

Joins Rally The coalition fighting plant closures in the San Francisco Bay Area got a boost from a drop-in speaker Tuesday when Mayor Tom Bradley joined their rally in Oakland and pledged his full support as governor.

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Bradley's Backers Start Capital Run

Running for governor takes on a new meaning this weekend when a trade unionist carrying a California flag starts out on the first lap of a 600-mile relay from San Diego to Sacramento in support of Tom Bradley's candidacy.

It is called The Tom Bradley Run for Governor. It will end in two weeks on the steps of the Capitol, where the California labor movement is determined to see Bradley take the oath of office as governor next January.

The first runner in the relay will be sent off by William R. Robertson, executive secretary of the Los Angeles County Federation of Labor. The last will be cheered across the finish line by Jerry Cremins, president of the California State Building and Construction Trades Council. The two, both vice presidents of the

California Labor Federation, are cochairmen of the labor campaign to elect Bradley.

In between, places for more than 1,000 runners are being filled through labor councils and local unions.

The runners are scheduled to reach San Francisco Tuesday, Oct. 28, and to finish at Sacramento on Thursday, Oct. 30.

Sponsors will contribute \$500 per relay segment for each of the volunteer runners.

Cremins and Robertson point out that money is needed to convert outrage over Deukmejian's wholesale vetoing of labor bills into votes for a fair-minded governor.

Deukmejian's campaign treasury is brimming with contributions from special interests he has served well: employers for whom he vetoed the unemploy-

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Strike Council Considers Kaiser

A possible strike at Kaiser Hospitals throughout Northern California and the strike at Watsonville Frozen Food and Canning Co. are on the agenda for a meeting of the Bay Area Strike Defense Council called for Monday, Oct. 20.

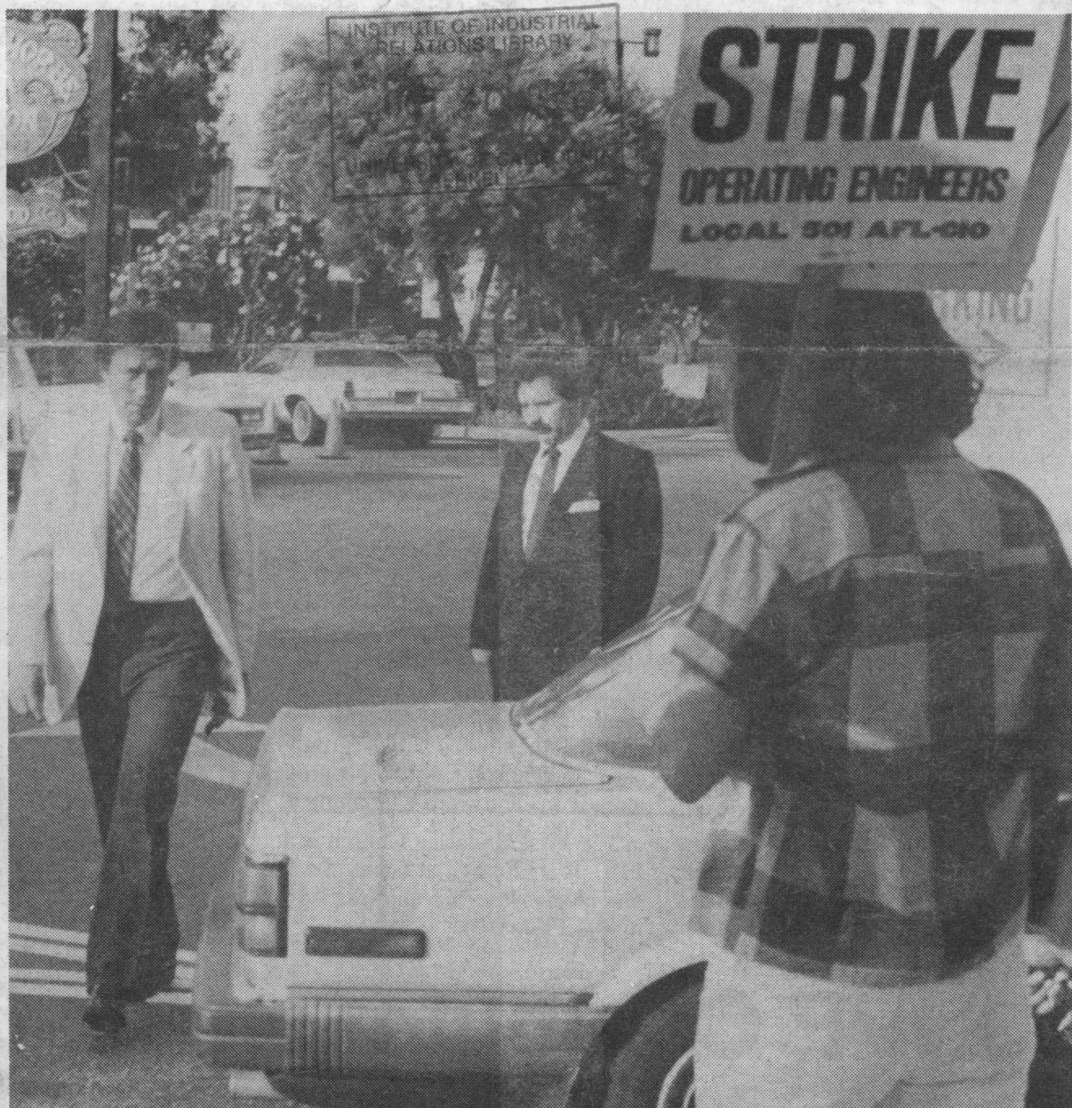
John F. Henning, who serves as chair of the council, said Teamster participants would discuss possible actions at Watsonville. Members of the Teamster cannery workers have been on strike for more than a year over company demands for drastic cuts in pay that already was low.

Three unions representing about 10,000 Kaiser workers voted overwhelmingly this week to give the required 10-day notice of intent to strike.

Tim Twomey, executive secretary-treasurer of Hospital and Institutional Workers Local 250, and Steve Martin, executive secretary of the Alameda County Central Labor Council, will report on the Kaiser strike possibilities, Henning said.

Local 250, SEIU Optical Workers Local 505 and the Engineers and Scientists of California took the 10-day strike notice ballots

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Through the Line Quarterback Jim Plunkett of the Raiders (left) exchanges words with strikers while Coach Tom Flores (right) glares at picket while they and other Raiders walk through picket outside University Hilton Hotel, Los Angeles, during rally in support of striking HERE Local 11

and Operating Engineers Local 501. Raiders also seem to be having difficulty with beer since leaving the blue-collar environs of Oakland. Plunkett carries can of boycotted Miller's. Flores has accepted a Coors distributorship, to the dismay of union members among team's fans.

Story, Page 4.

Henning, Chavez to Get U.S. Medals

John F. Henning and Cesar Chavez will receive the Ellis Island Medal of Honor in New York on Oct. 27 in recognition of contributions Irish and Mexican immigrants have made to the United States.

The medal, established as part of the Statue of Liberty centennial, will be awarded to 80 distinguished Americans representing 50 "heritage groups" prominent in the country's ethnic montage.

Henning, head of the California AFL-CIO, former ambassador to

New Zealand and former under secretary of labor, is one of four who will receive the medal on behalf of Irish-Americans. Chavez will represent Americans of Mexican ancestry.

Lee Iacocca, the Chrysler Corporation chief who heads the centennial observances, will present the medals at 1 p.m. Monday, Oct. 27 on Ellis Island. That evening the recipients will be guests at a banquet at the Waldorf-Astoria. Bob Hope will be master of ceremonies.

On the next day, the actual anniversary of the dedication of the statue on Oct. 28, 1886, they will participate in ceremonies at the statue on Liberty Island. That night there will be a centennial concert at Lincoln Center featuring Placido Domingo, Julio Iglesias and Charles Aznavour.

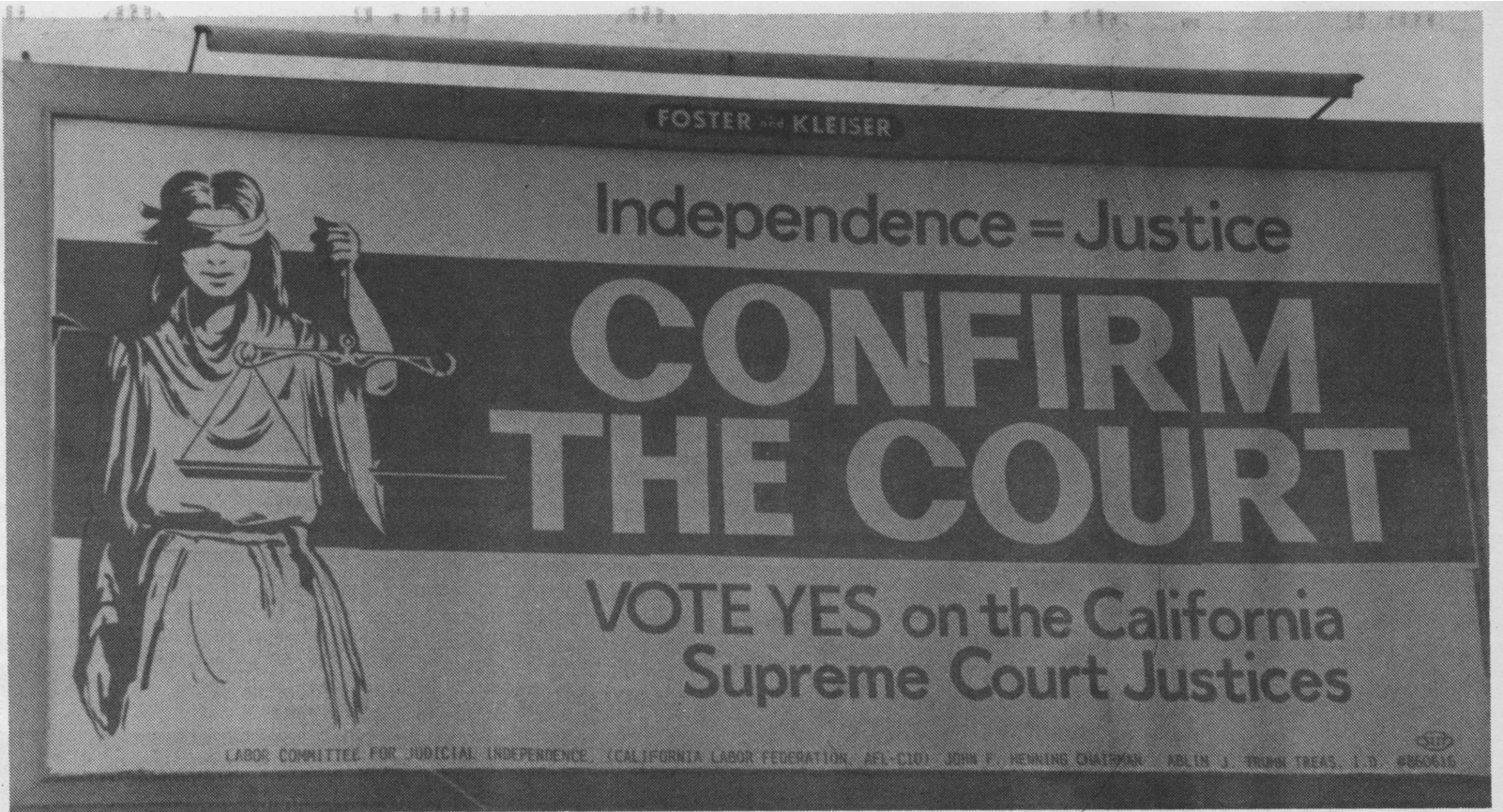
Receiving medals along with Henning in recognition of contributions of the Irish will be U.S. Sen. Christopher Dodd, D-Conn.; actress Helen Hayes and Dolores

Hope, wife of Bob Hope.

The list of recipients from other ethnic backgrounds also includes Alex Esclamado of San Francisco, publisher of the Philippine News, Filipino; K.P. Wang, Sunnyvale, head of Televideo Systems, Korean; Milan Panic, Costa Mesa, president of ICN Pharmaceuticals, Yugoslavian; Joe DiMaggio, Italian; Mohammad Ali, Afro-American; Kirk Douglas, Russian; Walter Cronkite, Dutch; Barbara Walters, Romanian, and Jacqueline Kennedy Onassis, French.

Labor's Message

Billboards blossoming in Northern and Southern California carry the AFL-CIO message urging confirmation of all justices of the state Supreme Court who come before the voters Nov. 4. The signs are sponsored by the Labor Committee for Judicial Independence, established by the Executive Council of the California Labor Federation to fight the right-wing attack upon the court.



Bradley Runners Hit Road

(Continued from Page 1)

ment insurance bill for the second year in a row, polluters in the high-tech, chemical, oil, and other industries for whom he has vetoed a parade of anti-toxic bills, and many others.

Proceeds will go to Bradley

headquarters to finance television spots and other advertising carrying Bradley's message to California voters in the closing days of the campaign.

"Getting Tom Bradley elected governor on Nov. 4 holds top priority on labor's agenda for

1986," Robertson declared. "All union members, locals, councils and leaders are being asked to help."

Renny Mendez-Martin is labor finance coordinator of the Bradley Run for Governor. She can be reached by phone at (213)

381-5611.

The first day's run stretched from Balboa Park in San Diego, to the coast at Mission Bay and then along Highway 101 to Oceanside. Runners were to follow Highway 101 to Perris that evening. Sunday's itinerary was from Perris to Long Beach via Pomona and Buena Park.

Runners were to pass through Los Angeles on Monday, Oct. 20, via Signal Hill, Watts, Boyle Heights, the downtown area, Hollywood, Westwood, Tarzana and Simi Valley.

Additional itineraries are:

Tuesday, Oct. 21, Simi Valley to Santa Barbara; Wednesday, Santa Barbara to Santa Maria; Thursday, through San Luis Obispo and Paso Robles to Cholame; Friday, across the hills and San Joaquin Valley to Fresno, and Saturday, to Turlock.

Sunday, Oct. 26, will see the runners passing Modesto and Stockton to Pittsburg. On Monday, Oct. 27, they are to loop around the Eastbay through Oakland to San Jose.

On Tuesday, Oct. 28, they'll go up the Peninsula to San Francisco; on Wednesday, across the Golden Gate Bridge and through Napa to Vacaville;

The final day's run is to be from Vacaville to Sacramento.

Cranston vs. Zschau: the Facts Speak

California COPE leaders contrasted Sen. Alan Cranston's votes with Ed Zschau's this week as the far right stepped up its campaign to replace California's Democratic senator with a Republican whose record brands him as arch-conservative although he campaigns as a moderate.

Recently Cranston has voted:

- For maintaining unemployed workers' health benefits.
 - For affordable after-school child care in existing school facilities.
 - For protection of wages and benefits on public works projects.
 - For restoring funds cut from Medicare for the elderly.
 - For at least minimum tax payments by profitable corporations now dodging taxes entirely.
- Zschau recently has voted:
- Against help for unemployed veterans facing foreclosure on VA home loans.
 - Against alcohol and drug abuse and mental health programs.
 - Against five child nutrition programs.
 - Against extending supplemental jobless benefits for long-term unemployed.
 - Against social security disability benefits to recipients who are appealing terminations.

Patty Duke to Lead Anti-Prop 64 Rally

President Patty Duke of the Screen Actors Guild will campaign for defeat of Proposition 64, the AIDS initiative sponsored by political extremist Lyndon LaRouche, during a rally at 7:30 p.m. Wednesday, Oct. 29, at the First Unitarian Church of San Francisco.

Other entertainers and leaders of unions vitally concerned with the AIDS crisis will be there as well.

The Linda Tillery Trio, actor Danny Glover and comics Robin Tyler, Danny Williams and Linda Moakes will provide entertainment with commentary.

Also participating will be James Herman, president of the ILWU; Jack Henning, head of the California AFL-CIO; Helen Miramontes, president of the California Nurses Assn.; Miles Myerson, president,

California Federation of Teachers; Ed Foglia, president, California Teachers Assn.; Jose de la Fuente, Molders Local 164; and Walter Johnson, secretary-treasurer of the San Francisco Labor Council.

California AFL-CIO COPE has called for defeat of Proposition 64, warning that it would do nothing to counter the spread of AIDS. COPE convention delegates said harsh isolation and quarantine measures against persons suspected of carrying the virus would create a witch-hunt, driving victims of the disease underground and interfering with progress already made toward containing it.

The First Unitarian Church is at 1187 Franklin St., at Geary Street one block west of Van Ness Ave. in San Francisco.



Patty Duke

COPE Computer Helps Get Vote Out

Information and aids supplied by the National COPE computer in Washington are playing a key role in General Election campaigns mounted by labor throughout California, John F. Henning said today.

So far, 258 orders for computer-generated campaign materials have been processed through the offices of California COPE and relayed to Washington said Henning, executive secretary-treasurer of the California Labor Federation and head of COPE in this state.

The orders have come from local unions, central labor councils, local and state building and construction trades councils, state councils and craft councils.

Earlier in the campaign, when the focus was primarily on getting union members and their families registered to vote, most requests were for computer printouts showing who was and who wasn't on

the rolls.

Now, Henning said, as the campaign shifts to getting out the vote on election day, there are more requests for printouts showing which union members are eligible to vote in critical races.

A series of training sessions held last summer to acquaint union political action chairpersons with the computer materials generated high interest and contributed to the large number of requests, Henning said.

McCorquodale Cries 'Foul'

State Sen. Dan McCorquodale has accused his Republican challenger of lying about McCorquodale's voting record.

The opponent, Tom Legan, recently sent out a mailer accusing McCorquodale of voting to impose local city and county income taxes.

The accusation cites McCorquodale's support of Senate Bill 23X, which required voter approval of any tax increase. It did not allow city or county governments to impose any new taxes.

McCorquodale, whose 12th District includes parts of Santa Clara and Stanislaus Counties, is a

Democrat endorsed for reelection by the California AFL-CIO Committee on Political Education. COPE delegates voted to back him after reviewing his voting record, especially on issues vital to labor.

He said his opponent was running "the dirtiest race I've ever seen." He cited other campaign lies involving the death penalty and anti-crime legislation. McCorquodale has been endorsed by all major anti-crime organizations.

"If Tom Legan can't deal with the truth, he has no business running for public office," McCorquodale said.

Datebook

Women in the Workforce Conference: Oct. 23-25, AMFAC Hotel, Los Angeles.

Executive Council, California Labor Federation: Dec. 3-4, San Francisco Airport Hilton Hotel.

Publisher's Notice

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Plant Closure Coalition Celebrates

The coalition fighting plant closures in Alameda County gained a recruit Tuesday when Tom Bradley dropped in on a rally in Oakland and pledged his full support.

The rally was partly in celebration of city-county funding of a plant closure study and partly a demonstration of the broad participation that the coalition has drawn.

Community leaders, clergymen, city and county politicians, city council members, and county supervisors shared the microphone with leaders of organized labor in a plaza in front of a county office building a few blocks from Jack London Square in Oakland.

Bradley told the crowd: "I've been involved for the past five years in devising a procedure to deal with plant closures. I'm pleased that the City of Oakland and County of Alameda and the central labor council have come together with this program."

"We simply can't wait for help because Sacramento has not moved. We have to take this issue into our own hands, and you have done it here."

Bradley cited the parallel between plant closures in Alameda County and shutdowns that have idled thousands in the Los Angeles region. He said communities and workers must have notification of economic problems before plants are suddenly closed.

"We've got ideas. We can help," Bradley declared. "We can change things. Send me to Sacramento next January, and I promise you we will change things."

Steve Martin, executive secretary of the Alameda County Cen-



Steve Martin tells plant closure rally communities must fight back.

tral Labor Council and vice president of the California Labor Federation, opened the noon rally by displaying the three-dimensional pop-up ad that Transamerica Corporation paid \$3 million to insert into Time magazine last Labor Day.

The slick promotion, Martin said, was Transamerica's answer to American workers — especially those thrown out of jobs by the closing of Transamerica Airlines and the Delaval Enterprise Engine foundry at Oakland. The new study will examine the economics of keeping Delaval open.

"Now we have an answer for them," Martin declared. "We've gotten together: labor, community — the religious community in particular — and the progressive politicians of Alameda County."

"We were able to get funding for a plant retention study that will tell the biggest corporation in our area, 'You ain't leaving our town without a fight.'"

The Rev. John Moyer, executive director of the Northern California Ecumenical Council, cited the support engendered by pastors throughout Alameda County who

have told congregations about the plant closures crisis from their pulpits each Sunday.

One of these pastors, The Rev. J. Alfred Smith, Jr., told the audience:

"No longer are we going to allow plants to be closed without the community raising its voice and saying, 'Enough.'"

"We have something to celebrate today," Smith said, of the Delaval study. "We need to make America aware that labor is the very backbone of our society. . . . These companies that are very selfishly relocating overseas for

exploitation of labor, can't these companies see that they are cutting their own throats?"

Smith, pastor of Temple Baptist Church, the largest congregation in the neighborhood of the Delaval foundry, pointed to the growing list of shutdowns in Alameda County. He said there had been at least one large shutdown reported each week in the Oakland Tribune in recent months.

"For those of you that have not lost your jobs, it is important to remember that if they are coming after Delaval workers in the morning, they are coming after you and me tonight," Smith said.

Leanna Noble of the Plant Closures Project said more than 8,000 workers had lost their jobs in 22 plant closures in the Eastbay region in the past few months.

"The corporations blame us," Noble said. "They blame us workers. They blame our unions, and then they turn around and blame the foreign competition."

"Well, these damn corporations, they are the competition. It is the U.S. banks that are investing in other countries, and it is the U.S. corporations that are up past their necks into joint ventures in places like South Korea."

Transamerica is believed to be planning to transfer to South Korea the casting of large diesel engine blocks formerly done at the Delaval plant in Oakland.

Noble continued, "We want laws that are going to encourage long-term investment instead of the get-rich-quick schemes that the Reagan Administration is pushing forward with all these mergers and acquisitions."

Labor Song Festival at Santa Cruz

A Western Workers Labor Heritage Festival has been scheduled for Jan. 16-18 at Santa Cruz, and organizers are soliciting participation and financial support.

The festival will be a "weekend celebration of labor music and culture," according to Jimmy Kelly and Jonathan Boutelle of the Santa Cruz County Central Labor Council.

It will be held on the weekend preceding Martin Luther King Day, Monday, Jan. 19. It will honor Dr. King, who was in Memphis to demonstrate solidarity with striking sanitation workers when he met his death.

The festival is patterned after the Great Labor Arts Exchange held annually at the George Meany Center outside Washington, D.C., by the Labor Heritage Foundation.

The foundation, an arm of the AFL-CIO, has endorsed the Santa Cruz festival and has offered to co-sponsor it. Joe Glazer, the singer known throughout the trade union movement as labor's troubador, is chairman of the Labor Heritage Foundation.

Always before, trade unionists from California and the West have had to travel to the East Coast to take part in such labor cultural exchanges, Kelly and Boutelle point out.

Participants will have the opportunity to:

- Share labor songs with other union singers.
- Improve skills for spreading the union message to working people and their families, to elected officials and to others.
- Learn, in workshops and seminars, how song and theatrical skills can make picket lines, lobbying events, rallies, organizing and

other labor undertakings more effective.

- Share a weekend of fun and music.

"Our own mutual enjoyment and understanding" is one of the primary purposes of the festival, Kelly and Boutelle said. Kelly, vice president of Local 269, National Assn. of Letter Carriers, is a member of the Executive Board of the Santa Cruz County Central Labor Council. Boutelle, president of Carpenters Local 829, is vice president of the council.

The festival site is to be Loudon Nelson Community Center at 301 Center St. in Santa Cruz. Events will start Friday evening, continue through Saturday and Sunday, and

conclude with a concert Sunday evening, Jan. 18.

Laurel Blaydes, executive director of The Labor Heritage Foundation, said in a letter to the organizers, "... the foundation enthusiastically supports your proposal to hold a Western Regional Workers Heritage Festival in January of 1987."

She noted that workshops and sharing sessions planned for various art forms would follow the format of the foundation's annual Great Labor Exchange.

"Our organization would like to co-sponsor the event and work with you to provide the best possible program to labor activists and

workers in the West," Blaydes added.

President Lane Kirkland of the AFL-CIO is a trustee of the foundation.

Boutelle and Kelly have appealed to councils and local unions for contributions of seed money for the festival. It is necessary to make outlays immediately to hold the auditorium and meeting rooms, order printing and provide displays and other furnishings, they point out.

They are asking per capita contributions of 50 cents, up to a total of \$100.

"The quality of our effort depends upon your generosity," Kelly and Boutelle said.

L.A. Fed Launches Holidays Campaign

New toys for children at Christmas and turkeys at both Thanksgiving and Christmas for families deprived by layoffs, strikes and closures are the goal of the Community Services Department of the Los Angeles County Federation of Labor.

The holiday campaign was kicked off by Geri Stone, director of community services, and William R. Robertson, head of the federation, in a letter to affiliated unions and councils.

New toys and donations of money are requested. Donors are being told not to attempt to give turkeys because of the difficulty of storing and delivering them safely.

Families will be given vouchers for turkeys.

Help Wanted: A New Boss

Ever look across the bargaining table and fantasize about how much better off both sides would be if only somebody else was sitting over there?

When that thought occurred to members of the Northern California Newspaper Guild trying with no success to negotiate a new contract at the Sacramento Union, they took the fantasy one step further.

They advertised for a new boss in the help-wanted columns of Editor & Publisher, the national trade magazine of the newspaper industry.

"Proud, dedicated and fiesty workforce wants to save 135 year old No. 2 newspaper in California's capital from death by mismanagement," the ad states.

More than 40 calls were received the first few days after the ad was published, before the Guild staff stopped counting. Many seemed to be from well qualified persons, said Jerry Rocker, administrative officer.

Replies are being referred to the newspaper's personnel office. How does management react?

They assume it is a joke, but we are quite serious," Rocker said. All newspaper unions involved in the bargaining are convinced it

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velope alytical vision to l drive to cles and	PUBLISHER Proud, dedicated and fiesty workforce wants to save 135 year old No. 2 news- paper in California's capital from death by mismanagement. We're looking for a publisher who knows the business and is willing to work with employees to make a success of this piece of Califor- nia history. We're eager to roll up our sleeves for a publisher who believes in what we can accomplish together. Contact Joe B. Rocker, Administrative Officer, (916) 446-4885.	NE NEW
advertis- d with a We offer al perfor- l fring	us your O. Editor	IMMEDIA

The ad from Editor & Publisher magazine.

will take new managers to turn around the newspaper, which was founded in 1851 and is owned now by Richard Mellon Scaife of Pittsburgh.

The ad states nothing but the truth, Rocker insists: "... We're eager to roll up our sleeves for a publisher who believes in what we can accomplish together."



Pickets from a dozen unions march in support of strikers at the University Hilton Hotel in Los Angeles.

Strike Council Considers Kaiser

(Continued from Page 1)

after management refused to consider union proposals in areas where Kaiser is demanding takebacks.

Management withdrew from face-to-face talks with Local 250 on Oct. 2.

In talks with Local 505, Kaiser stood firm on its demand for contracting out of bargaining unit work, elimination of Sunday as a holiday, undermining of seniority rights, reduction of retirement health benefits, transfer limits and right to "adjust wages to market levels."

The Engineers and Scientists bargaining committee reports that management has flatly refused to talk about maternity leave and has said it plans to strip such leave out of other contracts.

There are a total of 11 AFL-CIO unions in the affected Kaiser Hospitals, along with the non-affiliated International Longshoremen's and Warehousemen's Union and the California Nurses Assn.

All the unions not currently in bargaining have pledged support to the three embattled unions, the United Kaiser Unions has reported.

Yesterday the three unions began leafletting union members whose health plans pour millions of dollars annually into the Kaiser Health Plan. They are explaining their proposals for maintenance of quality of patient care as well as Kaiser's attack on hard-won workers' benefits.

Next Wednesday, Oct. 22, the union members plan to hold a mass rally at Kaiser Center on Lake Merritt in Oakland, the world headquarters of the Kaiser corporations where Kaiser Permanente Health Plan still maintains its head offices.

And on Saturday, Oct. 25, union members will vote to decide whether to walk out.

The Bay Area Strike Defense Council was formed this year to put political and community resources of the entire labor movement behind unions that otherwise might be isolated by employers.

Central labor councils covering 13 counties around the San Francisco Bay Area are involved along with Teamsters and ILWU regional organizations.

The council first marshalled its resources in support of hotel workers of HERE Local 2 in San Francisco, who were threatened with huge takebacks by the city's hotel industry. Since then, Local 2 has signed contracts covering 96 percent of its hotel members and is proceeding with bargaining at the remaining hotels.

The council was proposed by Henning, executive secretary-treasurer of the California Labor Federation, during a rally held at Union Square before last Christmas in support of the Watsonville strikers and other embattled unions.

Henning urged formation of a series of such councils throughout the state to assure that no union would have to stand alone in defending its workers.

Boycott Coors

Hotel Rally Backs Strikers

Trade unionists rallying in front of the University Hilton Hotel at Los Angeles in support of two striking unions found themselves confronting famous faces across the picket line.

The confrontation was short-lived. The famous faces belonged to members of the Raiders professional football team, most of whom apparently crossed quickly into the hotel for a pre-game meeting. The Raiders played the Seattle Seahawks later that day in the nearby Los Angeles Coliseum.

Hotel Employees and Restaurant Employees Local 11 and

Operating Engineers Local 501 have been on strike at the University Hilton since April.

Their cause was succinctly stated in the call to the rally signed by Steve Edney, LAOCOC chairman and vice president of the California Labor Federation, and Ruben Diaz, AFL-CIO field representative and LAOCOC coordinator.

"Their dispute is with the new owner, a Mr. Chai of Taiwan," the two leaders wrote. "He has not given them a raise in over a year, refuses to negotiate for next year and will not give them a seniority

clause in their contracts or recognize a union shop."

Fifty to 60 members of the two unions have been walking the picket line at the hotel daily for the entire summer.

Those who walked out April 16 included housekeepers, waiters, waitresses, bartenders, banquet staff and front desk employees from Local 11 as well as maintenance workers from Local 501.

Management has told strikers the hotel continues to make money. Union members, however, are confident that they are making

an impact that will force the new owner to return to the bargaining table.

The issue goes beyond this property. A "most favored" clause in the industry-wide contract at Los Angeles gives all other union hotels the right to impose any concessions accepted by workers at the University Hilton. For this reason, thousands of union workers from other hotels are strongly supporting the strikers.

"We will not go back to work until we have signed a union contract to protect our jobs and benefits," said Albert Portee, a waiter and Local 11 striker.

Labor Commissioner Takes Vacation Claims

State Labor Commissioner Lloyd Aubry, Jr., has announced that his office is accepting claims from workers who were fired or laid-off without being reimbursed for their accumulated vacation pay.

The California Supreme Court ruled in 1982 that vacation pay is earned on a day-to-day basis and must be paid when a worker is let go.

However, processing of such claims was blocked the following year when employer groups obtained a federal court injunction.

Employers, trying to defend the practice of denying pro-rata vacation pay to fired workers, took the case to the U.S. Supreme Court. They lost, and their 1983 injunc-

tion has been lifted.

The employers argued that they could withhold the pro-rata vacation pay from any worker fired before the anniversary date upon which he or she became eligible to take a vacation.

Employees who worked under written contracts calling for vacation pay can claim unpaid benefits within four years of the date they were let go. Those whose vacation pay was guaranteed by oral agreements have two years in which to file claims.

Aubry said claims would be accepted back to November of 1979 because of the three-year hiatus during which filing of claims was blocked by the injunction.

not assemble a quorum as required for a vote on a contract change.

When the orchestra gathered for fall rehearsals, bargaining quickly became confrontational. Management threatened to throw the organization into Chapter Seven bankruptcy if the musicians resisted any of its demands. This would have allowed the orchestra to perform while re-organizing. But then, with no notice, the orchestra was thrown into Chapter Eleven bankruptcy. This required halting all operations.

The 48-concert interim season proposal calls for 16 separate musical programs, each with a prominent guest conductor and soloist. If each of the concerts is

not assemble a quorum as required for a vote on a contract change.

The \$8,500 guarantee to musicians accounts for 47 percent of the \$1.8 million. Obviously, no musician could rely upon the orchestra alone for sustenance during the 1986-87 season.

Promotion and production costs amount to 29 percent of the budget. The figure includes rent for the orchestra's home base at the Paramount Theatre in Oakland, for Zellerbach Auditorium at the University of California in Berkeley, and for Rheem Theatre in Contra Costa County.

Fees for conductors and guest artists would come to 19 percent.

Administration would account for five percent of the budget. The players are still upset because no proposal to reduce administrative salaries or cut back on a front-office staff they considered too large was made while management was demanding that union musicians take drastic pay cuts. They say the orchestra could make do nicely with one manager and one assistant, relying on part-time consultants rather than full-time staffers for publicity, public relations, accounting, development and coordination of fund raising.

Oakland Players Tell How They'll Save Symphony

Union musicians of the Oakland Symphony say they can sustain the bankrupt orchestra through its present crisis if all tickets are sold for a 48-concert season to be performed in Alameda and Contra Costa Counties this fall and winter.

The players, members of Musicians Local 6, are attempting to pick up the pieces left when the former symphony board declared bankruptcy and walked away.

A \$1.8 million budget has been drafted for the interim season, according to Pat McCarthy, spokesperson for the Oakland Symphony Players' Committee.

The budget provides each musician with a season guarantee of \$8,500, a bit more than half the pay specified in the union contract and exactly as much as the musicians were offering to work for when the former board members turned out the lights and went home.

The musicians' efforts to save the orchestra got under way last night with a benefit concert separate from the projected 48-concert season. The musicians played under the baton of George Cleve of the San Jose Symphony in order to raise funds for some immediate outlays.

They aimed to raise enough at

least to purchase back the music library and large instruments that the former board left in the hands of a bankruptcy judge.

The musicians, moving ahead while Oakland Mayor Lionel Wilson's orchestra taskforce is being formed, also are trying to get the season ticket holder mailing lists that the former board turned over to the bankruptcy court. They have appealed to patrons to submit their names and addresses.

A long-range program also is being planned, McCarthy said. This includes special fund-raising events and continuing solicitation of grants and gifts to supplement income from ticket sales, he said.

Critics of the former board, including many long-time orchestra patrons, have complained that those in charge in recent years did nothing to raise money in the community.

The inevitable gap between income from tickets and the total cost of the orchestra, critics charge, was covered by spending reserve funds accumulated by earlier boards. When all reserves were spent, the board simply shut the orchestra down, they say.

Orchestra administrators demanded severe pay cuts in July, at a time when the musicians could

tion with members, management and fellow negotiators. There will be simulated bargaining sessions.

Although the course is designed for newcomers, it would help experienced bargainers as well, the Labor Center said. The plan is to offer the course each spring and fall.

Information can be had from June McMahon, coordinator of the

UCLA Course Aims at New Officers

A course in collective bargaining for new union staff members, stewards and members likely to serve as negotiators will be held Wednesday through Friday, Nov. 19-21, at the UCLA Labor Center.

The course will cover bargaining strength analysis, strategies to build power, preparation, basic labor law, strategies for contract ratification and strike preparation, strike alternatives and communica-

center, at (213) 825-3537.

Sessions will be held at Bunche Hall on the UCLA campus. A registration fee of \$85 will include all materials, parking, lunch all three days and dinner on Wednesday, when classes will continue into the evening.

Registrations are being taken by Gwen Hendrix, program representative, 1001 Gayley, Los Angeles, CA 90024.