



Convention Coverage

Policy Statements..... page 2
Resolutions..... page 8

Fall Election Campaign Kit

Endorsements page 3
Worksite Flyers..... pages 4-5
Sample newsletter articles.....page 6

These materials were mailed to all affiliates in the Federation's Campaign Kits, and are available on the web at www.calaborfed.org.

LABOR DAY EVENTS

Sunday, September 3

Picnic, Fresno Labor Council. "Honor the Past, Build for the Future," honoring retirees and defending Social Security. Music, kids' games, raffle. Tickets \$7.50, \$5 for retirees. 12noon - 6pm, Cal State Fresno. (559) 275-1151.

Monday, September 4:

Solidarity Brunch, San Bernardino - Riverside CLC. 9am - 12 noon, Hilton Hotel, 285 East Hospitality Ln., San Bernardino CLC. Tickets \$40. (909) 825-7871.

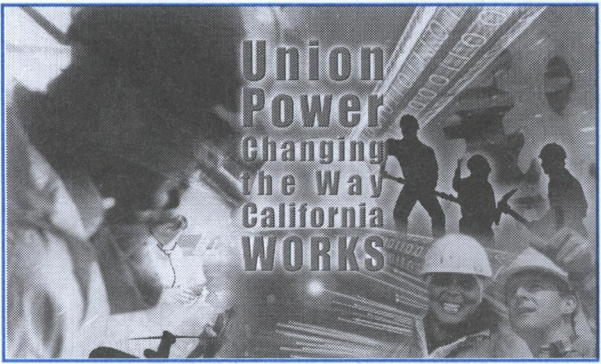
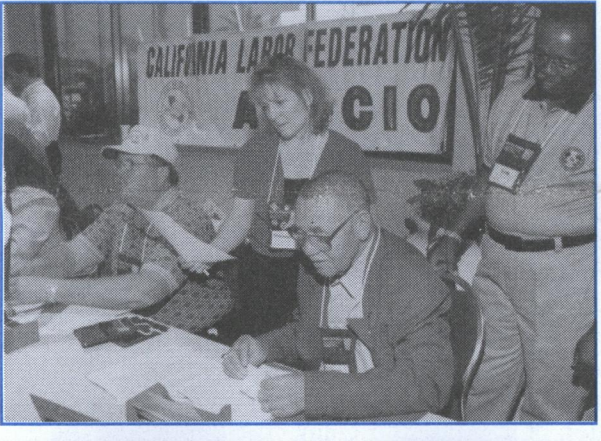
Picnic, Alameda CLC, 10 am - 5 pm, Pleasanton Fairgrounds. Tickets \$5. (510) 632-4242.

Dedication of United Labor Center, San Diego Labor Council and affiliates, 12 noon-4pm, 3717 - 3737 Camino Del Rio South, Mission Valley, followed by 6pm Padres game. Info: (619) 283-5411.

CAMPAIGN SCHOOL

September 8-10. California Labor Federation Campaign School, Cal Poly Pomona. Information: (415) 986-3585 x231.

Rank & file spirit moves Convention 2000



Union power: Changing the way California works

Nearly six hundred delegates and guests stood together in solidarity and committed to a new era of building power for workers at the Federation's biennial convention in Anaheim July 17-18.

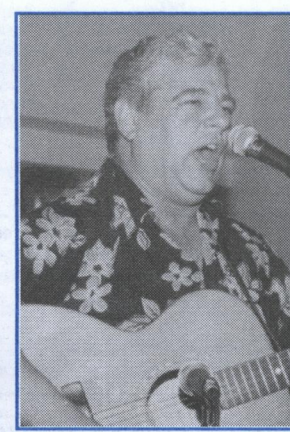
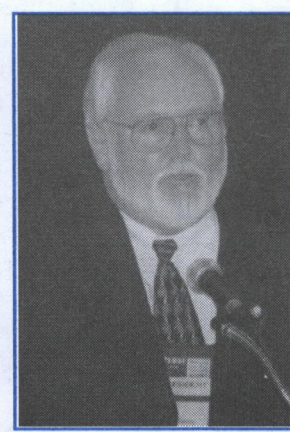
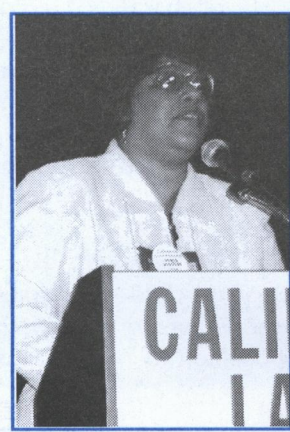
Rank and file members of Hotel and Restaurant Employees Local 11 demonstrated the results of union political power and organizing victories, and urged unionists to support their campaign to bring a voice at work to the Loews Hotel in Santa Monica. The full house marched over to the adjacent Anaheim Convention Center to support part-time workers' campaign for benefits and fair pay.

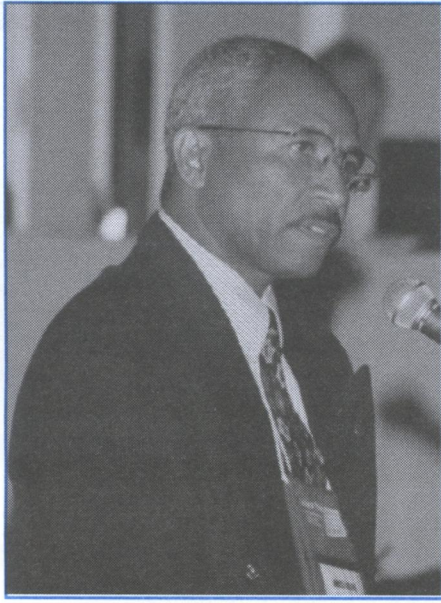
Delegates voted on 29 resolutions, 19 policy statements, 53 federal elective offices, 100 state offices, and eight ballot measures. Resolution One, **Union Power: Changing the Way California Works**, was approved unanimously and provides the Federation with new direction in building political and economic power, supporting organizing, and advancing workers' interests.

Delegates danced in the aisles to *Rockin' Solidarity*, cheered Vice President **Al Gore** via satellite link, and gave Senate President Pro Tem **John Burton** a heartfelt ovation. AFL-CIO president **John Sweeney** brought a teacher (and union activist) from Austin, Texas, to spread the word about George Bush's anti-worker record as governor. **Rita Hacker** urged delegates to campaign for Gore and against school vouchers, Proposition 38 on the November 7 ballot. **Governor Gray Davis** pledged his support for workers' right to organize.

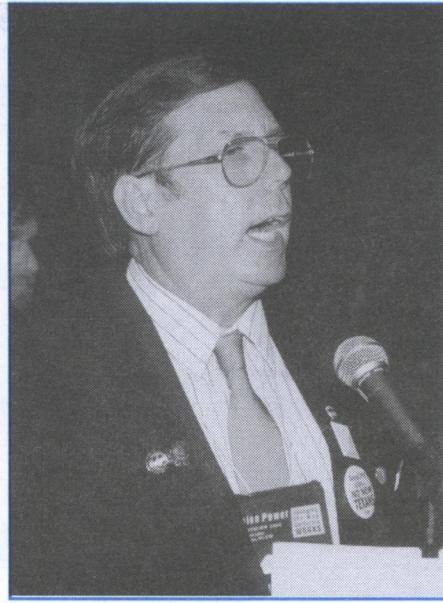
Six unionists were honored for changing the way California works at the convention banquet. For building political power, **Don Doser**, Operating Engineers Local 3 and **William Waggoner**, Operating Engineers Local 12, were recognized. For building economic power, the Federation honored **Mike Garcia**, and the Justice for Janitors Campaign, Service Employees Local 1877. For organizing, **Carol Wheeler**, AFSCME District Council 36; **Shelley Kessler**, San Mateo Labor Council; and **Walter Johnson**, San Francisco Labor Council were honored.

Photos by Slobodan Dimitrov and Greg Castillo.





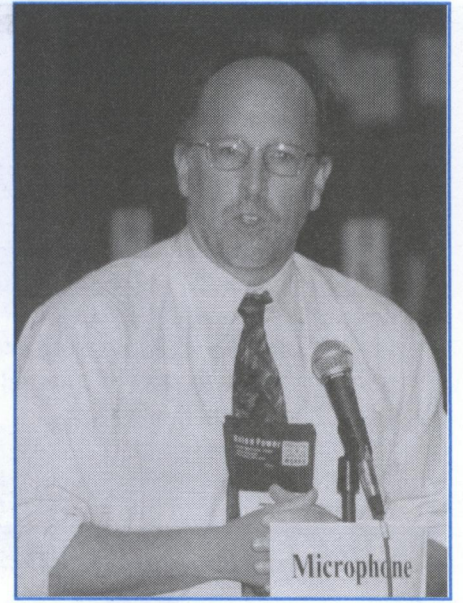
James Liggins, United Food and Commercial Workers Local 870, urged vigilance in fighting discrimination and ensuring full participation.



David L. Norton, American Federation of Government Employees, addressed protecting AFGE members' jobs as part of the immigration policy statement.



Mary Bergan, California Federation of Teachers, urged an amendment to the education policy statement, supporting free tuition in higher education.



John Dalrymple, Contra Costa CLC, urged support for creation of the Rosie the Riveter National Monument in Richmond.

Federation publishes policy statements

Convention delegates approved nineteen policy statements prepared by the Federation, union activists and affiliates, touching diverse aspects of workers' lives and struggles to provide a foundation for analysis and action. These summaries capture the direction of the full policy statements, which can be found on our website at www.calaborfed.org.

The Growing Wage Gap and Investments in Tomorrow's Workforce.

The U.S. economy is in the seventh year of an expansion that has enriched investors and corporate executives, while doing little to improve real income for most Americans. Increasing numbers of workers are forced into contingent employment at reduced pay and benefits, without job security. We should assure that economic growth rewards working people as well as business owners including investing public monies in high-road partnerships for job creation. The Federation calls for government to invest in education and training, and in rebuilding our public infrastructure. A long-term industrial policy is required to increase America's global economic presence, to restore our industrial base, and to create good jobs in the future.

Foreign trade agreements must be structured to improve trade union rights and living standards of our trading partners, and not undermine jobs and living standards in the U.S. and around the world. At the state level, the Federation supports legislation to combat the state's \$60 billion a year underground economy.

Organizing. California unions gained more than 132,000 new members in 1999. This remarkable achievement is the result of an increased commitment and a new culture of organizing. Federal labor law, however, has become a tool for anti-union employers, and must be reformed. The Federation supports comprehensive labor law reforms, including severe and immediate penalties for employers who fire workers for union activity or who interfere with employees' freedom to choose. Banning permanent replacements for strikers is essential for equitable labor relations. Because conservative politicians have blocked immediate reform, the Federation will help unions adopt new and innovative organizing strategies.

Laws Protecting California Workers. The Federation supports tougher actions against scofflaw employers. We will work to ensure that



Vice Presidents Nancy Wohlforth, Shelley Kessler, Janett Humpbries, and Sonia Moseley applauded passage of the women's rights policy statement. Photos by Slobodan Dimitrov.

all employers pay proper employment related taxes and insurance premiums. We continue to support legislation that ensures workers are paid their wages. The Federation calls for creation of a California Labor Agency to coordinate labor and employment policy. The Agency would provide a coherent strategy to prepare California's workers for the future, connect them with employers, and ensure a safe and healthy workplace. The Federation will continue to oppose employer attempts to re-classify workers as independent contractors in order to deny benefits like unemployment insurance, disability insurance and workers' compensation. In 1999, the Federation and a coalition of immigrant and community allies passed the toughest garment industry liability legislation in the nation.

Education. California's schools and colleges will require appropriate resources to meet the needs of sharply increasing enrollments and to make up for losses sustained during the recession years of the last decade. The Federation reaffirms its commitment to adequate funding of public education, to universal early childhood education, and to adequate child-care facilities; the Federation reaffirms its opposition to

tuition within California's higher education system, and its opposition to vouchers and other privatization schemes, and support of fair working conditions for employees throughout the system.

Working Families. California workers have the right to balance their commitments to earning a living and to participating in family and community life. Too often, workers face a stark trade-off between the demands of employers and families. We support policies to make the workplace more supportive of worker participation in family and community life, from expanding the California Family Rights Act to increased funding for childcare for low-income families, and protection of daily overtime pay. We believe that working families have the right to paid parental leave, to high-quality and affordable childcare and elder care, and to flexible working schedules that accommodate family life.

Immigration. Thousands of immigrant workers, both with and without documents, have mounted dynamic, effective campaigns to form unions in California in the last few years. Immigrant labor and taxes support the state's economy, yet anti-worker politicians have fashioned careers

from divisive rhetoric and policies. Immigration laws must not be used to divide workers, lower wage rates, and increase insecurity, but rather to protect workers' rights. The Federation stands for the equality of all workers, both in our own ranks and in conflict with employers. We support the call of the national AFL-CIO for a new amnesty and repeal of employer sanctions. All workers, regardless of immigration status, must have the right to form unions and effectively demand better wages and working conditions. All forms of contract labor programs undermine that right.

Health care. Our nation's health care system is in a state of collapse. Managed care has boosted corporate profits at the expense of quality of care for patients, and has undermined working conditions for health care workers. More than seven million Californians are uninsured. Soaring medical costs have resulted in high premiums that encourage employers to shift the cost burden onto employees and cause collective bargaining impasses. This private, for-profit health care system is at odds with the welfare of our country. The Federation continues to support the establishment of a

CALIFORNIA LABOR NEWS

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Convention recommends pro-worker candidates

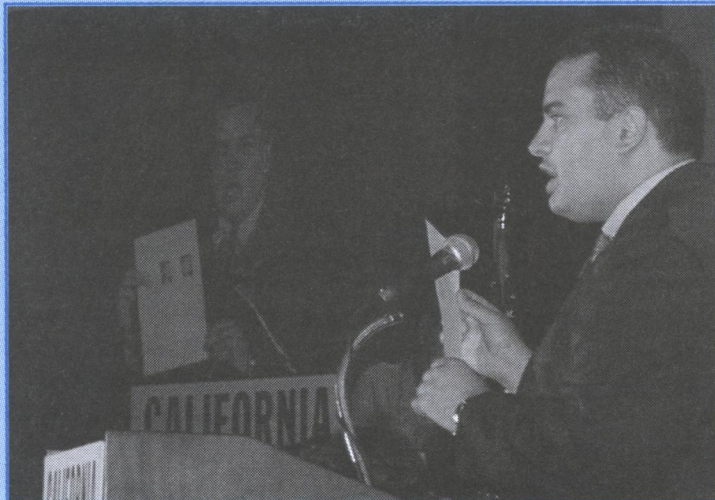
Elected delegates to the 23rd Biennial Convention examined candidates for public service, and voted to make these recommendations for 153 offices and eight ballot measures. The Convention's recommendations are the result of intensive volunteer efforts at central labor and building trades councils to identify important issues for working people, to inform and interview candidates. As workers prepare to make important choices this fall, the Federation makes these recommendations.

U.S. SENATE

Dianne Feinstein (D)

U.S. CONGRESS

1. Mike Thompson (D)
2. Stan Morgan (D)
3. Bob Kent (D)
4. Mark A. Norberg (D)
5. Robert T. Matsui (D)
6. Lynn Woolsey (D)
7. George Miller (D)
8. Nancy Pelosi (D)
9. Barbara Lee (D)
10. Ellen O. Tauscher (D)
11. Tom Y. Santos (D)
12. Tom Lantos (D)
13. Fortney (Pete) Stark (D)
14. Anna G. Eshoo (D)
15. Mike Honda (D)
16. Zoe Lofgren (D)
17. Sam Farr (D)
18. Gary A. Condit (D)
19. Dan Rosenberg (D)
20. No Endorsement
21. Pete Martinez, Jr (D)
22. Lois Capps (D)
23. Michael Case (D)
24. Brad Sherman (D)
25. No Endorsement
26. Howard L. Berman (D)
27. Adam Schiff (D)
28. Janice M. Nelson (D)
29. Henry A. Waxman (D)
30. Xavier Becerra (D)
31. Hilda L. Solis (D)
32. Julian C. Dixon (D)
33. Lucille Roybal-Allard (D)
34. Grace Flores Napolitano (D)
35. Maxine Waters (D)
36. Jane Harman (D)
37. Juanita Millender-McDonald (D)
38. Gerrie Schipske (D)
39. Gil G. Kanel (D)
40. No Endorsement
41. Rudolfo G. Favila (D)
42. Joe Baca (D)
43. No Endorsement
44. Ron Oden (D)
45. Ted Crisell (D)
46. Loretta Sanchez (D)
47. No Endorsement
48. No Endorsement



Political director John Pérez encourages union leaders to commit to the 10-5-1 plan for registering, educating and mobilizing union voters.

49. Susan A. Davis (D)
50. Bob Filner (D)
51. No Endorsement
52. Craig Barkacs (D)

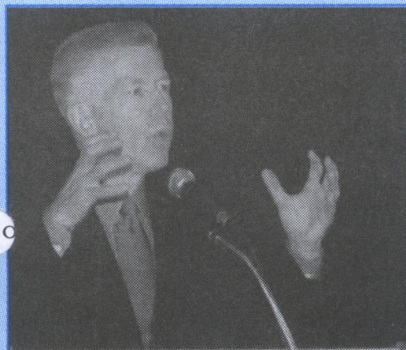
STATE SENATE

1. Tom Romero (D)
3. John L. Burton (D)
5. Michael J. Machado (D)
7. Tom Torlakson (D)
9. Don Perata (D)
11. Byron Sher (D)
13. John Vasconcellos (D)
15. No Recommendation
17. No Endorsement
19. Daniel R. Gonzales (D)
21. Jack Scott (D)
23. Sheila James Kuehl (D)
25. Edward Vincent (D)
27. Betty Karnette (D)
29. Richard Melendez (D)
31. Mike Rayburn (D)
33. Jack Roberts (D)
35. Steve Ray (D)
37. Sedalia L. Sanders (D)
39. Dede Alpert (D)

STATE ASSEMBLY

1. Virginia Strom-Martin (D)
2. Virgil Parks (D)
3. Benjamin Wirschafter (D)
4. Stephen A. Macola (D)
5. No Endorsement
6. Joe Nation (D)
7. Patricia (Pat) Wiggins (D)
8. Helen M. Thomson (D)
9. Darrell Steinberg (D)
10. Debra Gravert (D)
11. Joe Canciamilla (D)
12. Kevin Shelley (D)
13. Carole Migden (D)
14. Dion Louise Aroner (D)
15. Greg Rolen (D)
16. *Dual:* Audie Bock (I), Wilma Chan (D)
17. Barbara Matthews (D)
18. Ellen M. Corbett (D)
19. Lou Papan (D)
20. John A. Dutra (D)
21. Joe Simitian (D)
22. Elaine Alquist (D)
23. Manny Diaz (D)
24. Rebecca Cohn (D)
25. Stephen F. Rico (D)
26. Dennis Cardoza (D)

27. Fred Keeley (D)
28. Simon Salinas (D)
29. Lita Reid (D)
30. Dean Florez (D)
31. Sarah Reyes (D)
32. Virginia R. Gurrola (D)
33. Laurence Houlgate (D)
34. Robert (Bob) Conaway (D)
35. Hannah-Beth Jackson (D)
36. No Endorsement
37. Roz McGrath (D)
38. Jon M. Lauritzen (D)
39. Tony Cardenas (D)
40. Bob Hertzberg (D)
41. Fran Pavley (D)
42. Paul Koretz (D)
43. Dario J. Frommer (D)
44. Carol Liu (D)
45. Jackie Goldberg (D)
46. Gil Cedillo (D)
47. Herb Wesson (D)
48. Roderick (Rod) Wright (D)
49. Gloria Romero (D)
50. Marco Antonio Firebaugh (D)
51. Jerome E. Horton (D)
52. Carl Washington (D)
53. George Nakano (D)
54. Alan Lowenthal (D)
55. Jenny Oropeza (D)
56. Sally Havice (D)
57. Edward (Ed) Chavez (D)
58. Thomas M. Calderon (D)
59. Meline Dolores Hall (D)
60. Jeff A. Duhamel (D)
61. Gloria Negrete McLeod (D)
62. John Longville (D)
63. Scott T. Stotz (D)
64. Jose Medina (D)
65. Ray R. Quinto (D)
66. No Endorsement
67. Tom Harman (R)
68. Tina Louise Laine (D)
69. Lou Correa (D)
70. Merritt Lori McKeon (D)
71. Bea Foster (D)
72. Gangadharappa Nanjundappa (D)
73. Robert D. Wilberg (D)
74. John Herrera (D)
75. No Endorsement
76. Christine Kehoe (D)
77. Todd Keegan (D)
78. Howard Wayne (D)
79. Juan Vargas (D)
80. Joey Acuna, Jr. (D)



CALIFORNIA LABOR FEDERATION
Changing the Way California WORKS

Governor Gray Davis encouraged union activists to play an active role in the fall campaign.

Key ballot measures for working families

Union members will find eight state initiatives on the November 7 ballot—fewer than we often see, but more important than ever. Proposition 38 will impact educational opportunities for tomorrow's workers, and determine whether California keeps its commitment to school children. Proposition 39 will let local communities rebuild public schools. Proposition 37 holds corporations accountable for cleaning up their environmental hazards—without passing costs on to taxpayers. You'll find more information about these campaigns at www.calaborfed.org, or at your union hall.

Proposition 38. Draper Voucher Initiative



Prop 38 asks voters if the state should give a \$4,000 voucher to each student who attends a non-public school. Governor Davis calls it "a big detour in the wrong direction." The California Federation of Teachers, Service Employees, California Professional Firefighters, and California School Employees Association have joined

other pro-education organizations to oppose Prop 38.

■ Prop 38 abandons neighborhood schools

Not one penny of the billions spent by the Draper Voucher Initiative will be used to make our children's schools better.

■ Prop 38 provides no accountability

It restricts state and local regulation of voucher schools. Allows fly-by-night operators to open voucher schools and hire teachers without any teaching credentials, training or experience educating children.

■ Prop 38 allows discrimination

Voucher schools—not parents—decide whose children will be accepted. They will be able to reject students based on their gender, ability to pay, or academic and physical abilities.

The California Labor Federation urges union members to vote no on Proposition 38. It's another expensive experiment our children can't afford. *Information: www.NoVouchers2000.com.*

Veterans Bond Act

YES 32 Helps veterans with \$500 million in housing assistance.

Legislative Retirement

YES 33 Allows state legislators to participate in the California Public Employees' Retirement System.

Campaign Finance

YES 34 Limits campaign contributions and loans to state candidates and political parties. Provides voluntary spending limits; expands disclosure and reporting requirements.

Contracting out public works

NO 35 State and local governments now sign more than 1,000 contracts every year for more than \$100 million in private engineering and architectural services. But Prop 35 would require a new selection process—that it doesn't define—for these contracts. The result will be confusion about state contracting, lawsuits, and costly delays. Our communities have urgent infrastructure and rebuilding needs that Prop 35 won't fix. Vote no on Prop 35.

Drug treatment diversion

YES 36 Prop 36 directs non-violent drug possession offenders to treatment programs and probation instead of prison. It saves state funding for important education, healthcare and transportation needs by redirecting funds toward treatment, and away from incarceration.

Polluter Protection Act

NO 37 Prop 37 would overturn a State Supreme Court ruling that upheld the Childhood Lead Poisoning Prevention Act. Oil, tobacco and alcohol corporations spent \$1 million to put Prop 37 on the ballot. It shifts costs away from polluters to taxpayers, by re-classifying clean-up fees as taxes. Then local governments would have to win a supermajority vote to collect fines and penalties from major corporations.

Rebuild our schools

YES 39 Prop 39 allows voters to build modern, high-tech educational facilities without having to meet excessive supermajority requirements for school bonds. It provides strict accountability and reporting mechanisms for ensuring that school funds benefit students. *Approved through Resolution 29.*

The Wrong Choice for Working Families



Gov. George W. Bush

George W. Bush doesn't want you to know it, but if elected president, he would impose an extreme anti-worker agenda on America's workers.

Don't be fooled by George W. Bush's "compassionate conservative" rhetoric. Check his record.

Social Security



Bush would raise the retirement age for Social Security and supports congressional plans for huge tax cuts for the wealthy at the expense of Social Security. He proposes a trillion-dollar tax cut that would take away money needed to save Social Security. *(The Washington Post, 7/18/99)*

Workers' Rights



Bush has worked to silence working families and restrict our ability to support pro-worker candidates and laws. He proudly touts his state's anti-union policies and his Department of Economic Development brags about the state's low wages and anti-labor climate. *(WNBC-TV, "News Forum," 3/5/00; Tulsa World, 2/17/99)*

Minimum Wage



Bush opposes efforts to increase the minimum wage. Bush opposed increasing the Texas minimum wage of \$3.35 per hour and opposes a national minimum-wage law. *(Associated Press, 9/24/99)*



How you vote is a personal decision, but after researching the records, your union and the AFL-CIO believe Al Gore is the strongest candidate on working family issues.

Vote. You are more powerful than you think.

For more information about these issues, visit our website at www.aflcio.org or www.calaborfed.org. Provided by your union and the California Labor Federation, AFL-CIO.



La Opción Errónea para los Trabajadores



Gob. George W. Bush

George W. Bush no quiere que usted sepa que, de salir electo, va a imponer una agenda en contra de los intereses de los trabajadores de América.

No se deje confundir por la retórica de George W. Bush como "un conservador compasivo." Mire su historial.

Seguro Social



Bush aumentaría la edad de retiro para el Seguro Social y respalda los planes congresionales para grandes recortes de impuestos a los ricos a costa del Seguro Social. También propone un recorte de un trillón de dólares en impuestos que se necesitarían para preservar el Seguro Social. *(The Washington Post, 7/18/99)*

Derechos de los Trabajadores



Bush ha hecho lo posible por hacer callar la voz de los trabajadores para que no respalden a los candidatos o las leyes que los protegen. Demuestra sin reparos su política anti-obrera, y su Depto de Desarrollo Económico hace alarde de los bajos salarios y el clima anti-obrero que permea en el estado. *(WNBC-TV, News Forum, 3/5/00; Tulsa World, 2/17/99)*

Salario Mínimo



Bush se opone a aumentar el salario mínimo. Se opuso a que se aumentara el salario mínimo de \$3.35 en Texas y también está en contra de pasar una ley nacional de salario mínimo. *(Associated Press, 9/24/99)*



Cómo usted emite su voto es una decisión personal, pero luego de investigar los expedientes, su sindicato y el AFL-CIO opinan que Al Gore es el mejor candidato para los trabajadores.

Vote. Usted tiene más poder de lo que imagina.

Si desea más información sobre estas cuestiones, visite nuestro sitio en la Internet en: www.aflcio.org or www.calaborfed.org.



WHO SUPPORTS YOUR FREEDOM TO CHOOSE A UNION?



Vice President Al Gore

Gore says, "the right to organize and bargain collectively is a fundamental American right that should never be blocked, never be stopped and never, ever be taken away." (*Chicago Tribune*, 9/4/99)

Freedom to Choose a Union

Bush says union workers undermine the economy and bragged that "Texas is a right-to-work state, with low unionization of the workforce." (www.tded.state.tx.us/TXoverview)



Gov. George W. Bush



Gore says an anti-union "paycheck protection" measure should be called "paycheck deception," and the proposal is "probably the single most notorious union-busting proposal to come along in years." (*Associated Press*, 9/6/99)

Paycheck Deception

Bush wants to silence working families by limiting our right to support pro-worker legislation and candidates. He says, "I'm for the abolishment of all labor union soft money." (*The News Hour with Jim Lehrer*, 2/11/00; ABC-TV "Nightline," 3/7/99)

Gore consistently has fought privatization, and as part of the administration led the fight against the privatization of government services in Texas. (*Governing* magazine, 7/98)

Privatization

Bush attempted to cut union jobs by contracting out public services in Texas. When his plan was denied by the federal government, Bush attacked unions and blamed the AFL-CIO for protecting members' jobs. (*Governing* magazine, 7/98)

"I'm going to keep standing up and speaking out about the importance of unions and the right to organize. A strong labor movement helps all working Americans, whether they are organized or not." —Al Gore (*The New York Times*, 3/20/98)

For more information about these issues, visit our website at www.aflcio.org or www.calaborfed.org.
Provided by your union and the California Labor Federation, AFL-CIO.

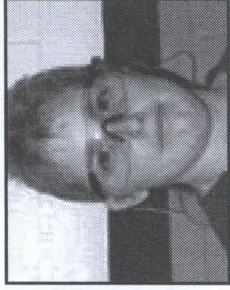


A Message From Texas Union Members

He has been our governor for almost six years.

Here's what George W. Bush has done for Texas working families.

"Our kids' education should be Governor Bush's top priority, but it isn't."



Lisa Cooper
General operator
USWA Local 746

Education

- In 1998, when Bush admitted "Higher education is not my priority," Texas ranked 48th in SAT scores. (*Fort Worth Star-Telegram*, 12/13/98; College Board, "SAT Averages by State for 1988 and 1995-1998," 9/1/98; *San Antonio Express-News*, 3/22/98)
- Bush opposes federal legislation to hire 100,000 more teachers and fix crumbling schools. (*The Columbian*, 6/20/00; *The Times Picayune*, 6/11/00)
- Under Bush, Texas has dropped from 29th to 48th in rankings of the best place to raise a child. (Children's Rights Council, "Top Ten States to Raise a Child," 1999)

Minimum Wage

"No one can get by on \$3.35 per hour, but that's Bush's minimum wage."



Arister Reyna
Farm worker
UFW

- Texas workers employed in agriculture or domestic services earn the state minimum wage of \$3.35, rather than the federal minimum of \$5.15 an hour. Bush opposes increasing the minimum wage and says states should be able to opt out of wage laws. (*Dallas Morning News*, 9/10/99; *Memphis Commercial Appeal*, 10/14/99)

Now he wants to do for the rest of the country what he's done for Texas.

VOTE. You're more powerful than you think.

Provided by your union and the California Labor Federation, AFL-CIO.
For more information on these issues, visit our website at www.aflcio.org or www.workingfamilies.com.



Where will the next president stand on *Health Care?*

Will he support:

Making Health Care a Priority?

✓ Al Gore consistently has proven that he is committed to providing universal, high-quality, affordable health care to every single American. (*World News Now*, Nov. 11, 1999)

Since George W. Bush became Texas governor in 1995, his aides admit "he has not made health care a priority." (*The New York Times*, April 11, 2000)

A Strong or Weak Patients' Bill of Rights?

✓ Gore backs a strong Patients' Bill of Rights, such as the one passed in 1999 by the U.S. House of Representatives with bipartisan support that allows patients to hold health plans accountable and ensures access to emergency rooms and prescription drugs. (*Democratic debate, Manchester, N.H.*, Jan. 26, 2000)

Bush supports the weak Patients' Bill of Rights proposed by Senate Republicans that excludes 100 million people in "self-funded" health plans, gives health plans the final say on medical treatment deci-

sions and lacks such important patient protections as access to specialists. As governor, Bush vetoed a patient protection bill because he said it placed too many new regulations on managed care organizations. (*The New York Times*, March 20, 2000)

Health Care for All Children or Just Some?

✓ Gore wants to insure every child in America. He seeks to expand the 1997 Children's Health Insurance Program (CHIP) to include children in families earning up to 250% of the federal poverty level for a family of four—or \$41,750—and to enable all other families to buy into the program voluntarily. (*National Association of Children's Hospitals survey*, Jan. 8, 2000)

Texas under Bush has the highest percentage of children without health insurance of any state, according to the U.S. Census Bureau. Yet Bush tried to restrict CHIP eligibility. Under Bush, Texas was one of the last states to take part in CHIP. (*The Sacramento Bee*, Aug. 29, 1999)

—Mike Hall

Check Their Records

Longtime Champion of Health Care

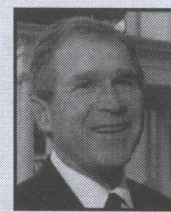
As vice president, Gore fought for the 1996 *Health Insurance Portability and Accountability Act* that helps people keep their health coverage when they change jobs. He has been a strong advocate of the *Family and Medical Leave Act* that was signed into law in 1993. He also fought for the \$24 billion *Children's Health Insurance Program*. Since Gore became vice president, federal funding for breast cancer research, prevention and treatment has doubled.



Texas Ranks Last in Coverage

Bush consistently has failed to make health care available in his five years as governor of Texas, where 200,000 children are uninsured and where fewer women have health insurance than in any other state. In April, Bush announced a tax credit program he described as a major health care initiative. In fact, the program would make health insurance more affordable only to a tiny percentage of people who make too much to qualify for Medicaid and whose employers don't provide it. A recent U.S. Census Bureau study shows that under Bush, Texas ranks worst in the nation in percentage of population with health insurance.

According to *The Wall Street Journal*: "Another vulnerable area for Mr. Bush is the uninsured problem in Texas. Even some Bush supporters wince at these numbers: In 1998...24.5% of Texans had no health insurance....Per capita spending for prenatal care and public health is among the lowest nationwide." (*Wall Street Journal*, March 16, 2000)



Where will the next president stand on *Fair Wages?*

The booming economy that's making the rich even richer isn't treating regular working folks nearly as well.

Many of us have trouble just making ends meet. When we go to the polls this November, we will be casting our votes for a president who will make critical decisions on how well we are able to support our families.

Minimum Wage

When Congress passed the 1996-1997 minimum-wage increase, those who benefited most were older than 20—not teenagers looking for extra cash. Of those older than 20, 40 percent were the sole breadwinners in their families.

In the U.S. House and Senate, Al Gore, who always has backed raising the minimum wage and who believes that people working 40 hours a week need to be able to support their families, supported increasing it in 1977, 1988 and 1989—the only years it came up when Gore was in Congress. As vice president, Gore pushed for the 1996 increase. He also called on Congress to pass minimum wage

increases in 1998, 1999 and 2000.

As Texas governor, George W. Bush opposed increasing and extending the minimum wage three times. Domestic and agricultural workers in Texas are covered by the state minimum wage of \$3.35 an hour. At the federal level, Bush supported an amendment allowing states to refuse coverage by the minimum wage in a bill that passed the U.S. House of Representatives March 9.

In his book, *A Charge to Keep*, Bush says welfare recipients should be required to get jobs, yet he opposes paying the federal minimum wage for their work in public-sector jobs. He argues they should receive only \$188 in monthly Texas welfare payments, which endangers decent, livable wages for other public-sector employees, too. Bush's 12-page *New Prosperity Initiative*, which purports to "expand opportunity for working Americans living between poverty and prosperity," does not once mention wages, including the minimum wage.

Equal Pay

On average, women earn about 73 cents for every dollar men make.

As a result, America's working families lose a staggering \$200 billion in income annually to the wage gap—an average loss of more than \$4,000 for each working woman's family every year because of unequal pay.

As part of the fiscal year 2000 budget, President Clinton and Gore called for \$14 million in pay equity efforts, and Gore backs the Paycheck Fairness Act to help working women close the pay gap.

So far, Bush has been silent on the issue of equal pay.

Fair Wages for Construction Workers

The *Davis-Bacon Act* was passed in 1931 to prevent the federal government from driving down wages and benefits in local communities, to deny unfair contractors the incentive to undercut local businesses and contractors and to import workers willing to work for less. The act requires contractors to pay prevailing community wages and benefits on federal construction projects costing more than \$2,000. For construction trades workers and their families, Davis-Bacon community-wage standards mean stability, security and a decent standard of living.

For communities, they mean a

stronger tax base and a healthier economy. And for contractors, community-wage standards mean better-trained workers, higher-quality work,

increased productivity and lower turnover.

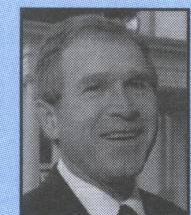
While in Congress and as vice president, Gore has fought anti-worker attempts to repeal the Davis-Bacon Act and has promised to veto any legislation that undercuts community-wage standards.

Bush opposes Davis-Bacon.

—Mike Hall

Check Their Records

Vice President Al Gore



Texas Governor George Bush

Sources: Minimum wage: *New York Post*, 3/3/99; *Austin American-Statesman*, 6/2/98; *The Columbus Dispatch*, 7/10/96; *CNN*, 3/3/00; *Center for Public Policy Priorities*, *Working, but Poor*, 3/99; *Houston Chronicle*, 5/17/97. Equal pay: www.algore2000.com; www.georgebush.com. Construction workers: 1985, 1991 and 1992 *AFL-CIO Report on Congress*; *The Associated Press*, 9/24/99; and *Memphis Commercial Appeal*, 4/20/00.

A Message From Your Union

These camera-ready newsletter articles are provided by the AFL-CIO through the California Labor Federation. You can download text at www.calaborfed.org.

Delegates debate, pass Federation policy statements

continued from page 2

single-payer system and the incremental expansion of access to children, working families and the elderly. We supported the California Patient Bill of Rights and we call for strong patients' rights legislation at the federal level. We oppose proposals to deny or cut access of immigrants to basic public health care benefits. We support healthcare workers' voice in patient care and their freedom to choose a union without intimidation, as well as decent pay and working levels.

Welfare Reform. After four years, the results of welfare reform are clear: Low-income recipients have been transferred from subsistence-level grants to poverty-level wages—losing medical benefits, training opportunities, and small measures of security. Conceived by an anti-worker, anti-family Congress, and signed by President Clinton in 1996, welfare reform lowered the meager living standards of low-income families and now threatens the rights of all workers. The Federation opposed Clinton's welfare reform, and supports efforts by low-wage workers and welfare recipients to organize for income that sustains life and the respect due all people. It is crucial that welfare participants maintain the same rights—minimum wage, overtime, health care, and health and safety protections—enjoyed by other workers. The Federation supports increases in the current CalWORKS grant levels, which in many counties are approximately half the 1998 federal poverty threshold.

Social Insurance Benefits for Injured and Unemployed Workers. In 1993, Governor Wilson signed the most sweeping workers' compensation "reform" in a generation. Seven years later, employers have fared much better than employees, administrative delays plague the system and claimants still have to resort to litigation to obtain benefits. Relative to wage levels, California has one of the lowest benefit rates in the nation. The California Labor Federation is committed to upgrading the system's benefit levels and operating effectiveness. Our state's Unemployment Insurance system ranks worst in the nation in replacing wages. Unfortunately, because of the program design, California's unemployment insurance program fails to meet the needs of many of the state's workers. The Federation is committed to increasing benefit levels and expanding eligibility. California's 52 year old Unemployment Compensation Disability Insurance Program

(SDI), established by Republican Governor Earl Warren, is one of only five such programs in the nation. It was set up to compensate for wage loss sustained by individuals unemployed because of sickness or injury. In 1999, the Federation met its long-held goal of permanently tying the maximum weekly SDI benefit to the maximum weekly workers' compensation benefit.

Taxation. This year, the state of California enjoys a \$12 billion surplus generated by the hard work and sacrifice of California workers. Over the past generation, the tax burden has increasingly shifted toward low-income and working class taxpayers. We not only pay an increasing share of tax, but we also receive less in state investments, tax credits, and infrastructure. The California Labor Federation supports change of our tax system to raise adequate revenues for needed programs, and to shift the tax burden back to those most able to pay—the wealthy and the corporations. The Federation reaffirms its opposition to privatization of Social Security, and to cut-backs in Social Security benefits, and supports the efforts of the national AFL-CIO to insulate the system from political decision making and assure beneficiaries of the safety of their benefits. The Federation supports spending the state budget surplus on education, social services and infrastructure projects, and opposes attempts by both political parties to give more tax breaks to corporations.

Prevailing Wage and the Underground Economy in Construction. The Federation supported the State Building and Construction Trades Council in its successful fight to codify prevailing wages, change the composition of the California Apprenticeship Council and implement responsible bidder law so that public works contractors meet standards of quality, trustworthiness and experience. We will continue to support similar efforts in the future to ensure that public funding of construction and development projects is funneled to projects taking a high-road position with regard to the conditions of labor. In particular, the Federation will work with Building Trades leadership on continued efforts to eradicate the underground economy.

Public Employees. Despite record budget surpluses at both the federal and state levels, the Reagan era opposition to government and scapegoating of public employees remains a threat to public services and public employ-

ees. California workers and communities count on quality public services, delivered by employees fairly compensated, respected on the job, and represented by a union. Privatization and subcontracting threaten taxpayers' investment in crucial public services, and the rights of workers.

discrimination. Women must be a visible and increasing part of the union movement's leadership and public face on all issues, not just on a narrow set of women's issues.

Housing. The time-honored American dream of owning one's own home is now out

protections and support union-environmental coalitions.

Energy. The deregulation of electric and gas utilities in California threatens equal consumer access and increased prices for small consumers with special breaks for large industrial consumers. Utility workers' wages, working conditions and unions, as well as the environment are also at risk. Industry, agriculture and individual consumers need affordable, safe and reliable power. A stable, organized and well-trained work force is essential to high-quality service. The Federation supports increased conservation, development of alternative energy sources, and effective public regulatory oversight of the energy and utility industry market mechanisms.

Consumer Protection. The California Labor Federation reaffirms its support for a broad range of consumer protection legislation. There is no basis to the conservative claim that the free market will insure consumer product safety without government intervention. Moves to relax consumer product safety requirements are greedy attempts to raise business profits at the direct expense of consumers. The Federation calls for stronger anti-trust laws and stricter enforcement, to prevent corporate mergers which cost thousands of California jobs.

The Global Economy. The response to global capital must be global unionism. The labor, environmental and students movements showed the world the future in Seattle in 1999—a progressive coalition of Turtles and Teamsters, dedicated to fair trade, workers' rights, environmental standards, and local control. The Federation advocates alliances with workers and unions throughout the world, who face the same employers, same attacks on wages and unions, and the same erosion of social benefits. Our foreign policy should be based on the principle of democracy, including democracy in the economic sphere, as well as on the principles of human rights, self-determination, and respect for all labor standards. The Federation opposes trade and investment pacts like NAFTA, the World Trade Organization, the Multilateral Agreement on Investment, and austerity programs promoted by international financial institutions such as the International Monetary Fund and the World Bank, which attack the standard of living in other countries and undermine the security of jobs in the U.S.



Farmworkers president Arturo Rodriguez, newly elected to the Executive Council, spoke from the floor on the immigration policy statement.

The Federation calls for extending to public employees full collective bargaining rights, including the right to strike, agency shop, and enforcement of prevailing rate laws. The California Public Employment Relations Board should extend its jurisdiction to cover unfair labor practices claims in local government.

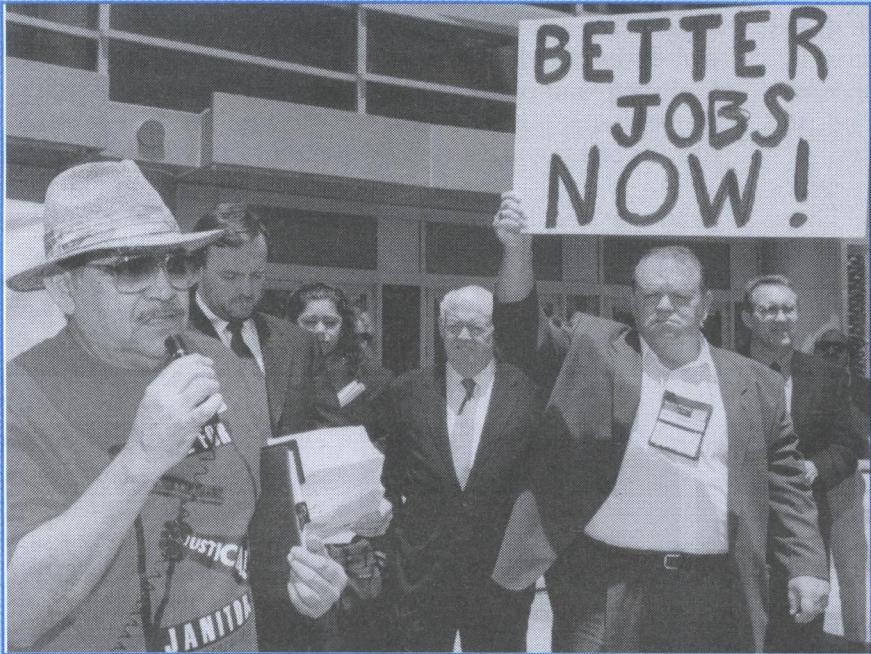
Civil Rights. The California Labor Federation has historically supported affirmative action programs, which are needed to redress a history of inequality and discrimination in the workplace, in education, housing, and in other areas of public life. The Federation supports the enactment of legislation to deal with the growing number of hate crimes, the growth of racist militias, and the misuse of the public airwaves for hate radio. We encourage the participation and leadership of women, people of color, lesbians, gays, bisexuals and transgender individuals at all levels of the union movement.

Women's Rights. The Federation supports the struggle of women to gain equality on and off the job. Women are still denied full social and economic equality by pervasive discrimination and sexual harassment. We support affirmative action programs designed to overcome past

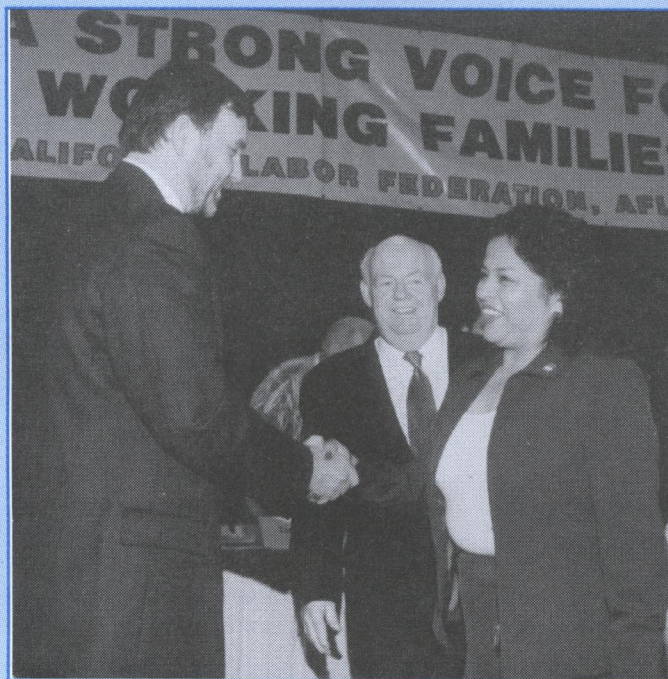
of reach for many California families. Affordable rental housing is becoming scarce. Homelessness is increasing, even among the employed. In California, 62% of households do not earn enough to buy a median priced home. The Federation calls on federal and state government to adopt programs to provide decent, affordable housing for everyone. In the meantime, government must provide adequate shelter for the homeless.

Health, Safety and the Environment. The California Labor Federation upholds the need for safe, healthy environments inside and outside the workplace. In 1999, the Federation achieved passage of legislation dramatically increasing the penalties for criminal actions by employers. We continue to organize for a state-funded network of Worker Training Centers, to provide a forum where workers can develop and sharpen skills related to improving workplace safety and health. Global trade agreements are facilitating the ability of multinational corporations to "externalize" and shift their costs to the communities where they are located, to the detriment of both labor and environmental interests. We oppose attempts by employers to pit workers' jobs against needed environmental

Convention actions, resolutions



Richard Martinez, steward at the Anaheim Convention Center, leads delegates in a rally to demand better jobs now for part-time workers.



Texas teacher Rita Haeker travelled from Austin to join AFL-CIO president John Sweeney in telling the truth about George Bush's record as governor. Convention photos by Slobodan Dimitrov.

Workers ask support for contract, organizing struggles

Resolution Seventeen, San Francisco Airport Runways. Presented by the Executive Council, San Mateo and San Francisco Labor Councils. Approved. Lend enthusiastic support for reconfiguring runways and creating good jobs.

Resolution Eighteen, Airports In-Flight Kitchens. Presented by California State Council of Hotel and Restaurant Employees. Approved as amended. Urges labor support and sponsorship of immigrant workers to improve working conditions and workers' freedom to choose a union.

Resolution Twenty-One, Defend Korean Hotel Workers. Presented by the San Francisco Labor Council. Approved. Condemns attacks on Lotte hotel workers by Korean police and urges labor solidarity actions.

Resolution Twenty-Three, Los Angeles County Physicians. Presented by the Union of American Physicians and Dentists, AFSCME. Approved. Support union doctors in first contract campaign, demanding better working conditions and a voice in patient care.

Resolution Twenty-Four, Support AT&T Cable negotiations. Presented by

Communications Workers Local 9415. Approved. Urges support for cable industry workers battling corporate tactics to divide workers and interfere with the right to organize. When it acquired TCI Cable, AT&T began to adopt the corporation's anti-union policies, including denying workers a 401K program if they join a union.

Resolution Twenty-Six, Non-Union Advertising at the State Fair. Presented by California State Theatrical Association. Approved. Urge support for Screen Actors Guild — American Federation of Television and Radio Artists members on strike against commercial producers, including potential work filmed at the California State Fair.

Resolution Twenty-Seven, Support SAG - AFTRA Strike. Presented by California State Theatrical Association. Approved. Stand with actors demanding "pay for play" residuals and fair wages.

Resolution Twenty-Eight, Support Loews Hotel Organizing. Presented by HERE Local 11. Approved. Denounces management's intimidation and harassment tactics against workers who are forming a union, and calls for card check recognition.

Federation resolutions approved Constitution modernized

Resolution One, Union Power: Changing the Way California Works. Approved. Accepts the report of the Project 2000 Committee and directs the Federation to undertake new initiatives to support organizing, build political and economic power for workers. Copies of the report are available by calling (415) 986-3585 x221.

Resolution Two, Constitutional Language: Discrimination and Democracy. Approved. Conforms the Federation's constitution to new AFL-CIO language on anti-democratic institutions.

Resolution Three, Four Year Terms. Approved. Lengthens the term of office for Federation officers to four years.

Resolution Four, Strengthening Federation Resources. Approved. Increases per capita by ten cents to reflect current practices, where member unions fund political programs with special assessments. This resolution will provide stable support to statewide coordinated campaigns. Additional two cent contributions to the general fund reflect the first

per capita increase since 1988.

Resolution Five, Affiliation and Political Activity of Constituency Groups. Approved. Permits state chapters of A. Philip Randolph Institute (APRI), Asian Pacific American Labor Alliance (APALA), Coalition of Black Trade Unionists (CBTU), Coalition of Labor Union Women (CLUW), Labor Council for Latin American Advancement (LCLAA), and Pride at Work to affiliate with the Federation. To preserve constituency groups' tax-exempt status, and meet AFL-CIO requirements, these groups cannot conduct partisan political activity or vote directly on endorsements.

Resolution Six, Committee Structure. Approved. Flowing from the Project 2000 report, this resolution updates the Federation's committee structure to open up membership beyond the Executive Council. The President will appoint committee members from affiliated unions to address specific short-term needs.

Resolution Seven, Two-day Conventions. Approved. Revises constitutional lan-

guage mandating three-day conventions in favor of current practice. This resolution preserves both Federation and member union resources, and simplifies requirements that resolutions be submitted in triplicate.

Resolution Eight, Constitutional Language: Gender References. Approved. Eight per cent of new union members are women. In the future, the Federation's constitution will refer to both men and women.

Resolution Nine, Calendar Year. Approved. Changes the Federation's fiscal year to the calendar year to align financial reports with campaign cycles.

Resolution Ten, Affiliation Billing for Labor Councils. Approved. Permits labor councils to pay per capita annually instead of monthly, saving processing costs.

Resolution Eleven, More Advanced Notice of Conventions. Approved. Requires Federation to calculate local union delegations earlier to improve planning and increase participation at conventions.

Calls to solidarity, action

Resolution Twelve, Rosie the Riveter National Monument. Presented by the Contra Costa Labor Council. Approved. Urges support for federal legislation (HR 4063) creating a park to honor the women and men who supported the war effort on the home front, and contributed innovations like child care centers, health maintenance organizations, and public housing.

Resolution Thirteen, Breast Cancer Fund and Men at Work Program. Presented by the San Francisco Labor Council. Approved. Urges labor support in the fight against breast cancer.

Resolution Fourteen, 2001: Year of Labor Education. Presented by the California Federation of Teachers. Approved. Calls on unions to integrate labor history into celebrations of 150 years of California statehood.

Resolution Fifteen, Labor Action for Mumia Abu Jamal. Presented by the California Federation of Teachers. Tabled following action on a similar resolution.

Resolution Sixteen, Revenue increase. Presented by the California Federation of Teachers. Tabled following action on a similar resolution.

Resolution Nineteen, Justice for Mumia Abu Jamal. Presented by the San Francisco Labor Council. Approved. Calls for a new trial for National Writers Union member and support for Labor for Mumia campaign.

Resolution Twenty, Rescind US Embargo on Cuba. Presented by the San Francisco Labor Council. Approved. Urges Congress to end the embargo, normalize relations with Cuba.

Resolution Twenty-Two, Trade with China. Presented by the Alameda Labor Council. Approved. Urges intensified labor political actions for 2000 campaign and legislative program to address workers' displacement by plant closures.

Resolution Twenty-Five, Justice for Wen Ho Lee. Presented by the San Francisco Labor Council. Approved. Urges due process for Los Alamos Lab scientist accused of spying.