



## California AFL-CIO News

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### Prison Labor: New Factories Behind Walls

Convict labor will be employed in 10 new prison factories and plants if the latest proposals of the California Prison Industries Board come to fruition.

The prisoners will be producing paint, printed materials, portable toilets, and circuit breakers, according to hearing announcements posted by the board. Bread and refurbished autos and school buses will flow from the prison plants.

Convicts will make eyeglasses for people on MediCal. They will spin cotton grown by other convicts into cloth to be sewn by still other prisoners.

The products and services would be purchased by state agencies, schools, municipalities and other public entities. They would replace products that currently are supplied by private employers.

Five of the factories would be located inside the new expansion to Folsom Prison. Four would be at the new San Diego prison, and one would be at Riverside.

A public hearing Aug. 7 on the printing plant proposed for Folsom was reported last week in the California AFL-CIO News.

In addition to that, hearings have been scheduled Aug. 6 on a plan for a Folsom fiberglass factory and paint factories at Folsom and at Riverside; Aug. 7 on a paper pro-

ducts factory at Folsom and Aug. 8 on a plan to manufacture electronic components there.

Plans for an optical factory and a textile mill at the new San Diego prison will be put to hearing Aug. 21 at San Diego. The following day, there will be hearings on a proposal to build a large-scale bakery and to establish a shop for rebuilding autos and school buses at the San Diego prison.

Both paint factories would produce full lines of products, including traffic line paint, air dry, oil-based maintenance paint, interior and exterior architectural paints, lacquers, water and solvent-based industrial paints, polyurethanes and epoxy according to the hearing notice.

The Folsom and Riverside plants would be identical, employing 45 convicts per shift. But Folsom would operate two shifts per day and produce 800,000 gallons a year compared to 400,000 produced in a one-shift operation at Riverside.

Caltrans, other state agencies, local governments and neighboring states are cited as markets for the paint.

The Folsom fiberglass factory output is listed as laundry carts, drive stakes, portable toilets, sign braces, chair shells, protective helmets, picnic tables, highway markers, crash barriers and other items that now are purchased by state agencies from a number of private employers.

The Prison Industries Board says it knows of at least \$700,000 worth of such items purchased each year by state agencies but says the total may be much higher because many purchases are not listed in procurement records.

Fiberglass manufacture is described as "very labor intensive." Fifty-five convicts would work in two shifts, along with a superintendent, three supervisors and a part-time truck driver.

The paper products factory would produce such items as toilet tissue, toilet seat covers, tissue wipes, paper towels, archive boxes and storage and shipping boxes.

The board says that paper products are an item that state agen-

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Psychiatric technicians campaign for their contract demands during rally outside State Capitol.

### Psych Tech Contract Talks Break Down

The workers whose jobs are the most dangerous in state service are looking for a little help from their friends in the labor movement.

Bargaining broke down last week between the state and CWA Local 11555 over a new contract covering 7,800 psychiatric technicians at all 11 California state hospitals.

The union feels it cannot back

away from key proposals, many related directly to safety, that state managers have rejected. No talks are scheduled.

"We will be asking others in the labor movement to support us with the Legislature," said Peter Cervantes-Gautschi, who has been assigned by the Communications Workers of America to assist Local 11555.

"Building up pressure in Sacramento and in legislators' home districts by getting the word out about the true nature of the issues will help get negotiations going again."

The union cites statistics that indicate psych techs suffer two times more injuries on the job than do workers in the next most dangerous category. Prison guards are in second place. Caltrans workers who must contend with erratic drivers along the shoulders of the state's highways run a somewhat lower risk of job injury.

"There are an average of five serious injuries a day to psych techs," said John Tanner, director of Local 11555. "The injury rate ties directly into staffing, and staffing is a major unresolved issue in our bargaining."

It also is a matter of patient safety, the union insists.

"Most of the serious injuries to psych techs are suffered in attempting to intervene when a patient is attacked by another patient," Tanner said. "The

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### Contractor a Phony, Investigators Rule

The California auditor general says the electrical subcontractor employed by the non-union company from Oregon that is building a \$45 million Caltrans overpass on Interstate 580 in Alameda County should be removed from the job because it is not controlled and operated by the women said to be its owners.

The allegation that this subcontractor is a phony front put forward so that the prime contractor can profit from the competitive advan-

tage afforded to women-owned and minority-owned firms is a key point in the trade union suit that seeks to have the Caltrans contract cancelled.

Auditor General Thomas W. Hayes last week delivered his report to Assemblyman Art Agnos, D-San Francisco, chairman of the Joint Legislative Audit Committee.

Hayes recommended that the subcontractor be decertified as a

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#### Singing For Equity



Members of four bargaining units of Contra Costa County workers campaigned for comparable worth Tuesday with a march on the Board of Supervisors and a rally and songfest on the steps of the Courthouse at Martinez.

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### Ralphs Clerks Learn UC Is an Owner

The University of California is a major stockholder in the parent company of Ralphs, the Southern California supermarket chain that has replaced nearly 2,000 long-time employees with lower-paid workers, union leaders pointed out this week.

Information on ownership and on profits was being circulated as UFCW locals, facing long delays in the arbitration process, took

their case against Ralphs directly to the public.

UC owns 1.4 million shares of Federated Department Stores, the company that owns the 126-store Ralphs chain. President Ricardo F. Icaza of UFCW Local 770 in Los Angeles said. The UC holding is worth about \$80.6 million. Federated, Icaza pointed out, has backed Ralphs managers in their ruthless layoffs.

"The public should know that behind Federated's mask of propriety is the face of greed," Icaza said.

Selective boycotts will be the next step in the campaign to gain relief for the beleaguered Ralphs workers, a union official said.

Arbitrations are scheduled to begin in the second half of August. Attorneys for the United Food and Commercial Workers Union will

seek remedies in the first hearings that will apply to all the laid off and demoted workers.

But a UFCW local leader pointed out:

"We have workers, sole support of their families, who have had to choose between layoff or a pay cut from \$11.80 to \$5 an hour. Some have had their hours cut from 40 to 16 a week. Nobody can survive on

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# Safeway Issues Ultimatums; Clerks Say No

Ultimatums by Safeway to UFCW members who were told to accept pay cuts and contract give-backs or see three Northern California stores padlocked are viewed by union members as an attempt to open a crack in the area-wide contract in advance of negotiations early next year.

Two stores—at Weed and Mt. Shasta in Siskiyou County—were closed in April after members of UFCW Local 1364 rejected Safeway's demands.

But Safeway's announcement of sale of the two properties just three days after the union acted has left UFCW members convinced that Safeway had consummated the sale before it asked the concessions.

The third store, at Crescent City in Del Norte County, remains open three months following the rejection of pay cuts by UFCW Local 115.

The Weed and Mt. Shasta stores were profitable operations for many years, according to Mike Boehme, president of Local 1346.

Although economic recession still hangs darkly over rural Northern California, and even though nothing had been done for years to upgrade the two stores and their equipment, workers and community assumed Safeway would remain in the two towns, accepting less profit than some of its stores but fulfilling a social responsibility to employees and residents.

In April, Safeway told Local 1364 that it would close both stores unless it got contract concessions including pay cuts of \$1.80 an hour or \$72 a week for journeyman clerks and higher classifications, \$1 an hour for general merchandise clerks and 50 cents an hour for courtesy clerks.

Safeway also demanded elimination of health and welfare benefits for courtesy clerks and elimination of pension benefits for general merchandise and courtesy clerks. It demanded elimination of the union health plan for all employees and replacement with a new company-sponsored plan for those still

eligible. Sunday pay for all classifications would be ended, and holiday pay would drop from double time to time and a half. The company also demanded the lifting of all restrictions on courtesy and general merchandise clerks.

In return for the concessions, the company said, the stores would be kept open for the remaining months of the current contract and for "as long as these conditions remain intact."

Local 1364 told Safeway, when it announced the workers' rejection, that it was willing to discuss alternative proposals. Safeway announced the closing that same day and the sales three days later.

Safeway could not lose in the situation it created for itself one UFCW leader pointed out.

If workers had agreed to the company demands, Safeway would have leverage for ramming them down the throats of workers in its other Northern California stores during UFCW negotiations that will start shortly after the first

of the year, one union leader said.

And when the workers rejected the demands, Safeway had an excuse for trying to pin blame for the closings onto the union. The company wrapped up a previously-negotiated sale and left town.

At Crescent City, Safeway demanded a deeper cut in wages—\$2 an hour from top-rated personnel—but did not attempt to get the other contract regressions demanded at Weed and Mt. Shasta, according to Ralph Huber of Local 115.

Even with the example of the Weed and Mt. Shasta closings hanging over their heads, the Crescent City employees said no.

Safeway since has indicated it plans to continue operating the Crescent City store, which Huber says appears profitable to UFCW officers and members.

The Siskiyou and Del Norte counties incidents have been watched with interest in other parts of the state.

George C. Soares, president of

UFCW Local 428 and a vice president of the California Labor Federation, wrote in his column in the July issue of the local's newspaper:

"...Like most big corporations, Safeway views its workers as a commodity, to be used for the sake of profit and to be tossed aside when profitability is in question. The workers in Weed and Mt. Shasta took an important stand. They refused to allow themselves to become pawns in Safeway's attempt to degrade the conditions of other workers throughout the state. We should be proud of them."

## Datebook

Thirty-ninth Annual Labor Day Brunch, Catholic Labor Institute of Southern California: 9:30 a.m. Sept. 2, Hyatt Regency Hotel, Los Angeles.

Twenty-eighth Annual Alameda County Central Labor Council Labor Day Picnic: Sept. 2, Alameda County Fairgrounds, Pleasanton.

Ninth Annual CWA Local 11588 Labor Day Picnic: Sept. 2, Farmers Fairgrounds, Hemet.

Valley Labor Political Education Committee Labor Day Picnic: Noon, Sept. 2, Valley Plaza Recreational Park, North Hollywood.

Second Annual Tom Kenny Memorial Labor Day Picnic: Sept. 2, William Land Park, Sacramento; Five and 10 kilometer Fun Runs, 7 a.m. and 8:15 a.m.; softball-tourney finals, 8:30 a.m. (soft ball elimination rounds and golf tourney Sunday, Sept. 1); parade, 10 a.m. from City College to baseball diamond.

Third Annual Humboldt-Del Norte Labor Day Picnic Potluck and Free Barbecue: 11 a.m.-5 p.m. Sept. 2, Perigot Park, Blue Lake.

Santa Cruz Central Labor Council Labor Day Picnic: 11 a.m.-5 p.m. Sept. 2, DeLaveaga Park, Santa Cruz.

Riverside-San Bernardino Labor Day Champagne Brunch: 10 a.m.-1 p.m. Sept. 2, Rain Cross Square, Riverside.

A. Philip Randolph Institute 16th National Convention: Sept. 5-8, Dallas Hilton Hotel, Dallas, Texas.

California Labor Federation Executive Council quarterly meeting: Sept. 17-18, Los Angeles Hyatt Regency Hotel.

1985 Conference on Women in the Workforce: Oct. 3-5, Amfac Hotel, Los Angeles.

Biennial Convention, AFL-CIO: Oct. 28-Nov. 1, Anaheim Hilton Hotel, Anaheim.

1986 Convention, California State Building Trades Council: June 12-14, 1986, Capitol Plaza Holiday Inn, Sacramento.

Sixteenth Convention, California Labor Federation: July 28-Aug. 1, 1986, Capitol Plaza Holiday Inn, Sacramento.

### Publisher's Notice

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WESTERN LABOR FEDERATION ASSOCIATION



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## Ralphs Locals Find UC's a Stockholder

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that. It will be weeks, months before relief is gained through arbitration."

Ralphs began its assault late last year on the UFCW contracts negotiated by seven locals from San Diego to Santa Barbara. In recent weeks the layoffs and demotions have accelerated sharply.

The company is using a contract clause granted by the unions 21 years ago to allow use of lower-paid merchandise clerks to fill in for the journeyman clerks and cashiers during temporary absences.

Ralphs has been informing the higher-paid clerks and cashiers that they can accept demotion to the lower-paid category or face dismissal or reduction of hours. With senior workers thus absent from the premises, the company replaces them with lower-paid clerks.

Hundreds of cases are ready for arbitration, and many hundreds of

others are waiting to be scheduled.

Ralphs contended it had to lay off its senior workers in order to be able to compete and remain profitable.

The grocery chain had an operating profit of nearly \$44 million last year, union leaders point out.

Icaza and President John C. Sperry of UFCW Local 324 in Buena Park, spokespersons for the six locals participating in the Ralphs Campaign Committee, early this month asked the president of the Cincinnati-based Federated corporation, to meet with them to try to prevent the Ralphs dispute from spreading in "unwanted directions."

Howard Goldfeder, Federated chairman and chief executive officer, refused.

Federated owns 18 chains of stores, including such well-known names as Bullock's, I. Magnin, Bloomingdale's, Burdine's, Filene's and Abraham and Strauss.

Remember I. Magnin, the store started in 1876 at San Francisco by immigrants who used to say their employees were like members of the family?

Its 23 stores are part of Federated Department Stores Inc. these days, and the handbook that's required reading for new I. Magnin employees sheds some light on problems that workers are encountering at Ralphs, another subsidiary of Federated.

"Unions—how we feel about them" is the title of one section:

"At some time during your employment with I. Magnin, you may be approached to join a labor union."

"While you have a legal right to be for or against unionization, we think it is important that you are aware of I. Magnin's position on this issue."

Handbilling continues at selected stores among the 126 Ralphs supermarkets. Southern California trade unionists also have demonstrated outside Federated's upscale

"I. Magnin's is not anti-union, but we are proud of our long history of positive employee relations and the virtual non-existence of unions in our company...."

"Should a paid union organizer or anyone else ever approach you to get you to sign a union authorization card, regardless of what you may be told, remember that a union card is a legal document. Signing a union card is like signing a blank check or a power of attorney. It means you, as an individual, no longer choose to deal directly with I. Magnin management. If you sign a union card, you are authorizing someone else to do your talking for you."

"Management respects your right to think and speak for yourself in all matters and we ask you to exercise that right whenever necessary...."

Bullock's store in Westwood.

UFCW locals participating in the Ralphs Campaign Committee, in addition to 770 and 324, are 899, 905 and 1167.

## Prober Calls Caltrans Firm a Phony

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woman-owned business and that the prime contractor be required to make a "good faith" effort to find a company that truly is owned by women to finish the job.

Caltrans had not made its intentions known. But a letter to Hayes from Kirk West, secretary of the state Business, Transportation and Housing Agency, which includes Caltrans, indicated that the decision might be to leave the discredited company on the job while waiting to see whether the U.S. Department of Transportation takes any action.

The main contractor is a joint venture of R.A. Hatch/Rail Roadway Construction Co. Both firms are based in Oregon and both are notoriously anti-union.

When the joint venture underbid California firms that would have paid the going union rates to their workers, three subcontractors were named as being owned by women or by disadvantaged persons, in this case blacks. A federal affirmative action program requires this kind of participation. Bidding advantages are made available to assist such firms into the mainstream of the economy.

The electrical contractor in ques-

tion is H&H Electric. The owners are said to be the wife of R.A. Hatch, owner of Hatch Construction, and the wife of an electrical contractor long associated with Hatch in Oregon. The Oregon home address for H&H Electric is the same as Hatch Construction.

According to the auditor general, the person who really runs H&H is husband of the woman listed as a partner, the electrical contractor with whom Hatch has done business for years.

This also is the contention of the Alameda County Building and Construction Trades Council in its lawsuit in Alameda County Superior Court.

The council also contends that two other subcontractors are phony fronts. One is Jim Winston and Son, which is doing excavation and hauling dirt, and the other is Charles Croff, which is doing the structural steel work.

The Black Business Association of San Francisco has joined in the protest against the certification of the Croff and Winston subcontractors. Caltrans has conducted an investigation of the charges by the Black Business Association, but results have not been made public.

Fines totalling \$100,000 were

levied against Croff and Winston last month by the California Labor Commissioner for operating without valid California licenses. Winston was fined \$42,000, Croff \$58,000. A lesser fine was levied against Hatch/Rail Roadway for doing business with the other two.

At an administrative appeal hearing Monday, all three firms protested the totals of the fines, which are based upon the numbers of hours that workers were employed before valid licenses were obtained. A hearing officer took the appeal under advisement. Briefs are to be filed by Aug. 5, and a decision on the appeal will follow sometime after that.

Hatch/Rail Roadway had license problems early in the project. After Caltrans decided to award the contract, it was determined that the joint venture was unlicensed in California and therefore was ineligible to bid. Caltrans allowed Hatch/Rail Roadway to obtain valid California papers and then proceeded to give the Oregon firm the job.

The suit by the Building and Construction Trades Council alleges that Caltrans broke its own rules in awarding the contract by letting Hatch/Rail Roadway have

the project even though the company bid without a license and by allowing the joint venture to put forward phony front subcontractors.

In the most recent action in the suit, the court denied a Hatch/Rail Roadway motion for dismissal. The court sustained a demurrer by Caltrans and the contractors based upon a contention that the union council had not itself been damaged by the award of the contract. Due next is a hearing on an amended complaint in which the council will press the suit as representative of taxpaying union members.

Also pending is a decision on the accusation by Operating Engineers Local 3 and the California Department of Apprenticeship Standards that Hatch/Rail Roadway has flouted minority hiring requirements for apprentices. A hearing on the charge was held last month.

The auditor general entered the dispute on instructions of the Joint Legislative Audit Committee after an audit was requested by Senator Bill Lockyer, D-Hayward, and Assemblymen Johan Klehs, D-San Leandro, and Elihu Harris, D-Oakland.





Union songs, many of them sung with new feminist lyrics, echo from Contra Costa County Courthouse steps as county workers demonstrate for comparable worth.

## 400 Contra Costans March for 'Pink Power'

Four hundred pink-clad union members campaigned Tuesday for a comparable worth proposal aimed at ending gender-based wage discrimination and breaking down the walls of the "pink-collar ghetto" in Contra Costa County employment.

They started at the County Administration Building, where leaders of the four unions that make up the Contra Costa Comparable Worth Coalition gave pink carnations to members of the Board of Supervisors and urged acceptance of the equity proposal in contract negotiations now in progress.

They found Supervisors Sunne McPeak and Nancy Fahden dressed in pink also.

Then the demonstrators formed

a parade and marched to the County Courthouse for speeches and a hand-clapping songfest.

The unions are Social Services Local 535 of the SEIU, Locals 2700 and 512 of AFSCME and the Contra Costa unit of the California Nurses Association.

The press was invited, and details of the comparable worth proposal were laid out by union leaders. Speakers included B.J. Smith of Local 512, Lee Finney of Local 535, Helen Shea of Local 2700 and Donna Gerber of CNA.

The unions, bargaining separately with the county on their individual contracts but jointly on comparable worth, are proposing:

- Across-the-board pay adjustments in two consecutive years for all female-dominated classifica-

tions.

- A job evaluation system based upon in-house labor and management cooperation.

- A phase-in period for implementation of changes called for by the job evaluation.

- An agreement not to litigate grievances over wage and job discrimination during the phase-in period.

Comparable worth became one of the county's affirmative action goals by unanimous action of the Board of Supervisors in 1983.

In April of last year, the county agreed with the four unions in the coalition to make a "down payment" on pay equity in the form of a three percent adjustment for all female-dominated job classifications.

Finney of Local 535, speaking on the Courthouse steps, told the crowd:

"The struggle for comparable worth in Contra Costa County began more than three years ago. In the beginning we knew that there was something very wrong about the fact that female county employees were paid significantly less than male county employees. What we didn't know was just how serious the disparity was nor exactly how to change things. . . .

"By our presence here today we are declaring our faith that the walls of the pink-collar ghetto will be torn down. The county must accept our plan so that all county workers will be paid according to their worth rather than according to their sex."

In 1983, a study by the SEIU showed that 78.5 percent of the women employed by Contra Costa County earned less than the average pay of all county workers while 67.6 percent of the men in county jobs earned more than the average.

Old union songs, some of them with new lyrics, were sung by hundreds of voices during the rally. One, sung to the tune of "Sixteen Tons," went:

"You work night and day, and what do you get? Fifty-nine cents and a whole lot of debt. Saint Peter, don't you call me 'cause I can't leave earth Until we win our fight for comparable worth."

## Pay Equity Panel Goes to Assembly

The bill to establish a California Commission on Pay Equity to study ways to eliminate gender pay discrimination in state civil service and in the UC and state university systems will be on the floor of the Assembly after lawmakers return Aug. 19 from their month-long summer recess.

The measure sent to the floor by a 12-9, party-line vote is one of the last actions taken by the Assembly Ways and Means Committee before the Legislature adjourned last week.

It is SB 2, entered by Senate President Pro-Tem David A. Roberti, D-Hollywood, and strongly supported by the California Labor Federation.

The 11-member commission it would create would be charged with conducting an evaluation study of more than 6,000 job classifications in state civil service and in the state university and the University of California systems. The commission would have five years to make the evaluation of the worth of various jobs, to compare the salaries paid for them, and to report to the Legislature and to those who conduct collective bargaining for state workers.

Roberti said, "The commission and its study will provide us with a

crucial road map to know how far we've come, how far we've got to go and when we've arrived at the destination—elimination of discriminatory pay practices."

The commission would be composed of four persons appointed by the governor, three appointed by the Senate Rules Committee, three named by the speaker of the Assembly and the chairperson of the state's Comparable Worth Task Force.

Roberti said conclusions of the commission would be self-implementing and recommendations would simply provide expert advice to the Legislature for its future budget deliberations.

"We have the legal responsibility to eliminate discrimination," Roberti said. "That is the law. . . ."

Voting for the bill were Democrats Agnos, Bronzan, Calderon, Campbell, Isenberg, Johnston, Margolin, O'Connell, Peace, Roos, Waters and Vasconcellos, the chairman.

Voting no were Republicans Baker, Bader, Dennis Brown, Herger, Hill, Johnson, Leonard, Lewis and McClintock.

Democrats Condit and Connelly were absent.

## CWA's Easterling Wins No. 3 Spot

Barbara J. Easterling, once an Ohio Bell telephone operator, became the first woman elected to one of the three top offices of the Communications Workers of America during the union's convention last week in San Francisco.

Easterling was elected executive vice president to succeed James B. Booe, a former California Labor Federation vice president who was named secretary-treasurer of CWA. The elections of Booe and of Morton Bahr as president came earlier in the convention.

Easterling became a shop steward shortly after going to work for Ohio Bell at Akron 33 years ago.

Later she was secretary and vice president of her local.

In 1971, she was appointed chief of the Ohio Industrial Relations Division, the body responsible for enforcing Ohio's labor laws. She held that post until she became a CWA staff representative in 1973. In 1978 she became assistant to the vice president of District 4.

Easterling was the first woman to become a vice president of the Ohio AFL-CIO. She was completing her second term in that office when, in 1980, Past President Glenn Watts called her to Washington as his assistant. She is an alternate member of the National Executive Board of the Coalition of Labor Union Women.

## Parent Leave in Committee

Legislation that would guarantee workers the right to unpaid child-rearing leaves will resume its rocky passage through the Legislature after summer recess ends on Aug. 19.

The bill, heavily amended and later un-amended before it was approved by the Assembly, was put over until after the recess in the closing rush of business before the Senate Industrial Relations Committee last week.

The bill, AB 613 by Gwen

Moore, D-L.A., would require employers to reinstate workers with their old seniority and other accrued benefits following unpaid leaves taken for the purpose of caring for a child. It is sponsored by the California Labor Federation.

At one point in the Assembly process, the bill was made applicable only to single mothers of children under school age. These restrictions were removed after advocates argued that older children often have problems.

## ILGWU Wins \$1.5 Million for Fired Workers

Back pay and penalties amounting to \$1.5 million finally will be handed out to 128 workers illegally fired 11 years ago during an organizing campaign by the International Ladies' Garment Workers' Union in San Francisco.

For some of the workers, the settlements will amount to as much as \$25,000.

The 128 worked for the Great American Sewing Company, a subsidiary of Esprit de Corp. Ltd. Esprit shut down the sewing business and fired the entire workforce in 1977 after enough workers there signed ILGWU cards to force a representation election.

The union charged Esprit with unfair labor practices claiming the company had fired the workers to avoid unionization. The National Labor Relations Board upheld the charges after three years of argument and appeal. Further battles in the courts followed before the NLRB ruling was affirmed by the Ninth U.S. Court of Appeals.

Final payments are expected to be mailed before the end of this month.

Mattie Jackson, vice president of the ILGWU and business manager of the union's Pacific Northwest District Council, called the victory reassuring in times like these, when workers fear illegal firings during organizing campaigns.



# Convict Labor Plan Calls for New Factories

(Continued from Page 1)

cies would, under existing law, be directed to buy from the Folsom factory. It says the state Office of Procurement bought more than \$3.5 million worth of such products for state agencies last year and suggests that the total available public market is much higher because many offices purchased directly from private companies without going through the procurement office. Cities, counties and school districts also are cited as potential customers.

The plan calls for 115 convicts to work in two shifts in the paper factory under a superintendent, assistant superintendent and six supervisors.

The electronic component factory would employ 50 convicts on one shift under a superintendent and two supervisors.

They would make electrical control devices, alarm systems, intercoms, circuit breakers, switches, converters, signal systems and other devices requiring solid state circuitry. About \$1 million worth of such equipment is bought for state agencies by the Office of Procurement each year, and unknown quantities are bought directly by agencies, the board says. Schools and other local government agencies also are seen as potential markets for the convict-produced items.

The print shop would operate two shifts a day producing more than \$2.55 million worth of printing a year to start. The California State Employees Association and Allied Printing Trades Council of Northern California have said they will protest the plan at the hearing Aug. 7.

The San Diego eyeglasses factory would produce 75,000 of the 325,000 sets of glasses dispensed each year under the MediCal program, according to the hearing announcement.

It is argued that this would help contain MediCal costs.

"Experiences in the MediCal program... have demonstrated a tendency of some practitioners to bill the amount allowed, seek out least expensive materials available and maximize their profit without regard for quality. Separating costs (of glasses) from professional services deters this practice," the

hearing announcement states.

It is not explained who would decide which patients would be issued convict-produced glasses and which would be allowed to continue getting glasses through commercial sources.

The board estimates that the output of 60 convicts working in the optical factory would supplant two percent of the private employment in the California ophthalmic goods industry. It is the only instance in which the board estimates that a prison factory would have an impact on more than a fraction of one percent of the workforce employed in the same line of work in private industry.

The textile mill proposal calls for producing 1.5 million yards a year of cloth from raw cotton grown on a state prison farm in Kings County.

The cloth then would be sent to sewing factories inside other prisons to be made into clothing, bedding, sheets, towels and other items for use by the state, counties, cities and other public entities.

The textile mill is by far the most ambitious of the prison factory proposals.

An investment of \$3,146,747 in equipment is proposed, and 73,728 square feet of factory space would be required.

It would take 285 convicts to run the mill three shifts a day, five days a week, according to the estimates. There would be a superintendent, two assistant superintendents and 12 supervisors.

The bakery's output would go to 15 state institutions in Southern California, the industries board says. Eight commercial bakeries now are supplying these institutions.

One hundred convicts would labor in the bakery.

Repair of cars and buses would employ 145 convicts, according to the hearing announcement.

It is noted that California school districts own 11,600 buses and that many of them are older than their normal life expectancy, creating a need for overhauls. The goal would be 60 such refurbishings a year.

It is argued also that the state could get more for used cars and trucks at auction if they were overhauled before being sold.

All hearings for the Folsom factories and for the Riverside paint plant will be held in Larkin Hall, a building outside the old granite walls at Folsom. The paint plant hearing is at 9 a.m. Aug. 6. The fiberglass factory hearing is 2 p.m. that same day.

On Aug. 7, the hearings will be at 9 a.m. for the printing shop and at 2 p.m. for the paper products operation. The electronics factory hearing is at 9 a.m. on Aug. 8.

Those who wish to testify at the Folsom hearings are asked to make their intentions known to the Prison Industries Board by Tuesday, July 30.

Hearings on the San Diego prison industries are to be held at the Shelter Island Marina Inn, San Diego.

The optical factory hearing is 9 a.m. Aug. 21, and the textile mill hearing will be at 2 p.m. that day. The vehicle repair proposal will be heard at 9 a.m. Aug. 22, and the bakery plan at 2 p.m. that day.

The board asks to be notified by Aug. 13 of intention to testify at the San Diego hearings.

The board's address is 630 K St., Sacramento 94814. The phone number is (916) 445-2818.



## Psych Tech Contract Talks Break Down

(Continued from Page 1)

California Association for the Mentally Ill and all the state hospital parent and support groups are behind us on this issue.

"The mental hospital environment has changed. There is less use of restraint, less reliance on medication to keep patients under control. Psych techs are more likely to be dealing with both passive patients and patients who are prone to violence," he said.

"There are new standards for management of aggressive behavior, and they must be followed. Basically, you must have four psych techs to handle an aggressive and violent patient. If you have fewer at the moment they are needed, you can be in serious trouble."

A package of safety proposals by the union also is unresolved. This includes personal alarms to enable psych techs to summon help instantly and from any location, closed nursing stations into which a staff member and threatened patients could retreat when under attack, and pre-screening of patients for tendency toward violent behavior.

The union wants to keep the "post and bid" system of assignment allocation that it won in its initial contract in 1982.

It is asking an arbitration procedure and salary changes including a general raise, hazardous duty pay, shift differential and pay equity adjustments based upon job responsibility.

"Psych techs can't settle for less than a safe working environment, justice on the job and an adequate wage," said Tanner.

"They must have these for themselves and for their patients."

Cervantes-Gautschi says the union demands could be met with money already provided in the new state budget.

A complication is the decertification and representation election brought on through petition by the rival CAPT, the California Association of Psychiatric Technicians.

Mail balloting was conducted statewide between June 17 and July 17. Ballots would have been counted last week under normal circumstances, but CWA filed unfair labor practice charges alleging interference by state management at several hospitals.

The staff of the Public Employee Relations Board is expected to say "within the next few weeks" whether its investigation indicates the board should hold up the counting and conduct hearings, according to Terry Lindsay, PERB regional representative at Sacramento.

## Road Crews at Fires Give CSEA Worries

The California State Employees Association has called for meetings with Caltrans and the Department of Forestry over a plan to use Caltrans highway workers to fight forest and brush fires.

The plan to use highway crews as firefighters was announced this month when the state ran out of firefighters while forest and brush blazes raged the length of California.

CSEA, the union representing 5,000 Caltrans highway workers, expressed "initial reservations" over the plan.

"We're frankly offended that the state management did not contact us before publicly announcing a major program involving workers we represent," said Leo E.

Mayer, president of CSEA. "The first we heard of it was from news reporters asking our reaction."

Mayer said that despite the discourtesy, CSEA was not opposed to the basic concept. But the CSEA president said important questions needed to be answered.

"First, we want to make sure this program remains on the strictly voluntary basis they plan to use at the start. Highway maintenance workers are specially trained to deal with the threat of death or injury along the highways, but they should not be forced into an entirely different set of hazards," Mayer said.

"Second, there must be no doubt about the adequacy of the training the state puts these people through. We want to review the two-week basic firefighting course they plan to conduct. And we may well ask that the Forestry firefighters union be involved in this evaluation."

"Third," Mayer continued, "who's going to do the highway work when these employees are on fire duty? Will the work go undone for the duration, or will the state resort to the programs they're already using to make inroads into the state labor force?"

"Would the highway workers be put temporarily into a firefighter job classification? What would they be paid? Would they be temporarily moved into the higher 'safety' level of the retirement system where firefighters are?"

## Gallardo Named To Civic Post

A.H. "Bill" Gallardo, a field coordinator for the California Labor Federation, has been appointed to the Santa Ana Economic Development Corporation, which promotes and coordinates local economic growth.

Gallardo is California chairman for the Labor Council for Latin American Advancement.

He was business agent of Plasterers Local 489 of Santa Ana for 18 years until it was merged 14 years ago with Local 2, of which he is a member.

## Supplement to Calif. AFL-CIO's Digest of Bills

### ASSEMBLY BILLS

**AB 2479—O'Connell (Senate T.&P.S.M.)**—Under existing law, the moneys in the Hazardous Substance Account ("California Superfund") and Hazardous Substance Cleanup Fund may generally be used for removal and remedial actions in response to a release of a hazardous substance. The State Department of Health Services is required to publish and revise, at least annually, a priority ranking of sites for remedial action.

This bill would require the department to establish an abandoned hazardous substance site program, and would direct the department to undertake and complete surveys in those counties in which these surveys have not been completed. March 8, 1985.

Toxics—Good

**AB 2536—Cortese (Senate H.&H.S.)**—Existing law imposes various duties upon the State Department of Health Services to monitor and regulate water which is used for drinking purposes.

This bill would, additionally, require that the department on or before March 1, 1986, establish a special drinking water monitoring pilot program in Santa Clara County for the purpose of determining the level of contamination in water supplied for human consumption by public water systems with 200 or fewer connections and in water supplied for human consumption from private wells....

This bill would take effect immediately as an urgency statute. March 13, 1985.

Water—Good

**AB 2550—Peace (Senate E.&P.U.)**—... This bill would direct the (Public Utilities) Commission to prohibit any telephone corporation from charging any subscriber requesting the telephone number of any other subscriber in the area covered by the telephone directory issued to the requesting subscriber when the number requested does not appear in the current published directory. March 28, 1985.

Consumers—Good

## APRI Sets National Conference

The A. Philip Randolph Institute will focus on the economy and on challenges facing the Randolph legacy during its 16th National Conference Sept. 5-8 at Dallas, Texas.

The conference program will include, in addition to customary workshops, a major presentation on economic policy and coalitions by William Julius Jackson.

The economics theme also will be developed during a panel discussion featuring a prominent black conservative and prominent black liberal, both to be announced.

The 20th anniversary of the founding of the Institute and the 80th birthday of Fred O'Neal, president of Associated Actors and Artistes of America also will be celebrated at the conference, President Norman Hill announced. The conference will be held at the Dallas Hilton Hotel.