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More Labor-Backed Winners Of Congress and Assembly Seats

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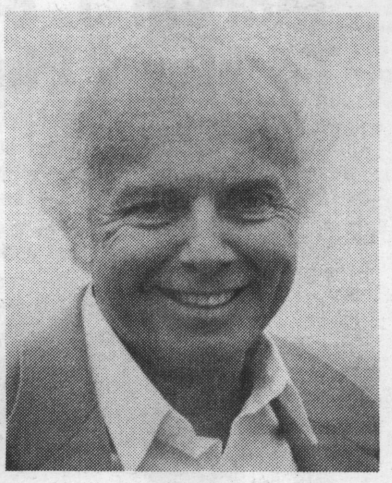

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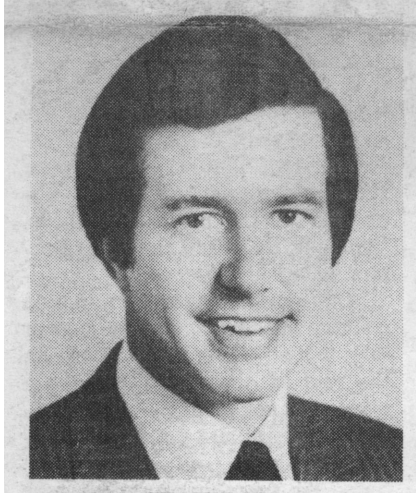

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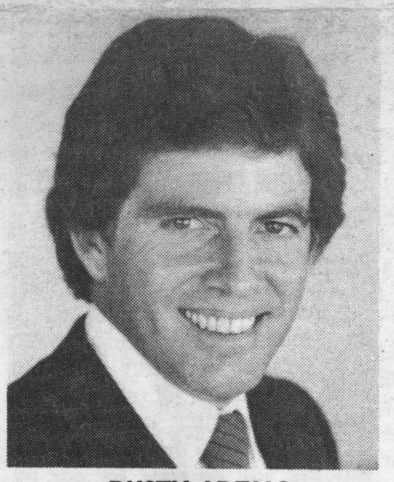

RUSTY AREIAS

VICTORY SMILES light the faces of California AFL-CIO-backed legislators Philip Burton, San Francisco's veteran 5th District Congressman who turned back an all out attempt by the Reagan Administration and the National Conservative Political Action Committee to defeat him; fellow congressmen Tom Lantos, another GOP target, who again routed ex-Congressman Bill Royer in the 11th District; Jim Bates, chairman of the San Diego County Board of Supervisors who won election to Congress in the 44th District; Gloria Molina, who was elected Assemblywoman in the 56th District in Los Angeles; Gray Davis, Governor Brown's former Chief of Staff who was elected in the 43rd Assembly District; and Rusty Areias, who triumphed in the 25th Assembly District. The California AFL-CIO mailed more than 200,000 letters directly to the homes of registered union members in Los Angeles County and distributed hundreds of thousands of slate cards to other union members throughout the state urging support for labor-endorsed candidates. 104 of labor's 148 candidates, 70%, won.

ACTION TO SPUR JOBS URGED

State Jobless Rate Hits 10.7% 1,319,000 Now Out of Work

Unemployment in California soared to a record 10.7 percent last month—its highest level since such statistics began to be gathered at the end of the Great Depression of the 1930's—leaving 1,319,000 Californians jobless.

That's 360,000 or 37 percent more than were unemployed in California in October 1981.

Nationally, unemployment was officially pegged at 11,550,000 or 10.4 percent, also a post-Great Depression record.

Total employment declined by 630,000 over just the past month to 99,093,000. Since the recession began in July 1981, employment nationally has dropped by 1.8 million and unemployment has increased by 3.7 million.

AFL-CIO President Lane Kirkland said that the latest jobless figures reflect "an economic and social disaster" and called for immediate action during the lame-duck session of Congress to enact anti-recession legislation.

"Millions of Americans standing in the unemployment line cannot wait for a new Congress to write a new jobs program," Kirkland said.

But President Reagan, whose insistence last year on a massive tax cut for corporations and the rich and an unprecedented escalation in military spending has clearly worsened the nation's economy, sent word through a White House spokesman that, al-

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Labor Raps Reagan's Push For Cuts in Social Security

The Reagan Administration would be guilty of "bad faith" if it put together proposals for cutting back social security benefits before getting the recommendations of a bipartisan advisory committee, AFL-CIO President Lane Kirkland said.

Kirkland referred to a newspaper report of benefit cuts the Administration will propose to Congress if the National Commission on Social Security Reform doesn't come up with recommendations that are to the Administration's liking.

Just this week Republican Sena-

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'SHODDY JOURNALISM'

AFL-CIO Asks CBS for Air Time to Rebut Its Coors Show

Charging that a "Coors Boycott" segment carried on the CBS "60 Minutes" program on September 26 "was produced in a biased fashion which deliberately placed organized labor in general and the AFL-CIO specifically in a bad light," the AFL-CIO has called on CBS to grant the AFL-CIO appropriate air time within the "60 Minutes" program to present the facts of the Coors boycott story.

Murray Seeger, the AFL-CIO's director of Information, had notified Don Hewitt, executive producer of the CBS program, just two days after the program was aired that the AFL-CIO "had serious objections to the content and delivery of the segment" titled "The Coors Controversy."

In addition, the Western Labor Press Assn., which represents more than 100 labor publications in the western states, denounced the program as "biased" and "dishonest, self-serving, profit-motivated progaganda" in a letter sent to CBS President Thomas Wyman early last month.

Among other things, the WLPA letter pointed out that Mike Wallace failed to inform his nationwide audience that Coors has been a frequent sponsor of that show and that "The Coors Controversy" program aired by CBS included "pro-Coors testimony from eight out of the 10 identifiable on-or-off camera participants while allowing only sharply edited pro-union testimony" from only David Sickler and a gay San Francisco bar owner.

It also protested Mike Wallace's posture as a prosecuting attorney while interviewing Sickler and as

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Hearings to Air Proposals to Alter Child Labor Laws

A series of hearings to review changes proposed in state labor regulations affecting the employment of children will be held in Los Angeles, San Francisco and Sacramento next month.

The hearings will deal particularly with rules concerning prohibited occupations, child labor law violations and the employment of minors in the entertainment industry, a notice issued by

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S.F. Bay Area Telethon On Alcoholism Nov. 13

A one-hour telethon to benefit the Bay Area Chapter of the National Council on Alcoholism and raise public awareness of the issue of Alcoholism will be held from 7 p.m. to 8:00 p.m. Saturday, November 13 on TV Channel 7 (KGO) in the San Francisco bay area.

The telethon will feature comments by actors Jason Robards, Bob Hope and Rod Steiger and many other well known public figures including as Assembly Speaker Willie Brown, Jr.

Drozak Terms Cargo Policy Vital to U. S. Merchant Fleet

A national cargo policy that gives U.S.-flag ships a reasonable share of the market is the only way to prevent the death of the American maritime industry. Maritime Trades President Frank Drozak has warned.

In an address to the Propellor Club's annual convention in Long Beach, Drozak said U.S. maritime policy must include bilateral shipping agreements, cargo sharing, ratification of the UN Conference on Trade & Development Code, and passage of the Competitive Shipping & Shipbuilding Act.

The UNCTAD code on liner shipping, formulated in the early Seventies, proposes that 80 percent of cargo be shared by two trading partners, with the remaining 20 percent open to cross-traders, or third countries.

The U.S. government has opposed the code's ratification.

The Competitive Shipping & Shipbuilding Act, introduced in the House by Rep. Lindy Boggs (D-La.), specifies that 5 percent

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Calif. AFL-CIO News Wins Award in 1982 ILPA Contest

The **California AFL-CIO News** has been named the winner of an Award of Merit for General Excellence in the 1982 AFL-CIO International Labor Press Association's Journalistic Awards Contest which attracted 1,084 entries.

In selecting the California AFL-CIO News for an award in the category of state and local central body publications publishing at least 45 issues a year, the judges said:

"Consistently professional in its editorial policies and style, informed and articulate, this paper clearly packs a punch. Coverage of statewide political and legislative issues is a priority, but other areas of union interests are followed with equal care."

In more general remarks about the contest entries as a whole, the judges said they found "the general level of quality very high" and observed that "continuity was represented not only by hard-hitting, advocacy journalism at its best, but by information and news that the member can get nowhere else: the essential requirement of any labor journal worthy of the name."

Judging the contest were: Dale McFeatters, of Scripps-Howard Newspapers; Marjorie Rachlin, of the George Meany Center for Labor Studies; Peggy Simpson, of Hearst Newspapers; and Lee White, former editor of CWA News.

Other California labor publications winning awards in the general excellence category included:

San Mateo County Labor, the official publication of the San Mateo County Labor Council, which won a First Award among state and local central body publications publishing at least 10 issues per year;

Utility Reporter, the official publication of IBEW Local 1245

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80.9% of Calif. Unionists Are Now AFL-CIO Members

Union membership in California totaled 2,230,000 in 1981 and 80.9 percent were members of AFL-CIO unions, up from 79 percent in 1979, according to preliminary data gathered by the State Division of Labor Statistics and Research and published in the 1981 Annual Report of the State Department of Industrial Relations.

The increase in AFL-CIO union membership in the state was largely attributable to the reaffiliation of the United Auto Workers with the AFL-CIO last year, DLSR Chief Sara Behman said.

On an overall basis, however, union membership declined slightly from the record 1979 level of 2,263,300 to 2,230,000 in 1981, a drop of 33,300.

The report said the decrease was "concentrated in manufacturing" but that "all major industry groups show declines" with the "largest drops in membership . . . reported by locals in motor vehicles and equipment and food and kindred products—reflecting the decrease in (the) number of workers employed in these two industries since mid-1979.

It also noted that this was the first membership loss since 1975 when membership dipped 1.7 percent from its 1973 total.

Over the past 20 years, due in major measure to U. S. tax and trade laws that encourage U. S. corporations to shut down plants in this country and build or expand plants in low-wage areas overseas —and to the failure of the U. S. government to establish a national industrial policy—the U. S. share of the world market for manufactured goods has shrunk from 25 percent to less than 16.6 percent and the U. S. share of its own domestic market has dropped from 95 percent to 65 percent, according to a resolution adopted at a convention of the AFL-CIO Industrial Union Department in Detroit last month.

UNION MEMBERS IN CALIF. BY ECONOMIC AREA

1979 and 1981 (as of July: in thousands)

AREA	1979	1981
TOTAL	2,263.3	2,230.0
North Coast	14.6	15.4
Sacramento Valley	99.7	96.2
Mountain	34.3	37.9
San Francisco Bay (9 counties)	646.9	620.7
San Francisco-Oakland	495.8	462.1
Santa Clara County	110.9	115.1
Napa and Solano Counties	22.5	26.8
Sonoma County	17.7	16.7
Central Coast	59.3	59.8
San Joaquin Valley	166.5	173.0
Santa Barbara and Ventura Counties	48.6	46.3
Los Angeles County	873.2	823.4
Orange County	110.6	132.3
San Diego County	117.6	121.0
Imperial, Riverside, and San Bernardino Counties	92.0	104.0

Source: Division of Labor Statistics and Research.

On the Right to Join a Union . . .

"Today in America unions have a secure place in our industrial life. Only a handful of reactionaries harbor the ugly thought of breaking unions and depriving working men and women of the right to join the union of their choice. I have no use for those—regardless of their political party—who hold some vain and foolish dream of spinning the clock back to the days when organized labor was huddled, almost as a helpless mass.

"Only a fool would try to deprive working men and women of the right to join the union of their choice."

—Dwight D. Eisenhower

Marvin J. Boede Elected To Head Plumbers' Union

The executive board of the Plumbers & Pipefitters Union has elected Marvin J. Boede president to fill the vacancy created by the death of Martin J. Ward on Oct. 9. The term expires at the end of 1986.

Boede, who is 54, has served as assistant president of the 352,000-member union since May 1977.

Boede began his apprenticeship as a steamfitter-pipefitter with Local 601 in Milwaukee in 1951. He earned his journeyman's card in 1956.

During the 1960s, Boede was a vice president and later business agent of Local 601. He also served as a training instructor for the local's night school program for seven years.

Boede later was president of the Wisconsin State Pipe Trades Association and chairman of the state steamfitters apprenticeship committee.

In 1975, Boede was appointed an international representative assigned to Michigan.

MARVIN J. BOEDE

Since becoming assistant president in 1977, he has been a delegate to AFL-CIO conventions as well as to conventions of the Building & Construction Trades Dept., Metal Trades Dept. and Industrial Union Dept.

Labor Raps Reagan's Push For Cuts in Social Security

(Continued from Page 1)

tor Robert Dole of Kansas, chairman of the Senate Finance Committee, proposed that annual cost-of-living raises for Social Security beneficiaries be held to 4 percent for the next two years, regardless of the inflation rate, and then be permanently tied to the annual growth in average wages, less 1.5 percent.

Such a scheme would swiftly erode both the income and living standards of social security beneficiaries, especially retirees on fixed incomes who survive more than two or three years after retiring.

Democrat Claude Pepper of Florida, chairman of the House Committee on Aging and an octogenarian himself, however, said that Democratic members of the commission are unitedly opposed to any restraint on cost-of-living increases.

"We don't see the necessity of disrupting a system that is so vital to so many Americans," he said. "If you cut these cost-of-living adjustments, you're going to be pushing many people from poverty to misery," he said.

The commission met yesterday to begin preparing its recommendations.

Last week a White House aide said President Reagan was "pretty adamant" against raising the payroll tax, even in the form of advancing increases scheduled in 1985, 1986 and 1990.

The AFL-CIO supports the use of general fund revenues to meet the program's cash shortage, a proposal that the 1938 Advisory Committee on Social Security recommended for incorporation in the program by 1962.

Ten of the 15 commission members were chosen by President Reagan or Republican congressional leaders. Only five, including Kirkland, were nominated by Democratic leaders in Congress.

But despite the imbalance, Administration officials were reported fearful that the bipartisan panel will propose measures to shore up the social security system's financing instead of cutting back on benefits.

The national newspaper USA Today reported that documents being circulated by the Treasury Dept., the Council of Economic Advisers and the Office of Management & Budget propose to lower social security costs by raising the retirement age at which workers become eligible for benefits and reducing the cost-of-living protections.

Kirkland said he agreed to serve on the national commission because the AFL-CIO supports efforts to strengthen the financial stability of the social security system and safeguard its basic protections.

But if the Administration is in fact committed to reducing benefits rather than strengthening financing, establishment of a presidential advisory commission was no more than "a smokescreen that would blow away after Election Day," he said.

Kirkland noted that President Reagan has repeatedly pledged that he would not cut benefits for persons already on the social security rolls. But that's exactly what would be done if cost-of-living guarantees were reduced, he charged.

The USA Today news story wasn't the only evidence of the Administration's approach to social security cutbacks, Kirkland said.

He cited "persistent reports of other proposals by Administration officials that would reduce benefits to the most needy recipients."

One such indication was a Republican fund-raising letter inviting contributors to express a preference, through a straw vote, among various options for dealing with social security financing problems.

The "choices" included making social security coverage voluntary instead of universal and reducing benefits for the poorest recipients.

AFL-CIO Secretary-Treasurer Thomas R. Donahue and National Council of Senior Citizens President Jacob Clayman expressed "alarm" and "outrage" at the Republican poll.

Hearings to Air Proposals to Alter Child Labor Laws

(Continued from Page 1)

state Labor Commissioner Pat Henning, said.

Any Federation affiliates or other interested party desiring to provide either written or oral testimony at the hearings should contact Louis Giannini, Chief Counsel, Office of Labor Commissioner at 525 Golden Gate Avenue, San Francisco, Ca. 94102 or phone (415) 557-2516.

The Los Angeles hearing will open at 9:00 a.m. December 14 in the auditorium on the first floor at 107 South Broadway.

The San Francisco hearing will open at 2:00 p.m. on December 15 at 525 Golden Gate Avenue in Room 101.

The Sacramento hearing will open at 1:30 p.m. on December 16 in Room 217 at 744 P Street, Building No. 9.

Copies of the full text of the proposed changes in the child labor regulations may be obtained by contacting the Labor Commissioner's Office at the above address.

Hearings on the effectiveness of existing regulations and how they may be improved are expected to be held in mid-January of 1983.

Drozak Terms Cargo Policy Vital to U. S. Merchant Fleet

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of all U.S. bulk cargo be carried on American-flag ships built in U.S. shipyards and manned by American crews.

The legislation would require a 1 percent increase in bulk cargo carriage each year until the U.S. share reached 20 percent in 15 years.

Under the Boggs bill, Drozak pointed out, reduction of at least 15 percent in the costs of building and operating bulk vessels in the United States would qualify U.S. bottoms to carry this minimal percentage of exports and imports beginning in 1983.

"I don't have to tell you that this bill will be good for our national security, help turn back the economic depression we are now in, and put thousands and thousands of Americans back to work."

Drozak said new proposals from the Reagan Administration will not work. Taking away the ship construction subsidy and offering in its place a foreign yard ship construction proposal means an end to the berth line operations and the trade routes as they now exist, he observed.

"Until the policymakers in this country understand and accept this truth — that free trade in the rest of the world is only a word and not a fact — this country will continue to lose its industrial base, its shipbuilding base, its merchant marine, and its national security," he warned.

Handbook Tells How to Set Up Toxic Material Disclosure Law

A 150-page handbook on toxic substances disclosure ordinances —which are also known as community right-to-know ordinances— has been published by the Golden Empire Health Systems Agency, a health planning organization headquartered in Sacramento.

Designed to help local communities determine their need for information on hazardous materials used and handled in their areas, the handbook spells out a number of options for developing and implementing local hazardous materials disclosure information systems.

It also summarizes disclosure ordinances already in effect in such cities as Santa Monica, Vallejo, San Diego, Philadelphia and Cincinnati.

The handbook is an outgrowth of California AFL-CIO-backed legislation enacted in 1980 (SB 1874), which requires employers to provide information to all workers on toxic substances produced or handled in their workplace. This legislation also mandates that employers in certain instances provide additional training on the safe handling of such toxic materials.

Copies of the handbook may be ordered at $8.50 each from: Golden Empire Health Systems Agency, 827 7th Street, No. 441, Sacramento, Ca. 95814. For further information, contact Susan Sherry, Senior Health Planner, at (916) 447-3201.

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COLLECTIVE BARGAINING

Another Strategy to Fight Plant Closures

By ANNE LAWRENCE

(Editor's Note: The following is the text of an address on "Collective Bargaining Approaches to Plant Closures" delivered by Anne Lawrence, Research Associate of the Center for Labor Research and Education at the University of California at Berkeley at an all-day conference on "The Economic Impact of Plant Closures" sponsored by the California Labor Federation at the Hilton Hotel in San Francisco on October 18, 1982.)

We heard in this morning's session about the devastating impact of plant closures in California, and about efforts now underway in the state legislature to win statutory protection for workers who are threatened by, or are the victims of, plant shutdowns. I would like to speak this afternoon to another strategy for fighting plant closures: collective bargaining.

Job security has always been a major concern of union negotiators. But this is especially true today. With the highest unemployment since the Great Depression, unions are seeking through collective bargaining measures to check further layoffs and lessen the financial hardship on those who have already lost their jobs. Today, contract provisions such as advance notice of closure, severance pay, extension of health care benefits, and retraining assistance are high on the bargaining agendas of many unions.

There is evidence that unions are making gains in these areas at the bargaining table. A survey conducted last year by the Bureau of Labor Statistics found that 36 percent of all major collective bargaining agreements now place some restrictions on plant movement, up from just 22% in 1966, when the Bureau first surveyed this issue.

These gains are particularly impressive in light of today's tremendously difficult bargaining climate. I'm sure I don't have to tell any of you here how hard it is to improve your contract language in a period when more and more employers are clamoring for concessions. Employers in economically distressed industries are pleading poverty, and those in healthy industries are trying to take advantage of the times to win concessions too.

I would like today to report on some of the recent gains unions have made in contract langauage affecting plant closures and layoffs. Every union's situation is, of course, unique, and not all the contract language I'll discuss here today will apply to each of your particular industries or workplaces. But I would like to suggest the range of kinds of contract language on closures and layoffs that unions are now negotiating, and perhaps you'll recognize elements here that will be applicable to your situation.

ADVANCE NOTICE: One of the most important preventive clauses a union can negotiate is one which requires the employer to give the union advance notice

"At one large shutdown in Massachusetts, for example, 65 percent of the workers over 45 were still out of work a year after the shutdown compared with only 30 percent of those under 45."

of a plant closure or major layoff. Knowing management plans in advance is crucial to building an effective strategy to fight a plant closure. Advance notice gives a union time to organize its membership and the community to oppose the closure, and to discuss with management possible alternatives to a shutdown. If a closure is inevitable, advance notice gives workers a chance to seek additional training or look for other jobs; and the union can use this time to bargain for improved severance benefits for its members.

A number of major national agreements now include advance notice provisions. For example, the current contracts negotiated by the United Food and Commercial Workers in the packinghouse industry by the UAW with Ford and General Motors; by the Rubberworkers in the rubber tire industry; and by the IUE and the UE with General Electric **all require six month advance notice of closure or layoffs.**

A number of local agreements have even stronger language. The Bakery Workers have negotiated 18-month notice clauses in a number of their local agreements in the tobacco industry, which has been hard hit by closures. Several locals of the IUE have won two year advance notice provisions which have been used successfully both to postpone closures and win improved severance benefits.

Advance notice clauses are often linked with others which require the employer to meet with the union after notice is given to discuss possible ways of averting the closure or, if it is inevitable, to negotiate severance terms for the members.

Important gains in this area have been made by unions in the automotive and related industries. In 1979, the URW negotiated a strong clause in its agreement with Goodyear, which was subsequently extended to most other rubber tire manufacturers. This clause gives the union the right to explore with the company any possible means of averting the closure and, if these attempts are not successful, requires the company to meet with the union to negotiate the manner in which the closure is carried out.

According to Labor Department, about 15% of major contracts now either require advance notice or union participation in the closure decision.

It is particularly important today to try to win such language in the contract, because of recent legal decisions. In June 1981, the Supreme Court ruled in the First National Maintenance case that employers are not required to bargain over the decision to close a plant, if it is being closed strictly for economic reasons.

Since union legal rights are being restricted in this area, it is especially important to win the right to negotiate these issues contractually.

RESTRICTIONS ON MANAGEMENT RIGHTS

Another area of collective bargaining in which we have seen recent gains is restrictions on management's rights to close or relocate plants. In a number of recent contracts unions have won important new language restricting plant shutdowns.

Last December, the UFCW negotiated an 18 month moratorium on all plant closures in its national packinghouse agreement with Armour.

The new Ford and General Motor's contracts, both negotiated this spring by the UAW, include a 24 month moratorium on plant closures which would have occurred as a result of, "outsourcing," that is, buying parts

"With the highest unemployment since the Great Depression, unions are seeking through collective bargaining measures to check further layoffs and lessen the financial hardships on those who have already lost their jobs."

from other companies or overseas.

In both these cases, the unions made economic concessions in exchange for language protecting the job security of their members.

Unfortunately, concessions are a fact of life in some industries today. The decision to make concessions is always a painful one for a union to make, and concession bargaining has generated a great deal of controversy in the labor movement. What I would like to emphasize here is that it is possible to win job security guarantees in exchange for economic concessions. Let me cite one other example. Several months ago, the Aluminum, Brick, and Glass Workers reopened their national contract with Libby Owens Ford. The union granted Libby a number of economic concessions. But in exchange the union won a guarantee that the company's unionized plants, including one here in Lathrop, California, would be brought up to full capacity before any work would be shifted to its non-union facilities.

Union members believe that this agreement prevented the closure of the Lathrop plant, which is now being retooled for the production of flat glass.

WHAT IF COMPANY RENEGES?

What happens when the union makes economic concessions in exchange for an agreement to keep a plant operating — but management closes the plant anyway?

The courts recently decided several such cases in the unions' favor. Last year, a local of the IUE granted wage concessions at a Singer sewing machine plant in New Jersey in exchange for a company promise to make investments to keep the plant operating. Then the company turned around and shut down the plant. The union took the case to court.

The federal judge ruled that the company **did** have the right to close the plant — but that it was liable for damages of at least $2 million — the amount it had agreed to invest to keep the plant open.

Workers at a chain of Pantry Pride stores in Baltimore which shut down recently received $3 million in damages in a similar case.

I have spoken of language which specifically prohibits management from closing plants. Other kinds of contract clauses restrict management's right less directly. A number of the needle trades unions in New York City, for example, have won language which bars the employer from physically removing the machinery or equipment from the premises. This does not eliminate the possibility of closures, of course, but it does help prevent runaway shops by requiring the employer to completely replace the equipment at the new location.

Another indirect approach is to specify that the employer will not sell or distribute materials produced in another plant in a market area traditionally served by the plant covered by the agreement.

A local union of the Brewery Workers in Brooklyn, New York, won such a clause in their contract with Schlitz. When the company tried to import beer from a plant in North Carolina into the New York metropolitan market, the local union took the case to arbitration. The arbitrator ruled that Schlitz had violated the contract, and many jobs at the Brooklyn plant were restored.

A LOOK AT NEUTRALITY CLAUSES

A final indirect approach I would like to mention is the so-called "neutrality clause." One kind of plant closure we are all familiar with is the runaway shop, where an employer decides to move a plant to a low-wage area or right-to-work state.

One way to get at this problem is to negotiate a neutrality clause, which requires the employer to remain neutral in organizing drives mounted by the union in its unorganized plants. Because these clauses help unions organize the unorganized, they cut down management's incentive to run away. The Rubberworkers, Steelworkers, and Autoworkers now all have neutrality clauses in their national agreements.

I have suggested a number of kinds of clauses that unions have negotiated to help prevent plant closures and layoffs from occurring.

What about benefits unions have won for laid off members when a closure or layoff is inevitable?

SEVERANCE BENEFITS: One area I'd like to discuss is financial compensation to laid off workers.

About a third of all major union contracts now include some provision for severance pay for laid off workers, and about one in six include supplemental unemployment benefits.

SUB benefits have been of great assistance to many laid off workers. Unfortunately, though, the SUB funds were designed to supplement unemployment benefits during periods of temporary layoff. In many cases they were not funded adequately to handle mass layoffs and plant closures.

GUARANTEED INCOME STREAM

In their 1982 negotiations with Ford and GM, the UAW developed a new concept, called the Guaranteed Income Stream, or GIS, which was designed to address directly the income security needs of workers laid off in plant closings.

Under GIS, workers in plants that permanently close who have 10 or more years of seniority will receive 50% of their hourly wage until they turn 62 or retire, whichever comes sooner. The person receiving GIS benefits is required to register with the state unemployment agency and accept any "reasonable" employment arranged for by the state agency or the company. The GIS program is an effort to begin to address the income security needs of workers who lose their jobs permanently in plant closings.

PENSIONS / EARLY RETIREMENT: What about financial security for the older worker? Studies have shown that older workers have a more difficult time finding jobs after a plant closure than younger ones.

At one large shutdown in Massachusetts, for example. 65 percent of the workers over 45 were still out of work a year after the shutdown, compared with only 30 percent of those under 45.

To ease the plight of the older worker, unions have won provisions that decrease the number of years required to become fully vested in the pension plan, and allow early retirement at full benefits.

To cite just one example, when the Colgate Palmolive plant closed down in Berkeley last year, the ILWU negotiated a plan to allow early retirement for workers

"Clearly, we need legislation both to extend protections already won at the bargaining table to organize workers and to strengthen our ability to enforce contractual provisions. And we need alliances between unions, churches and local organizations to fight against job loss in our communities."

who had a combination of age and seniority totalling 70 or more years. This language permitted a number of individuals to retire who would not otherwise have been able to.

EXTENSION OF BENEFITS: Another area in which there has been recent progress at the bargaining table is extension of benefits following layoff. Many studies have shown that because of the stress of joblessness, the incidence of various illnesses increases following layoff.

But at precisely the moment when the individual is most likely to need medical benefits, these benefits are terminated and the cost of individual premiums may be out of reach.

Some unions have now been successful in winning provisions which extend medical, dental, and life insurance benefits, at company expense, following a layoff or plant closure. The best language that I am aware of was negotiated by the Rubberworkers in their new national agreement. Under the new rubber industry accord, a worker who is terminated because of a plant closure will have all medical benefits extended for two years, and has the option of continuing coverage for an additional six months at group rates, at his own expense. A number of other unions have won similar provisions, although the coverage extends for a shorter period of time.

TRANSFER / RELOCATION BENEFITS: In large corporations with a number of different plants, another

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ACTION TO SPUR JOBS URGED

State Jobless Rate Hits 10.7% 1,319,000 Now Out of Work

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though he sympathizes with the unemployed, he opposes any proposal to curb unemployment through any big new federal spending programs.

The 10.4 percent national rate was the highest since 1940 when the unemployment rate was 14.6 percent. In the depths of the Great Depression, the annual rate reached 24.9 percent in 1933.

The latest jobless rate for California makes it the fifth-roughest state in the country in which to land a job. It is topped among major industrial states only by Michigan at 16.1 percent; Ohio at 13.8 percent; Illinois at 12.3 percent, and Pennsylvania at 11.5 percent.

The Bureau of Labor Statistics report pegged unemployment among blue collar workers at 15.9 percent; for construction workers it was 23 percent, a new high.

Other categories include: adult men at 9.8 percent; women at 8.6 percent; white workers at 9.3 percent; Latinos at 15.2 percent, and blacks at 20.2 percent.

In Los Angeles County, the BLS said, the jobless rate jumped from 9.4 percent in September to 10.2 percent last month. This is 32 percent higher than the 7.5 percent in Los Angeles in October 1981.

Congressman Henry S. Reuss (D-Wis.), chairman of the Joint Economic Committee, described the latest jobless figures as "devastating" and also urged the enactment of legislation to curb unemployment during the lame-duck session scheduled to convene November 29.

"The voters want action now, without waiting for the new Congress to get organized and into action sometime next spring," he said.

He proposed a major public works program to create "hundreds of thousands of jobs" in the construction and repair of highways, bridges, ports, water systems and other facilities. He also voiced support for federal subsidies for housing construction and mortgage interest rates to encourage home building.

The BLS report also disclosed that the average length of time people are jobless rose to 17.2 weeks last month, only a fraction less than the post-Great Depression high of 17.3 weeks set in July 1961.

BLS Commissioner Janet Norwood said that the October figure indicates a widespread deterioration in the employment situation.

Norwood also acknowledged that there was nothing in her report to indicate that the recession is bottoming out.

Calif. AFL-CIO News Wins Award in 1982 ILPA Contest

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which won a First Award among local union publications with 15,000 or more circulation;

The UFC Worker, the publication of UFCW Local 1222, which won an Award of Honor among local union publications with circulation ranging from 7,500 to 15,000; and,

The Peg Board, the publication of Local 839 of the International Alliance of Theatrical and Stage Employees Union (IATSE), which won an Award of Merit for local union publications with less than 2,500 circulation.

California labor publications winning awards in various special performance categories included:

The Peg Board of IATSE Local 839, which won a First Award for the best original cartoon;

660 Voice, a publication of the Service Employees International Union, which won a First Award for best feature story, a First Award for best headline, an Award of Merit for Best Front Page — Newspaper Format, and an Award of Merit for Best Original Cartoon;

News-Record, a publication of Local 12 of the International Union of Operating Engineers, which won a First Award for Best Original Photograph;

The Voice of 770, a publication of the United Food and Commercial Workers Union, which won a First Award for Best Series and an Award of Honor for Unique Performance;

Service Union Reporter, also an SEIU publication, which won an Award of Honor for Unique Performance and another Award of Honor for Best Front Page — Newspaper Format; and,

Engineers News, the publication of Local 3 of the International Union of Operating Engineers, which won a First Award for the best story, profile or editorial using history to explain current issues.

Grievance Arbitration is Focus Of 5-Day Course at U.C. Berkeley

A practical, how-to-do-it five-day institute on preparing for grievance arbitration will be held on the Berkeley campus of the University of California November 15-19.

Sponsored by the University's Center for Labor Research and Education, the program is designed for full-time union representatives and other labor officials involved in preparing grievance cases for arbitration.

Participants will prepare and present mock arbitration cases before practicing professional arbitrators. Mock proceedings will be videotaped with playbacks used as the basis for analysis and discussion led by the arbitrator hearing the case.

Special attention will be given to the handling of discipline and discharge cases, the use of witnesses and opening statements.

The Institute will be conducted in the Tan Oak Room in the Associated Student Union building on the Berkeley campus. Registration fee for the conference is $110, which covers the costs of instruction and materials.

Applications will be accepted through November 8. For further information, contact Pete Guidry or Mona Purifoy at (415) 642-0323.

PLEASE DON'T BUY COORS BEER

'SHODDY JOURNALISM'

AFL-CIO Asks CBS for Air Time to Rebut Its Coors Show

(Continued from Page 1)

a defense attorney in his treatment of the Coors brothers.

"Knowing that the strike started more than five years ago and that it was based on incidents that had occurred before that time, Mike Wallace's demand to Sickler to: 'Give me an example over the last five years of illegal search and seizure' was clearly unfair and appeared to be deliberately designed to exclude all of the workers' grievances that had been suffered prior to the strike itself. It also suggests that Mike Wallace knew exactly what he had to say to get an answer to make the union's cause look hollow and vindicate the Coors' brothers," the WLPA's letter said.

To date, CBS has not responded to the WLPA's letter, which has requested an opportunity to "review all video taped interviews and other materials gathered by CBS or its agent to produce 'The Coors Controversy' in the interest of protecting the U.S. public from such biased reporting and censorship by omission in the future."

In his follow-up letter to Hewitt dated November 3, Seeger said:

"On September 28, I notified you that the AFL-CIO had serious objections to the content and delivery of the segment of the 60 Minutes television program offered by CBS News on Sunday, September 26, 1982, dealing with the AFL - CIO - sanctioned boycott against Coors Beer.

"We have now examined a videotape of the show, analyzed a transcript of its content and interviewed the one AFL-CIO staff member contacted by CBS News.

"You may recall that I telephoned you when CBS first started looking into the subject of the Adolf Coors Co. and its relations with organized labor to advise you of our direct interest in the subject of the boycott. I also talked with the producer of the segment and told him also, that the AFL-CIO was the labor organization that had instituted the boycott.

"At that time, as the AFL-CIO's official spokesperson, I specifically requested the opportunity to state the federation's position.

"Despite these notices, CBS presented a version of the boycott issue without consulting AFL-CIO Headquarters. The program itself never explained the origin of the boycott, referred to the original bargaining dispute between a directly affiliated local union of the AFL-CIO, or explained the basis of the boycott which was imposed by the AFL-CIO in 1977.

"CBS also chose not to put on the air any of the union members who voted unanimously to strike the Coors plant in 1977 after rejecting the management's final demands for contract provisions which would have permitted intolerable invasions of individual privacy rights.

"Moreover, CBS chose not to mention that the election held to decertify Local 366 was held without the participation of the workers who had exercised their legal rights to go on strike. Instead, CBS interviewed current Coors employees who are supervisors and clerical workers, outside the bargaining unit represented by Local 366, on company property with company permission.

"The only AFL-CIO source interview, David Sickler, was never given the opportunity to rebut accusations made by the Coors management although management was interviewed after Mr. Sickler. Instead, Mr. Sickler's comments were edited in such a way to make it appear that he was answering the management and in such a way as to delete his explanations of the true background to and nature of the boycott.

"The 'Coors Boycott' segment of 60 Minutes was produced in a biased fashion which deliberately placed organized labor in general and the AFL-CIO specifically in a bad light. It was a piece of shoddy journalism. We request that CBS grant the AFL-CIO appropriate air time within the 60 Minutes program in order to present the facts of the 'Coors Boycott' story. While we hope it will not prove necessary, we are prepared to make a fairness complaint to the Federal Communications Commission."

COLLECTIVE BARGAINING

Another Strategy to Fight Plant Closures

(Continued from Page 3)

possibility is negotiation of transfer provisions which allow workers laid off at one facility to transfer to another of the company's plants.

Some sort of interplant transfer provisions are currently included in about a third of all major collective bargaining agreements and cover almost half of all unionized workers. Often, unions link the right to transfer with relocation allowances which help pay for the cost of moving the worker and his family.

I'd like to mention just one example here of particularly generous transfer language, negotiated last year by several locals of the Bakery, Confectionery, and Tobacco Workers when the Virginia branch of the American Tobacco Company shut down.

The union won the right of all members laid off from the Virginia plant to transfer to available openings at two company plants in North Carolina. Workers who chose to make the move received payments to cover the cost of two trips to North Carolina to find a place to live; transportation for their families and all household moving expenses; $800 towards the closing costs of purchasing a new home; services of a trained relocation counselor; and an extra transfer allowance of four weeks' pay.

On top of all this, the company agreed that a worker could change his mind within 60 days of the move, and elect to take severance pay instead of transfer benefits, although the moving costs would have to be paid back to the company.

Many other unions have negotiated various formulas for providing transfer rights and relocation benefits to laid off workers, but this is one of the best I have seen.

TRAINING / RETRAINING PROVISION: Another area of great concern in today's changing job market is retraining. Unfortunately, because of changing technologies and consumer tastes, many workers who are laid off as a result of plant closures find that there is little demand for their skills.

I'd like to mention the example of the UAW's new retraining program for workers laid off at the Fremont and South Gate GM plants here in California. Under the terms of the GM agreement negotiated this spring, the company agreed to set up and fund a Joint Skill Development and Training Committee to provide retraining for workers displaced because of plant closures.

Under this contract provision, GM has contributed $4 million, which has been added to money received from the Federal and State governments to make a fund of $10 million. This money is being used to train laid off workers for jobs in electronics, computer programming, appliance repair, and many other fields. Of course, there are limits to what any job retraining program can do in an economy with over 10 percent unemployment.

STIFF MANAGEMENT RESISTANCE

At this point, programs like the UAW/GM Retraining Program are unusual. This is an area in whitch unions have met stiff management resistance. Unfortunately, many employers seem to feel that retraining is either the worker's personal problem, or else something that is best left up to state agencies.

CONCLUSION: This brief survey has only scratched the surface, but has I hope given you some sense of the range of contract language now being negotiated by unions in an effort to address the severe problems caused by plant closures and mass layoffs in the American workplace.

I'd like to stress that by looking just at collective bargaining. I do not mean to suggest that this is the only strategy for fighting closures.

Clearly, we need legislation both to extend protections already won at the bargaining table to unorganized workers and to strengthen our ability to enforce contractual provisions. And, we need alliances between unions, churches, and local organizations to fight against job loss in our communities. But for union members, collective bargaining clearly remains a key arena for protecting job security in today's depressed economy.