholarship

Communications Workers of America, Local 11550, Riverside

Communications Workers of America, Northern California and

Nevada Council—Shirley Damico & Art Mattie Memorial

Scholarship

Communications Workers of America, Southern California

Council—George W. Gorman Memorial Scholarship

Communications Workers of America, Southern California

Council—Michael Corcoran Memorial Scholarship

Construction & General Laborers #304, Hayward—C.C. Clark

Memorial Scholarship

Culinary Workers & Bartenders Union No. 814, Santa Monica

East Bay Municipal Utility District Clerical, Professional and

Technical Employees, Local 2019, Oakland

El Camino College Federation of Teachers, Local 1388, South

Bay, Gardena—Helen Martin & Dick Schwarzmann Memorial

Scholarship

International Brotherhood of Electrical Workers, Local 6, San

Francisco

International Brotherhood of Electrical Workers, Local 47,

Diamond Bar—Eugene Attebery Memorial Scholarship

International Brotherhood of Electrical Workers, Local Union

No. 340, Sacramento

Laborers' International Union of North America, Local Union

270, San Jose—Robert H. Medina Memorial Scholarship

Los Angeles District Council of Carpenters

Marin County Labor Council

Monterey County Labor Council

Newspaper Guild Locals of California

Northern California District Council of Laborers—Lee Lator

Memorial Scholarship

Orange Belt District Council of Painters, No. 48

Orange County Central Labor Council

Pacific Northwest District Council, I.L.G.W.U.

Sailors Union of the Pacific—Harry Lundeberg Memorial

Scholarship

Southern California District Council of Laborers

Southern California District Council, I.L.G.W.U.

Southwestern Regional Council of U.F.C.W., AFL-CIO &

C.L.C.—Warren G. "Pop" DeSepte Award

State Building & Construction Trades Council of

California—Richard W. Mansfield Memorial Scholarship

Theatrical Stage Employees I.A.T.S.E., Local 16, San Francisco

United Food & Commercial Workers, Local 428, AFL-CIO, San

Jose

United Industrial Workers, Service, Transportation, Professional

and Government of America, Wilmington—James Waugh

Memorial Scholarship

United Transportation Union, California State Legislative

Board—Lynn Fruit Memorial Scholarship

Bill Demers Criticizes Adult Education Costs

William C. Demers, District 11 vice president, Communications Workers, and California AFL-CIO executive council member recently charged that adult education programs are pricing themselves out of the competitive market for most workers. He suggested the system be revised to accommodate the educational needs of working men and women by offering more, low-cost programs.

The forum from which he spoke was a panel of trade unionists speaking before the Education Co-ordination Committee of the Los Angeles Business Labor Council.

Other members of the panel included Elinor Glenn, Service Employees; John McDowell, Los Angeles County Federation of Labor, and Howard McDowell, United Auto Workers.

Both Glenn and Owens expanded on themes presented by Demers, while McDowell pointed up the need for educators to be aware of resources available through labor unions. Labor market forecasting data available from many unions is key to curricula development and programs for occupations in market demand.

Public Workers' Union Begins Series on TV

Santa Rosa. "Talkin' Union" will be broadcast over the UHF station the fourth Wednesday of each month at 7:30 p.m.

This is a great opportunity for unions to speak out and be heard," affirms Edwin Herzog, Local 390/400 publicist and program organizer. "We plan to have union members and representatives involved in every broadcast as panel guests or spokespersons."

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

"We urge all workers, both organized and unorganized, public and private, to tune in on KCSM Channel 60, for 'Talkin' Union.' They'll see, for the first time, a television series made by and for working people and labor unions," adds Herzog.

Training Course for Union Instructors is Being Offered

The AFL-CIO Department of Education and the George Meany Center for Labor Studies are holding their fourth annual program on "Teaching Techniques in Labor Education" from Sunday, January 13, to Friday, January 18, 1985, on the Silver Spring, Md., campus of the Meany Institute.

This program is designed for union staff who are teaching in classes, conferences or union schools.

In a joint announcement, the sponsors pointed out, "Today many union staff members are called on to teach in their fields of expertise—organizing, grievance handling, safety and health, bargaining, political action, union administration and similar subjects. The program is designed to help develop teaching skills. Not only for education staff but for all staff members."

Practice teaching takes up two days of the schedule. Each participant will teach in two short practice sessions, selecting those subjects and materials most useful in their jobs. Sessions will also present current theory and practice in workers' education with emphasis on ways to increase participation in union classes.

State OSHAs

The Occupational Safety & Health Act of 1970 encourages states to operate occupational safety and health programs by providing grants for those whose plans demonstrate the program can be "at least as effective as" the federal program, according to U.S. Dept. of Labor.

**FOR
CHRISTMAS
BUY
UNION**



UNION LABEL AND SERVICE TRADES DEPARTMENT, AFL-CIO

General Strike

City Shut Down Looms in San Francisco Restaurant Strike

(Continued from Page 1)

(2) Volunteer pickets for Local 2 lines

(3) Volunteer staff workers for Local 2 headquarters

(4) Request for intervention by Mayor Feinstein.

Feinstein accepted the unions' request and met Thursday morning with an eight-member labor delegation. She pledged to summon

restaurant owners to her office to the end of realizing a quick and just settlement. Thursday afternoon she held the promised meeting with the owners.

She also promised a personal review of charges of police harassment on the picket lines and violation of public contracts by restaurant owners operating on city owned wharfs.

The eight member Labor com-

mittee consisted of Henning, Crowley, Lamb, Twomey, Dempster, Stan Smith, President of the San Francisco Building Trades Council; Bob Morales representing Mack of the Teamsters and Leroy King, representing Herman of the ILWU.

Formal union-employer negotiations recessed at 4:30 a.m. Thursday and were scheduled to resume early next week.

Comparable Worth

CSEA Sues Governor and State of California

(Continued from Page 1)

up funding but the Governor vetoed it.

Mayer cited several examples of pay discrepancies brought out in CSEA research. This included:

✓ Licensed vocational nurses, 88% female, are paid a starting monthly salary of \$1376; automotive equipment operators, only 1% female, start at \$1645.

✓ Key data operators, 94% female, earn \$1239 a month, compared with \$1449 for laborers, \$1513 for window cleaners and \$1449 for highway equipment cleaners.

State Senate President pro Tem David Roberti (D-Hollywood) carried several of the comparable worth measures vetoed. He said the lawsuit came as no surprise and if successful could cost the State a

"staggering" amount of money.

"It's been my position for some time that the salaries paid to state employees who are in jobs filled primarily by women are far lower than paid to positions filled primarily by men," Roberti said.

"A reasonable effort to adjust the disparities" through legislation might have forestalled a lawsuit, Roberti said.

AFL-CIO Hits South Africa for Crushing Blacks' Rights

The AFL-CIO condemned the South African government's attempt to suppress the legitimate struggle of blacks for basic human rights, and urged it to heed their demands for quality education and other social reforms.

"Neither military force nor police brutality will stop the black march to freedom and equality," the federation warned.

In what has been described as the biggest political strike by blacks in the country's history, black political organizations and labor unions called a two-day work stoppage to air their grievances. The government response was brutal, resulting in the death of 17 persons, injuries to hundreds, and about 2,000 arrests.

In the strike's aftermath, Chris Dlamini, president of the 150,000-member Federation of South African Trade Unions, and several other labor activists were arrested under a security law that provides for indefinite detention in solitary confinement without charges.

Piroshaw Camay, general secretary of the Council of Unions of South Africa, was also arrested in the continuing crackdown to bring

the number of people detained for the protest strike to 13, most of them trade union leaders.

All had backed the strike that brought much of the country's industrial heartland to a near standstill. The protest capped a wave of unrest that began in the area two and a half months ago in protest against the country's segregationist system called apartheid.

The South African government, in its handling of the two-day strike, has shown "a cynical disregard of the rights of its black citizens," the AFL-CIO charged. "It has also shown contempt for international public opinion, which has repeatedly urged white South Africa to alter its course and engage in a dialogue with all its citizens."

Reliance on massive intimidation, coercive police action, and military force to stem the rising tide of African aspirations only escalates the violence, the federation warned. An equally strong statement of condemnation was issued by the Brussels-based International Confederation of Free Trade Unions.

The worst violence occurred in the segregated black townships of Tembisa and Katlehong on the eastern Witwatersrand in the Transvaal Province.

Observers said the rioting and police brutality has reached a far more serious level than the Soweto disturbances in 1976 which grew out of black student protests against the compulsory use of the Afrikaans language in primary and secondary schools. Then more than 600 people were killed in nearly four months of violence.

In the past two months, 97 persons have died and more than 500 have been injured.

VDT Health Hazards Show in Survey

The Bureau of National Affairs, a private publisher of research studies, reports that workers with video display terminals (VDTs) may suffer musculo-skeletal, vision and stress problems.

BNA found that employee representatives say that VDTs can lead to locking workers into "dead-end, boring jobs" and unfairly monitoring performance.

Other highlights of the study indicate:

✓ By 1990, as many as 40 million U.S. workers may be using VDTs on a daily basis.

✓ Special concessions may have to be made for pregnant VDT operators.

✓ In many cases, employees have successfully pressed workers' compensation claims to collect benefits for disabilities resulting from VDT use, according to the BNA.

Booklets Are Issued on Public Worker Job Rights

Public employees, whether of federal, state or local government, may not be discharged legally without cause and without a chance to defend themselves.

The Center for Labor Research & Education, Institute of Industrial Relations, University of California, Berkeley 94720, has produced two new compact booklets on these rights. They are designed for quick, easy reference.

One is titled "Hey, The Boss Just Called Me Into His Office" and the other "Can They Just Fire Me?" Both are by Steve Diamond. Each is available at 75 cents a copy and fits into a pocket or purse.

They may be ordered from the

Center with checks payable to the U.C. Regents. To discuss discounts on bulk purchases, those interested may call (415) 642-0323.

ALPA Treasurer Wins 6th Term

Captain John J. Magee, an Ozark Air Lines pilot from St. Louis, has been elected to his sixth consecutive term as treasurer of the Air Line Pilots Association (ALPA) at its Board of Directors meeting being held in Miami. Magee, 52, has held the post since 1975, the longest tenure of any treasurer in the ALPA's 53-year history.

Tortilla Factory Strike Continues in Richmond

(Continued from Page 1)

Jose Medina, director of the Institute Laboral de la Raza, a San Francisco organization assisting urban Latino workers, said he believes that Gruma is trying to get factory wages down to the "mom and pop level" as the norm for the industry in this country.

"Many of these workers came here from Mexico because they couldn't get decent wages and working conditions there," Medina pointed out. "So here they are, with a Mexican company trying again to pay them low wages."

Leandro Duran, head of the strike support committee, asserts the company deliberately provoked the walkout in hopes of ultimately breaking the union. Mis-

sion's workers unionized in 1969 and before the 1984 dispute had only one strike which lasted for a month in 1975, leading to increased wages and other benefits.

In late August, the National Labor Relations Board filed unfair labor practice charges against Mission Foods, alleging that there was not a valid impasse in bargaining, meaning the company was not entitled to impose unilateral contract changes. The NLRB also accused the company of not bargaining in good faith. A hearing has been scheduled in January on these charges.

Mission sells tortillas under a variety of labels: La Tortilla, La Tolteca, Pedro's, Casa del Pueblo, Janet Lee, My-Te-Fine and Diane's.

Medicaid Cutbacks Not Legal, Court Rules

(Continued from Page 1)

low-income aged, blind or disabled.

SSI recipients automatically qualified for Medicaid but many were dropped from the program and Medicaid rolls because of small increases in income from various sources.

A 1977 federal law was intended to keep people from losing Medicaid because of Social Security increases. But both the Carter and Reagan administrations took a narrow view of the law, holding it applied only to those removed

from SSI because of Social Security cost of living raises.

Anyone dropped from the program for another reason but eligible by discounting the Social Security increase was not covered, government policy mandated.

Thus, a recipient initially knocked off SSI due to a veterans' benefit increase or a temporary stay in a nursing home could not be treated under Medicaid or Medi-Cal even if subtraction of the Social Security increase left that person's income below the SSI eligibility standard, the government held.

Budget Cuts Hit Health Care of Working Poor

The National Center for Health Services Research revealed in a study made public November 21 that almost 22% of the working poor lacked private or public health insurance in 1977, compared with 16.6% of the unemployed poor.

The center said the 22% figure is now "considerably higher" because of 1981 budget cuts which eliminated the working poor from the welfare rolls. Being on welfare is usually required for Medicaid eligibility.

Even before those budget cuts, the study showed, less than 9% of the working poor were getting Medicaid health benefits for 1977, compared to 27% of unemployed poor. Only 18% of working poor had partial-year coverage, contrasted to over 41% of jobless poor.

"Being employed does not, in itself, guarantee poor people access to insurance coverage and may even serve to restrict it," the study pointed out.

An estimated 500,000 people were dropped from welfare because of the 1981 budget cuts and the number of people on Medicaid declined from 22.9 million in 1977 to 20.5 million in 1981. Mark Berk, co-author of the study, said almost all these were working poor.

The study was based on data from the National Medical Care Expenditure Survey, which covered 14,000 American households. "Poor" is a U.S. Census defined family of four with annual income below \$7,697, or 1 1/4 times the 1977 poverty level.

Unionists' Art Show Next Week

Artist members of Sign Display & Allied Crafts Union Local 510, San Francisco, open a showing of their works on Saturday, December 1, to continue during the week ahead.

The display will begin at 5:00 p.m. and run to 8:00 p.m. in the Southern Exposure Gallery at Project Artaud, 401 Alabama Street, San Francisco. It will open Sunday, December 2, from 1:00 to 5:00 p.m.

The gallery is closed Monday and Tuesday, December 3 and 4. The union artists' show again will continue on Wednesday, December 5 and run the 6th, 7th and 8th, each day between 1:00 and 5:00 p.m.

There is no admission charge and the showings are open to the public.

ALRB, UFW File Suits Against Stirling

(Continued from Page 1)

violating the State's farm labor law without consulting the union or the agency attorneys. The union also charges that he has blocked unfair labor practice hearings which could have resulted in growers being ordered to pay millions of dollars to workers in back pay.

The UFW, with the support of the California Labor Federation, tried unsuccessfully to block State Senate confirmation of Stirling's gubernatorial appointment based on his legislative record. UFW President Cesar Chavez alleges the counsel has transformed the agency so much that is almost useless for workers to try to use the law any longer.

Boycott Coors