

Fed: Set Budget Priorities

The state AFL-CIO called upon the governor and the Legislature yesterday to establish three top priorities before attempting to solve the current budget crisis with cuts in programs and services that will inflict long-term harm upon the economy and social fabric of California.

A position paper issued by the California Labor Federation declares that the governor and legislature must:

- Give first consideration to saving jobs and the vital services they provide, while resisting any efforts to use the crisis as an excuse for

"When those who have so much treat with scorn those who have so little, disorder follows."

— Jack Henning on welfare cuts

wiping out worker protections.

- Get added revenue from the richest Californians, from the banks and from corporations, all of whom have benefitted enormously from tax breaks since the early 1980s.

- Balance the budget on a multi-year basis, recognizing that recessions which diminish tax revenues

are cyclical.

Only through multi-year budgeting can the state deal with business cycles that do not confine themselves within the boundaries of fiscal years, the paper points out.

"It is not rational to make drastic changes in state services on the basis of temporary economic

conditions."

Executive Secretary-Treasurer Jack Henning warned labor leaders attending a federation-sponsored budget crisis conference Wednesday at Sacramento that cuts will reach down to every neighborhood and locality if the Legislature proceeds with plans to pull back the so-called safety net disbursements it has been allocating to cities and counties and schools ever since Proposition 13 curtailed local agencies' ability to support themselves through property taxes.

Local labor leaders and central councils are being urged to present

the AFL-CIO priority arguments to their legislative representatives in a grass-roots movement against roll-backs that will inflict lasting damage.

Henning acknowledged that spending cuts appear to be inevitable, given the shortfall of tax revenues.

But he added:

"Many of the social problems faced by government today stem from the great transfer of wealth from the poor and the middle class to the rich which took place in the

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CSEA's Biggest Unit Ratifies

A new collective bargaining contract has been ratified overwhelmingly by the largest group of state workers, the California State Employees Association's 34,000-member Bargaining Unit 4.

The contract has none of the mandatory furloughs or deep pay cuts that the Pete Wilson Administration demanded when negotiations opened a year ago.

Instead, employees are foregoing pay for one day a month for the next 18 months, putting the credit into a personal account to be taken later as paid time off, saved for retirement income or cashed out if and when individual department budgets permit it.

Twenty other state worker bargaining units — eight of them also represented by CSEA — are balloting or are scheduled to begin voting soon on essentially similar contracts.

If all of them ratify, about \$138 million in wages — about 4.7 percent of the payroll — will be deferred to a later day when the state is not facing an \$11 billion budget deficit.

CSEA, Local 1000 of the Service Employees, is the largest of the state unions, representing some 78,000 workers.

Raises totaling 10 percent will be paid in the second and third years of the contract's three-year term.

CSEA President Yolanda Solari has called the settlement "good for our workers and good for the state as well."

Another innovation for state service is a joint labor-management task force to study means of containing health care costs.

Unit 4 covers office and allied

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Exposing 'Free' Trade

General President Ron Carey of the International Brotherhood of Teamsters threw the harsh light of cold facts onto shadowy slogans of free trade advocates during a news conference and rally on the steps of Los Angeles City Hall.

It was the Bush Administration's secret deal to open U.S. highways to Mexican truckers that brought Carey to L.A. But speakers who shared the microphone with him covered the entire range of misinformation and misunderstanding surrounding Bush's campaign to get approval for his proposed North American Free Trade Agreement.

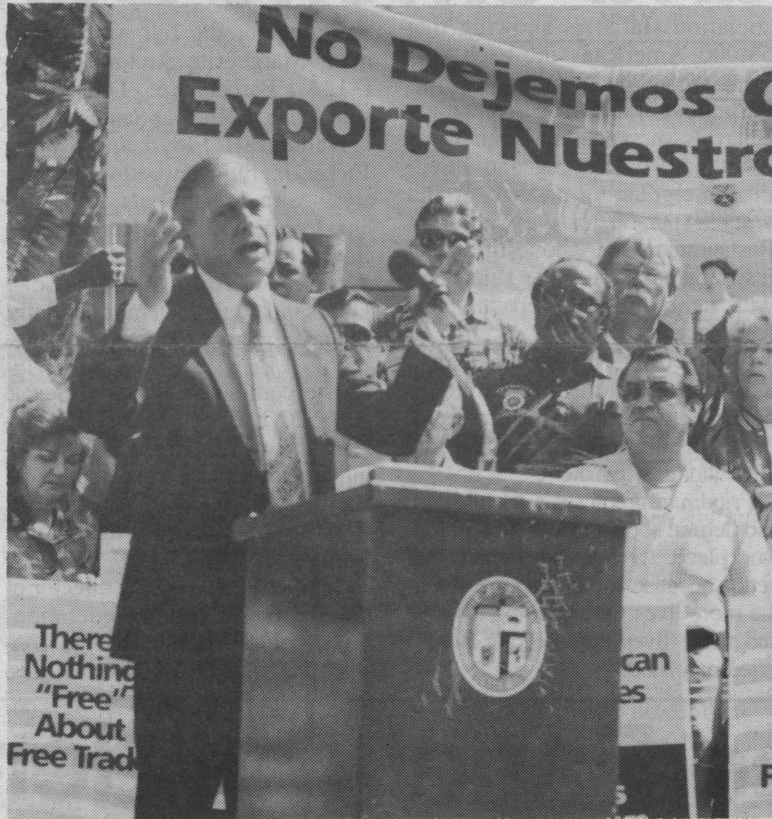
Manuel Garcia of the Mexican Action Network on Free Trade gave an update on the human exploitation and environmental carnage caused by maquiladors operated by U.S. corporations just across the border.

AFL-CIO Regional Director Dave Sickler decried the hidden dealings that enabled Bush to spring his Mexican trucker deal on an unsuspecting public without waiting for trade treaty approval.

Tom Soto, president of the Coalition for Clean Air, and Mike Billivieux, director of the National Toxics Campaign described the dread with which nationally known environmentalists view the Bush plan.

Carey was introduced by Mike Riley, president of Teamsters Joint Council No. 42 and a vice president of the California Labor Federation.

"Free Trade is a phony label," the Teamsters leader declared.



Teamsters President Ron Carey speaks at L.A. City Hall.

What it means is freedom for big corporations to exploit workers on both sides of the border...

"We are concerned that the interests of Mexican workers has not been taken into account and that this trade agreement will promote further exploitation."

Turning to the issue of Mexican trucks competing for loads with American trucks on U.S. highways,

Carey declared:

"We are going to lose jobs because we can't compete at \$20 a week, and Mexican workers will continue to earn miserable wages."

Craig Merrilees, co-director of the nationwide Fair Trade Campaign, also decried the lack of information about the impact of Bush's plan upon U.S. workers, families and communities.

"We are not against a trade agreement between the U.S. and Mexico," Merrilees declared. "What we are against is the manner in which each government entered into an agreement without disclosing details extremely important to the people of both countries."

L.A. City Council members Mike Hernandez and Richard Alatorre presented their resolution denouncing the Mexican trucking deal that was approved by the full council Tuesday night.

Both councilmen said their names on the resolution demonstrates that "Mexico bashing" is in no way involved.

The Los Angeles County Federation of Labor was represented by its president, Rick Icaza.

Management turned out too. Bernard Plowshay, director of Human Resources for the California Trucking Association supported arguments by the labor leaders and environmentalists.

Sickler called the news conference "just the beginning of a campaign to educate the public about what the Mexican trade treaty is and what it is not."

The agreement between the Bush Administration and the Mexican government calls for all states to begin accepting Mexican commercial driver licenses and aims at preempting the right of states to set their own rules regarding trucks crossing the border.

Meanwhile, U.S. trucks and drivers with U.S. commercial licenses are banned in Mexico.

Summit's PR Image Crumbles

Strikebound Summit Medical Center's public relations facade cracked and crumbled this week under a barrage of questions by members of a state Assembly committee.

A parade of witnesses testified Wednesday at the State Capitol that routine procedures are being botched and patients are being neglected by Summit's scab workforce.

A Summit public relations agent urged members of the Assembly Subcommittee on Health and Human Services to ignore the testimony on the grounds that state inspectors had found nothing wrong with care patients are receiving.

This claim, which Summit PR

agents have been planting with news reporters, was immediately refuted by a spokesperson for the Licensing and Certification Division of the State Department of Health Services.

"It is not true that we have found nothing wrong with patient care at Summit," the Health Services

spokesperson declared.

"We have asked them (Summit) to stop making that claim."

This bombshell was dropped during an oversight hearing of the Ways and Means Subcommittee on Health and Human Services.

It came during one of two legislative committee hearings into the

Summit strike that were held Wednesday at Sacramento as more lawmakers and public officials demonstrated that they were losing patience with the hospital's refusal to accept mediation or to negotiate meaningfully with six unions on strike to preserve the right to honor

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Two Top Officials Quit at Summit

Two top officials of Summit Medical Center resigned yesterday, one day after a hospital board meeting at which directors reportedly expressed concern over management's strategy for dealing with the strike.

Gone are Richard Seidler, chief operating officer and member of the management bargaining team, and Toni Propotnik, vice president in charge of patient care services.

Seidler was described as a "hard-

liner" by Sal Rosselli, president of the striking Service Employees Local 250.

Patient care, Propotnik's responsibility, was under fire this week in the Legislature.

Family Leave Regs Miss the Mark

Regulations proposed by the state Fair Employment and Housing Commission to implement the new family care leave law ignore or misrepresent the will of the Legislature on several key points, the California Labor Federation warned last week.

The Family Rights Act, sponsored by the state AFL-CIO federation and introduced as Assembly Bill 77 by Gwen Moore, D-L.A., was signed into law last year by Gov. Pete Wilson. Since then the FEHC has been wrestling with regulations for enforcement of the new law.

The commission's efforts are grievously flawed, Kathleen Kinnick, director of women's activities for the federation, testified during a public hearing last Thursday in San Francisco.

Kinnick presented a position paper pointing out that:

- The word "rights" never appears in a statement of purpose proposed by the commission. Instead, the FEHC wants to state that the purpose of the act is to give employees "the ability" to take unpaid time off from work to deal with emergencies involving care of family members.
- The same statement places

heavy emphasis on family leave not causing "undue hardship" to an employer, ignoring the fact that the act makes family care leave an undisputed right under a wide range of circumstances for anyone who works for an employer with 50 or more employees.

- The commission has ignored author Moore's own testimony by proposing to decree that a worker is ineligible for family leave if he or she receives any kind of benefit that the employer isn't required by law to provide.

- The commission's proposal would permit an employer who denies family care leave because of "undue hardship" to refuse to offer any sort of accommodation to the worker, even though the new statute specifically requires the commissioners to determine what sort of leave short of the maximum would be feasible.

- The proposal offers no protection to a worker whose position is abolished while he or she is on unpaid family care leave.

Kinnick opened her testimony by telling the commissioners they had no business trying to write regulations that include any compromise with or accommodation of employer

interests.

"Compromise and accommodation are part of the legislative process," Kinnick declared. "Over the long period of time that this legislation was under consideration by the Legislature there was a great deal of compromise made and accommodation given..."

"Throughout the legislative process representatives of the California Chamber of Commerce and the California Manufacturers Association were on hand at every legislative hearing to oppose the bill. They had their opportunity to change provisions of the law through the legislative process," Kinnick continued.

"I, therefore, do not believe this commission now should give them another opportunity to undercut the legislative intent of this law."

Employer lobbyists were not inhibited. They kept up their demands for favorable interpretations at last week's San Francisco hearing and at hearings Wednesday and yesterday in Los Angeles. A fourth hearing on the regulations was being held today at San Diego.

Kinnick asked in her presentation that the commission make it clear "that the law grants employees an entitlement to family care leave."

She criticized the commission's interpretation that would deprive workers of family leave rights if they have any job benefits not mandated by law, saying it invites an employer who does not want to grant leave to strip all workers of their benefits.

It's been thoroughly explained that the phrase "eligible for other benefits" was placed in the law to make it clear that leave would not have to be granted to true independent contractors, she said.

"We ask the commission to reconsider its interpretation of the phrase 'eligible for other benefits' in light of these arguments," the federation presentation states.

"By defining 'other benefits' as government-mandated benefits, the commission can both give meaning to the phrase and preserve the statutory intent of requiring any employer of 50 or more employees to provide family care leave to the maximum number of eligible employees. This definition would also relieve the commission of trying to treat the thorny issue of the elimination of benefits to avoid granting family leave."

The proposed definition of "salaried employee" also threatens the original intent of the legislation,

Kinnick testified.

The federation's position paper states:

"We recommend that the definition of salaried employee be based upon the definitions of exempt employees found in the orders of the Industrial Welfare Commission. These definitions are narrower than the (federal) Fair Labor Standards Act definitions and thus more in keeping with the intent of the Act to achieve the broadest possible coverage."

There are specific recommendations also concerning accommodation of a worker when the employer pleads "undue hardship."

"There should be a clear duty on the part of the employer to offer any leave short of the original request which would not work an undue hardship on the employer," the federation's paper states. "There also should be a clear duty on the part of the employer to make reasonable accommodations to an employee's need for work time adjustments for purposes of family care if no leave can be found which does not cause undue hardship."

Kinnick also presented state AFL-CIO proposals for safeguarding the rights of workers whose jobs are abolished while they are on family care leave.

"At the very least, the employee should be guaranteed the same rights to employment as employees taking other forms of unpaid leave are given and the same rights that employees working in the same or comparable positions were given when their positions were eliminated."

She added, "The regulation should be strengthened to guarantee the leave-taker the right to the next available position, rather than merely to a position which is available at the time he or she is scheduled to return."

Testimony critical of various portions of the commission proposals also was heard from witnesses including representatives of:

Service Employees Locals 790 and 535, California Teachers Assn., the Commission on Status of Women, California Nurses Assn., Equal Rights Advocates, California Rural Legal Assistance;

Asian Law Caucus, Coalition for Immigrant and Refugee Rights, Center for Attitudinal Healing, California AAVW, Legal Services for Children, National Council of Jewish Women, and National Organization for Women.

Datebook

Executive Council pre-convention meeting: July 22-24, Grand Hyatt Hotel, San Francisco.
19th Biennial Convention of the California Labor Federation: July 27-29, Grand Hyatt Hotel, San Francisco.

Publisher's Notice

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2nd-Hand Smoke Ban Dies

The bill to ban smoking in enclosed workplaces was rejected by the Assembly Committee on Labor and Employment Wednesday despite testimony that second-hand smoke now is the nation's number three preventable cause of death, ranking close behind first-hand smoking and alcohol.

The vote was 6-4 against Assembly Bill 2667 by Terry Friedman, D-L.A., the committee chair.

Jack Henning, executive secretary-treasurer of the California Labor Federation, testifying in favor of the measure, told committee members that new information on the danger of second-hand tobacco smoke is as important as the U.S. surgeon general's 1964 report on the perils faced those who do the actual lighting up.

He also cited American Lung As-

sociation statistics showing that 53,000 Americans die each year from second-hand smoke.

Spokespersons for American Heart Assn. and American Lung Assn. joined Henning and Friedman in arguing for passage. So did a spokesperson for the California Restaurant Assn., who testified that restaurateurs want one rule statewide rather than 200 separate local ordinances.

But the California Manufacturers Assn. opposed the bill, arguing alongside the Tobacco Institute, and all four committee Republicans went along with them.

Friedman predicted a prohibition "sometime soon" on smoking in the workplace. "I say the sooner the better because the sooner we do it the more lives we are going to save and those lives may be our own," Friedman said.

Voting for the bill were Friedman, Marguerite Archie-Hudson, D-L.A.; Barbara Lee, D-Oakland, and Johan Klehs, D-San Leandro.

Democrats Floyd and Curtis Tucker, Jr., of Inglewood voted "no" along with Republicans B.T. Collins, Carmichael; Paul Horcher, Hacienda Heights; David Kelley, Hemet, and Tom McClintock, Thousand Oaks. Democrat Sally Tanner, Baldwin Park, was absent.

The committee approved Senate Bill 520 by Nick Petris, D-Oakland, the measure aimed at preventing employers from dispersing "extremely toxic poisons" in workplaces, especially agricultural workplaces.

Tom Rankin, research director of the California Labor Federation, urged committee members to consider the money SB 520 would save

employers on their workers' compensation coverage.

"There's been lots of talk lately about reducing the cost of workers' compensation," Rankin testified. "The only way to truly reduce the costs is to eliminate workplace hazards, and that is what this legislation would accomplish," he said.

Also approved was SB 1742 by Petris, the bill to cut down on discrimination against workers who have reported workplace health and safety hazards by authorizing judgments for attorney fees and other costs in addition to job reinstatement and back pay the law currently allows.

Henning testified that passage of SB 1742 is necessary to better protect workers from being punished for exercising their rights.

Insurance Panel Ponders Fraud

Requests for additional state funds to fight workers' compensation fraud elicited no immediate action by the Assembly Insurance Committee Tuesday.

The funding pleas came from Insurance Commissioner John Garamendi and from district attorneys throughout the state during an oversight hearing into progress on implementation of Senate Bill 1218 and Assembly Bill 1673, the anti-fraud measures passed by the Legislature last year.

Garamendi's office reported that it received more workers' comp fraud reports in January of this year than in all of 1991.

L.A. District Attorney Ira Reiner's office estimated that \$8 to \$10 million is needed statewide to combat fraudulent claims, in addition to \$2.175 million distributed to 17 county prosecutors by the Insurance Department so far this year.

Action was delayed. The Fraud Bureau of the Insurance Department currently is working with the Insurance Compensation Rating Bureau to compile facts on the extent and nature of such fraud, it was reported.

Committee members, meanwhile, approved a four-bill Senate package of workers' compensation measures and sent it on to the Ways and Means Committee enroute to

consideration by Senate-Assembly conferees.

Included are SB 1539 by Lockyer, containing a number of tuneups of the 1989 reform act; SB 1630 by Leonard, killing the "cost-plus" minimum rate law; SB 1585 by Bergeson, halting for-profit referrals by doctors of workers' comp patients, and SB 1904 by Johnston, which would require injured or ill workers to accept treatment from

managed care organizations.

Three health care measures got the committee's approval. All are expected to go to a conference committee. They are:

- SB 6 by Torres, the Garamendi proposal to establish a seven-member commission including representatives of labor, business and consumers to set up a universal health plan for the state.
- SB 308, the revived Petris uni-

versal health care bill.

- SB 371, by Thompson, which would provide that preventative care for youngsters up to the age of 16 be part of any health insurance package sold to employers in this state.

The committee also approved SB 1739 by Lockyer, the measure ruling out state disability insurance benefits for anyone injured during perpetration of a felony for which the person is convicted.

Rights Omnibus Bill Advances

Assembly Speaker Willie L. Brown's omnibus civil rights bill cleared the Senate Judiciary Committee Tuesday with support from the state AFL-CIO.

AB 3825 goes next to the Appropriations Committee enroute to the Senate floor.

Jack Henning, executive secretary-treasurer of the California Labor Federation, testified that the measure is necessary to undo damage done by court rulings.

He acknowledged ranks of corporate lobbyists lined up waiting to attack the bill.

"They don't realize that they are living in 1992," Henning told the committee members.

In truth, he said, their policies

against civil rights are self-destructive. They reign but they do not rule. Certainly that is so in the great urban centers of America.

The bill was advanced on a vote of 6 to 4. Voting "yes" were Democrats Bill Lockyer, Hayward; Milton Marks, San Francisco; Nick Petris, Oakland, and David Roberti, Art Torres and Diane Watson, all of L.A.

Democrat Robert Presley of Riverside voted "no" along with Republicans Ed Davis, Northridge; Tim Leslie, Roseville, and Ed Royce, Fullerton.

The bill by Assembly Member Sal Cannella, D-Modesto, to clear the way for Cal-OSHA standards on

fire department aerial ladders was approved by the Senate Committee on Governmental Organization and was sent to the Appropriations Committee.

Cannella's AB 2535, supported by the California Labor Federation, would exempt the firefighting equipment from the state Administrative Procedures Act, which requires the state to provide money to pay for any activity it mandates for local governments.

There's no money available to reimburse cities, counties or fire districts for the cost of inspecting fire department rigs and bringing them up to standard if deficiencies are found.

Grape Pickers Savor Victory At Coachella

Cesar Chavez led a triumphant march last night in the City of Mecca by grape harvesters whose militancy has won pay raises and improved conditions on 12 Coachella Valley ranches.

And an estimated 2,000 of the farm workers responded with cheers when Chavez urged them to carry their unity and determination with them as they follow the grape harvest northward.

"As you follow the grapes into the San Joaquin Valley, spread the news of what has happened here," Chavez said. "Join with your brothers and sisters there and strike out against humiliation and indignity."

"You, the grape workers in the Coachella Valley, had not had a pay raise in more than six years," the United Farm Workers president said as the pickers rallied in Mecca's public park.

"No raise since the state Agricultural Labor Relations Board stopped enforcing the law," Chavez continued.

"Today everyone except the growers will admit that the law guaranteeing farm workers the right to organize has become a cruel hoax under Republican governors Deukmejian and Wilson."

The rally and march climaxed three weeks of defiant job actions unmatched in the California agribusiness industry since long before Deukmejian made good on his 1982 campaign promise to neutralize the ALRB.

Harvest crews, with leadership and assistance from the United Farm Workers Union, achieved their first Coachella Valley pay raises in at least six years. Some ranches hadn't raised pay in a decade.

The UFW still is certified as the

bargaining agent on a number of the ranches even though the union hasn't been able to negotiate contracts for years in the anti-worker environment created by pro-grower appointees on the ALRB.

Chavez reminded the workers last night that collective bargaining contracts are the only way to assure themselves decent pay and working conditions and protection from the toxic chemicals that grape growers pile onto their crops in quantities unmatched by any other segment of California agribusiness.

The UFW's boycott of California table grapes is a way to obtain contracts, he said. The union has promised to continue the boycott until growers stop using a list of toxic pesticides and herbicides blamed for birth disorders and childhood cancer, deaths of workers, and health problems in farming communities.

"By staging work stoppages, by walking out of the fields, you have told the growers that you are not agricultural implements, that you are not beasts of burden to be used and discarded," Chavez declared.

The park in which he spoke becomes a campground at sunset each day of the harvest season. Hundreds of farm workers gather there to sleep on the ground.

"Some gains have been won," Chavez continued. "But this progress is only a very small beginning."

"The final answer, the only solution, is the boycott of California table grapes."

"Men and women in hundreds of distant cities throughout California and the nation are taking a stand against injustice by boycotting grapes, and the grape boycott is taking its toll on the growers," Chavez continued.



Photo by Jocelyn Sherman, United Farm Workers

Grape harvesters parade in protest against low pay and miserable conditions.

Farm Workers Day Set

August 15 will become Farmworkers Day if a measure approved this week by the Assembly Committee on Labor and Employment makes it through the Legislature. Senate Constitutional Resolution

49 by Art Torres, D-L.A., declares that farmworkers' efforts have generated wealth and fueled the state's economy. It states that farmworkers' struggles for dignity and justice must be protected and promoted.

"In the third week of the Coachella harvest, Perlette grapes should be selling for \$10 to \$20 a box. Instead, Perlettes are selling for only \$5 a box."

"Flame Seedless grapes should be selling for \$16 to \$18 a box. Instead, they are selling for only \$6 or \$7 a box," Chavez continued.

"Cold storage sheds in Coachella should be empty as grapes are shipped to markets across the country. Instead, the cold storage sheds are full."

The grape harvesters' revolt started three weeks ago with workers, a crew at a time, withholding their labor to enforce demands for small raises and decent conditions.

By last Friday, raises and worksite improvements had been won on

three ranches and workers were striking at two others. Protests — and settlements — snowballed over the weekend.

Vice President Arturo Rodriguez of the UFW announced yesterday that the 12th ranch had settled and that a number of ranches with significant portions of their crops still on the vines were negotiating to avoid walkouts.

Hourly pay, generally about \$5.25 an hour, was raised from from about 5 percent to 6.7 percent. Per-box guarantees were significant, ranging up to 20 percent depending upon the difficulty of harvesting various varieties.

Many raises were retroactive to the start of the season. Some growers agreed to new

guarantees against short counts and other rip-offs. Some guaranteed a minimum number of hours of work per day. There were pledges to rehire anyone fired for striking and to refrain from discrimination against the workers' leaders.

Workers also won promises to provide amenities required by laws that are ignored frequently by growers and enforced seldom by the responsible state agencies.

These include clean, secure portable toilets, safe, cool water to drink, and clean washing water for personal hygiene.

One of the ranches that settled since last Friday is Bluestone, a subsidiary of the giant Prudential Life Insurance Co., which was warned last week by William H. Bywater, a member of the Executive Council of the AFL-CIO, that labor would have to reconsider hundreds of millions of dollars of pension funds invested with Prudential if Bluestone continued to stonewall on negotiations with grape workers.

The UFW reported yesterday that Bluestone has raised its grape harvest pay to \$5.80 per hour, second-highest in the Coachella Valley.

AT&T Proxies Pile Up

Hundreds of thousands of AT&T customers are joining the "electronic picket line" set up to help the Communications Workers of America get the nation's leading long-distance phone company back to the bargaining table.

"It is highly successful," Ken Majors, administrative assistant to CWA Regional Vice President Janice Wood, said yesterday. "We are collecting huge numbers of the authorization cards naming us as AT&T customers' agents and authorizing us to cancel the signers' long-distance service if it becomes necessary to do so."

The cards have two sections. One authorizes CWA to order cancellation of AT&T

service. The other section, authorizing reinstatement of service, is for use after a new contract is signed in the event CWA has to use the first section.

CWA launched the campaign by signing up its own members and their families after AT&T contract renewal negotiations broke down over issues of job security.

Now CWA is collecting signed cards from other unions, businesses, non-profit organizations and the general public. The campaign is reaching out directly to the 15 million American families supported by members of AFL-CIO unions.

"A regular picket line in front of an

AT&T building does not directly affect the corporation's revenue," said Marie Malliett, president of CWA Local 9410 in San Francisco. "The only way we can impact AT&T is by our ability to switch large numbers of customers, including businesses, to other carriers."

"We are finding this a very effective tool for placing pressure on AT&T to bargain a just contract," added Malliett added.

Authorization cards are available through local unions and central labor councils. They can be obtained directly from CWA by phoning (213) 385-7555 or (415) 348-7303.

AFL-CIO's Lewis San Jose Speaker

Green P. Lewis, assistant director of the AFL-CIO Department of Organizing and Field Services, will address a luncheon meeting of the Santa Clara County Organizing Committee at noon Wednesday, June 24, at the Labor Temple in San Jose.

Lewis' topic will be "Why Organizing the Unorganized is Our Number One Priority."

The luncheon will be preceded by a meeting of the organizing committee that is scheduled to start at 10 a.m. Those planning to attend the luncheon are asked to phone (408) 264-6007 by Tuesday, June 22, according to an announcement by Ron Lind, John E. Neece and Sal Lopez.

Baby Boomers Shape Workforce

Most baby boomers will be between 45 and 54 years of age in 2005, increasing the number of persons in that age group by 15 million from its 1990 total, according to the U.S. Bureau of Labor Statistics.

Baby boomers are persons born between 1946 and 1964, immediately following World War II. Children of baby boomers will be entering the workforce in large numbers during the 1990s and the first five years of the 2000s, the BLS predicted.

This will increase the size of the 16-24-year-old age group, reversing a decline caused by a decline in the nation's birth rate in the 1960s.

June 19, 1992

Alarm on Ergonomics Proposal

At least three major faults remain in the draft of the proposed Cal-OSHA ergonomics safety standard despite earlier objections, labor members of an advisory committee announced this week.

The committee members are urging the labor movement to protest both in public meetings and in letters to the chief of Cal-OSHA.

The proposed standard will be considered by the full Cal-OSHA Ergonomics Advisory Committee during public meetings scheduled for 10 a.m. Tuesday, June 23, and Wednesday, June 24, at the SEIU

Building, 240 Golden Gate Ave. in San Francisco.

Labor members of the advisory committee got their first good look at the revised draft during a meeting Wednesday and were dismayed to discover that:

- Back injuries resulting from repetitive stress injuries (RSI) are specifically omitted.
- Standards specific to video display terminals (VDTs) are contained not in the body of the regulations, but in an appendix that would be advisory rather than mandatory.

The proposed regulations eliminate consideration of tools as a source of RSI and also permit employers to focus corrective steps on individual workers complaining of work-related trauma rather than seeking corrections applicable to all employees subjected to the same conditions.

Committee members pointed out that the new ergonomics safety regulations will have far-reaching impact upon California workers once they are adopted by the Cal-OSHA Standards Board.

"We need strong labor represen-

tation at the public meetings June 23 and 24," said Larkie Gildersleeve, advisory committee member and administrative officer with Northern California Newspaper Guild.

"Those who cannot attend next week's sessions should write letters to Dr. John Howard, chief of the state Division of Occupational Safety and health, making it clear that labor will insist upon correction of flaws in the proposal," Gildersleeve added.

Howard's address is 455 Golden Gate Ave., San Francisco 94102.

Diamond Walnut Boycott National

Diamond Walnut, Inc., of Stockton has been placed on the national AFL-CIO boycott list this week, focusing the attention of the entire American labor movement on efforts of a Fortune 500 company to replace 521 mostly female and mostly minority workers with scabs.

National boycott listing also will emphasize the fact that Diamond Walnut controls more than half the U.S. walnut market, reaping huge profits while supplying many of the nation's largest food processors.

Spokespersons for the International Brotherhood of Teamsters said national notoriety already had begun to pay off. Several national companies using Diamond products have agreed to seek other suppliers and to stop buying from Diamond as soon as they do.

Members of Teamsters Local 602

struck last Sept. 4 after Diamond refused to negotiate for return of some of the wages and benefits workers had given up six years earlier when the corporation, a cooperative owned by more than 2,000 walnut growers, pleaded that it was in financial straits. Workers gave back as much as 30 percent of their pay.

Profits soared by 147 percent between 1985 and 1991, and the grower-owners increased their equity by a dramatic \$46 million.

Nevertheless, management refused to consider returning any of the workers' concessions and virtually dared them to strike by forcing them to train scab replacements while negotiations still were in progress.

Diamond scabbed the plant immediately, exploiting hordes of poor and hungry jobless persons in San

Joaquin County where the official unemployment rate is above 12 percent and the true ratio of unemployed actually is above 20 percent.

Not one of the strikers has gone back into the scabbed plant, Local 601 Secretary-Treasurer Tony S. Gamino pointed out this week.

Seventy percent of them are women, 80 percent are from non-white ethnic backgrounds, and 40 percent are single parents.

"This strike isn't about people unhappy with wages of \$15 per hour," boycott coordinator Alex Ybarrolaza said.

"This strike is about women and minorities who are being pushed down and trodden on by industries whose main religion is the worship of the dollar," he added.

Teamster leaders said this is a perfect illustration of the reason la-

bor must fight for legislation protecting workers' right to withhold labor in a dispute without being permanently replaced.

It also is a warning of what will happen to the rest of the food processing industry if Diamond Walnut's union-busting succeeds, they say.

The list of nationally known Diamond Walnut customers against whom the boycott also is directed includes:

Betty Crocker, Chef Francisco, Continental Baking Co., Crystal (Michael Foods), Entenmann's, Friendly Ice Cream, Frito Lay, General Foods, General Mills,

Godiva Chocolates, Haagen Das, Hunter, Keebler, Kellogg's, Kraft, McKee, Mother's Cookies, Nabisco, Nestle's, Pepperidge Farms, Pillsbury,

Planter's, Post Cereal, Pretiagio Farms, Proctor & Gamble, Quaker Oats, Ralston-Purina, Ryikoff-Sexton, Sara Lee, See's Candy, Stouffer, Wal Netto, Weight Watchers and Yoplait.

Two other companies also have been placed on the boycott list by the Executive Council of the AFL-CIO.

Southwire Co., the largest producer of wires, rods and cable in the country, which bought Hi-Tech Cable of Starkville, Miss., and proceeded to bust an International Brotherhood of Electrical Workers local there.

Black Hills Gold Jewellery, made by E.L. Thorpe & Co. of Deadwood, South Dakota, where 80 workers voted two years ago for representation by the United Steelworkers still have not been able to achieve a contract.

Summit...

(Continued from page 1)

each other's picket lines.

The striking unions are Service Employees Local 250, Hotel Employees and Restaurant Employees Local 28, Office and Professional Employees Local 29, International Longshoremen's and Warehousemen's Local 6, California Nurses Association, and the Operating Engineers.

There are these additional developments this week:

- Assembly Bill 999 by Barbara Lee, D-Oakland, which would guarantee that no union member will be forced to choose between crossing a hospital picket line or forgoing needed medical care, won the approval of the Senate Committee on Insurance, Claims and Insurance.

Jack Henning, executive officer of the California Labor Federation and Maura Kealey of the Service Employees Union testified in favor of the measure.

- Rep. Tom Lantos, D-San Mateo, announced that he would convene his House Subcommittee on Employment and Housing in Oakland on June 29 to hear testimony on health and safety issues at Summit and to probe the impact of the hospital's union-busting tactics upon the collective bargaining process.

- The Oakland City Council urged municipal employees covered by the city's health care plan and all concerned members of the community to stop using Summit facilities until the strike is settled.

- Assembly Member Johan Klehs, D-San Leandro, notified members of the Summit Board of Directors that he was "deeply outraged and disappointed" over their continued refusal to meet with any of the elected officials who have volunteered to help find a solution to the strike.

- Bishop John Cummins of the Catholic Diocese of Oakland was urged to use his influence to help bring about a settlement.

Owen Marron, executive secretary-treasurer of the Alameda County Central Labor Council, made the plea to Cummins. It was noted separately that the Summit Board of Directors includes several members and representatives of the Sisters of Providence whose formerly independent Providence Hospital was merged into Summit last March.

Legislators participating in the hearing by the Health and Human Services Subcommittee, chaired by Assembly Member Lucille Roybal-Allard, D-L.A., clearly were disappointed that Summit had sent public relations agents rather than hands-on health care providers to testify about the quality of patient care.

Assembly Members Lee and Tricia Hunter, D-Escondido, herself a registered nurse, declared that the Summit PR people weren't qualified to answer the questions committee members needed to ask.

There was agreement to reconvene the oversight hearing and to demand that Summit send persons qualified to discuss patient care.

Chairperson Roybal-Allard pointedly observed that the subcommittee is empowered to issue subpoenas.

Participating in addition to Roybal-Allard, Lee and Hunter were John Burton, D-San Francisco; Tom Bates, D-Oakland; Johan Klehs, D-San Leandro; Jerry Eaves, D-Rialto, and Jackie Speier, D-South San Francisco.

Lee's Assembly Bill 999 to protect health care consumers during hospital strikes was approved 5-3 by the Senate Committee on Insurance, Claims and Corporations.

Lee, whose Assembly district includes Summit, said she acted after receiving reports from constituents about disintegrating patient care at Summit and learning that many of her constituents have health plans providing no choice except the strike-bound medical center.

"My legislation is very simple," Lee declared. "It states that no HMO, no PPO, no managed health care plan can require an insured individual to seek care from a health care provider currently engaged in a labor dispute. The legislation preserves the right of the managed care plans to make contractual arrangements as backup if there is a labor dispute," she added.

All three committee votes against AB 999 were cast by Republicans.

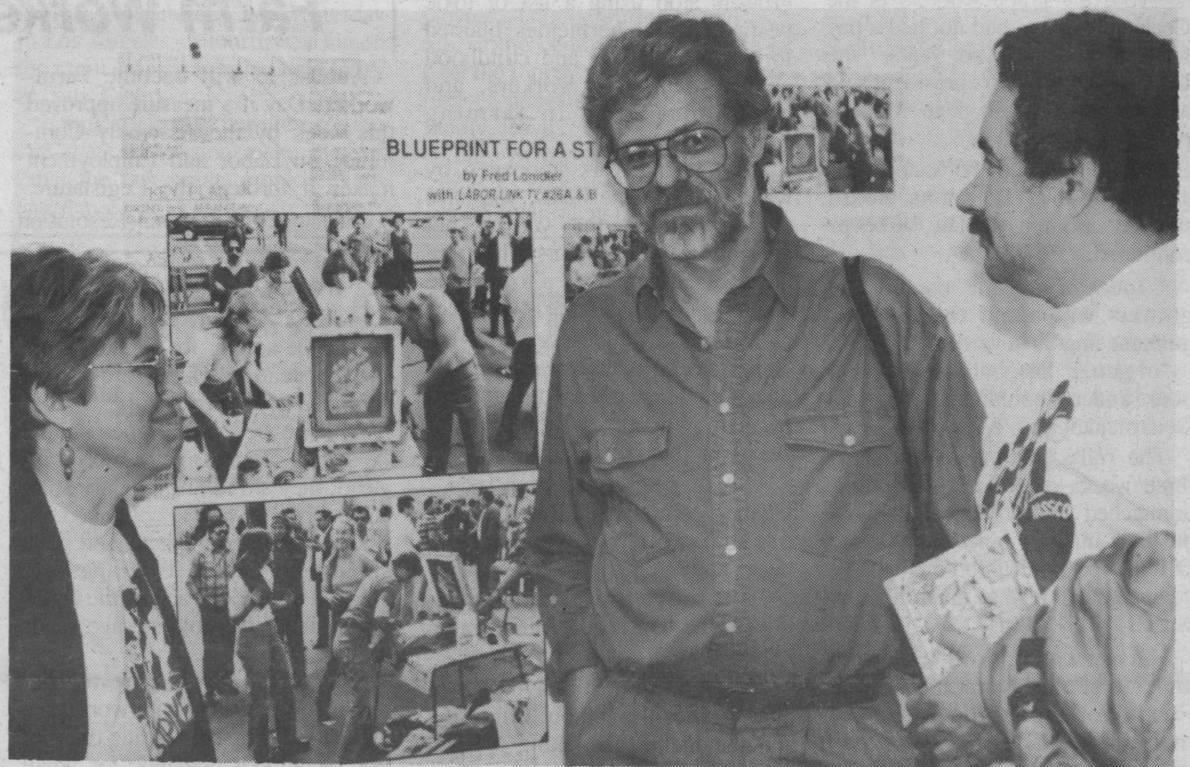
Voting for the bill were Democrats Art Torres of L.A., Cecil Greene of Artesia, Barry Keene of Benicia and Dan McCorquodale, Modesto, and Lucy Killea, San Diego independent. Democrat Pat Johnston of Stockton was absent.

The congressional hearing by Rep. Lantos' Subcommittee on Employment and Housing was scheduled in response to a request from Rep. Ron Dellums, D-Oakland, whose Eighth Congressional District includes Summit Medical Center.

Dellums told Lantos that strikers and community leaders had told him they believed the quality of health care had dropped. He said issues "central to the operation of federal programs" had been raised.

Lantos agreed. "It is urgent that we act as quickly as possible to deal with the serious issues that are raised by this action," Lantos replied to Dellums.

Dellums is to be the lead witness. The hearing is to be held in the



Labor Show at Art Institute

Fred Lonidier, center, greets Jano Oscherwitz, left, and Frank Martin del Campo at reception marking the opening of Lonidier's 'For Labor, About Labor, By Labor' multi-media exhibition at San Francisco Art Institute. San Diego trade unionist Lonidier's

exhibition depicting labor's struggles in the past two decades will remain through July 3 at the institute's Walter/McBean Gallery at 800 Chestnut St. in S.F. Admission is free. Hours are 10 a.m. to 5 p.m. Tuesdays through Saturdays, 8 p.m. Thursdays.

chambers of the Alameda County Supervisors at 1225 Oak St. on June 29, with the hour to be announced later.

The unanimous Oakland City Council resolution broadens the boycott action launched last week when the California Labor Federation placed Summit on the statewide "We Do Not Patronize" list.

It concludes that the strikers are defending "the fundamental issue of collective bargaining and the right to honor sanctioned picket lines."

The resolution cites use of out-of-state strikebreakers and disenfranchised employees and warns of deteriorating health care.

It concludes by resolving that the Oakland City Council "advise, strongly urge and encourage employees of the city and all concerned members of this community to refrain from using Summit Medical Center until a resolution of the strike is reached."

Ratify...

(Continued from Page 1)

workers in state agencies ranging from Motor Vehicles to hospitals. It includes toll collectors on nine state bridges.

"This contract is a compromise with the state that provides decent wages and protections for our members," said Elizabeth Gotelli, chairperson of the Unit 4 negotiating

Budget...

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1980s.

"The money to solve these problems should now come from those to whom it went in the past decade, not further sacrifices by those from whom it was taken."

"Before cuts are considered, every effort should be made to increase revenues through closing tax loopholes and increasing taxes upon the wealthy, the banks and the corporations," Henning said.

"When those who have so much treat with scorn those who have so little, disorder follows," the state AFL-CIO leader said.

The AFL-CIO position paper warns against tolerating cuts that interfere with the basic functioning of valued institutions and social processes. It states:

"We are adamantly opposed, for example, to cuts that interfere with the process of collective bargaining. Any proposals for layoffs of public employees, or changes in their health or pension coverage, should be debated in the bargaining process, not in the Legislature."

There is a strong warning against further reduction of the capacity of the Department of Industrial Relations to enforce labor laws.

"Cuts...which erode the ability of the department to enforce various laws protecting the health, safety, wages and hours of California's working people also erode employers' respect for the law," the paper points out. "This will work not only to the detriment of the workforce...it also will encourage the growth of an already burgeoning underground economy. This will only result in decreased tax revenues to the state."

Cuts being discussed at the Capitol in funds for education, welfare benefits and subventions to cities, counties and special districts mean further destruction of an already tattered social fabric, the paper warns.

"Schools will close, more people will go hungry and homeless, and local agencies will no longer be able to provide the services essential to a civilized society."