Coors Boycott Ends

See Below

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Drafting Set For Cal-OSHA Ballot Prop

Labor attorneys representing unions throughout California have been called to Sacramento on Tuesday to help draft the ballot initiative to save Cal-OSHA.

John F. Henning, executive secretary-treasurer of the California Labor Federation, issued the call to lawyers for the Teamsters and International Longshoremen's and Warehousemen's Union as well as AFL-CIO affiliates.

They will meet with legislative leaders during the work session at the State Capitol.

The ballot initiative campaign moved into high gear last weekend with the refusal of the California Supreme Court to consider the state federation's constitutional challenge of the dismantling of Cal-OSHA by Gov. Deukmejian.

Henning had called for all AFL-CIO affiliates to set up petition-collection teams even before the court announced its rejection of the labor suit. He said then that labor could not allow the deadline for initiative action to pass while waiting for the court to rule.

The court did not announce which justices voted to reject the challenge of Deukmejian's action. At least four of the seven had to vote against hearing the case. There now are five Deukmejian appointees on the court.

Henning has announced that the voters will be asked to restore Cal-OSHA at the General Election in November of next year.

Gathering of petition signatures is expected to begin in the first week of December and conclude five months later. Petition statements must be agreed upon and submitted to the Attorney General for approval before signatures can be solicited.

Placing a statutory initiative on the ballot will require signatures of registered voters numbering at least five percent of the total of California ballots cast in the last general election — about 370,000. A constitutional initiative would require eight percent or about 600,000 signatures.

Fed Delays Closures Conference

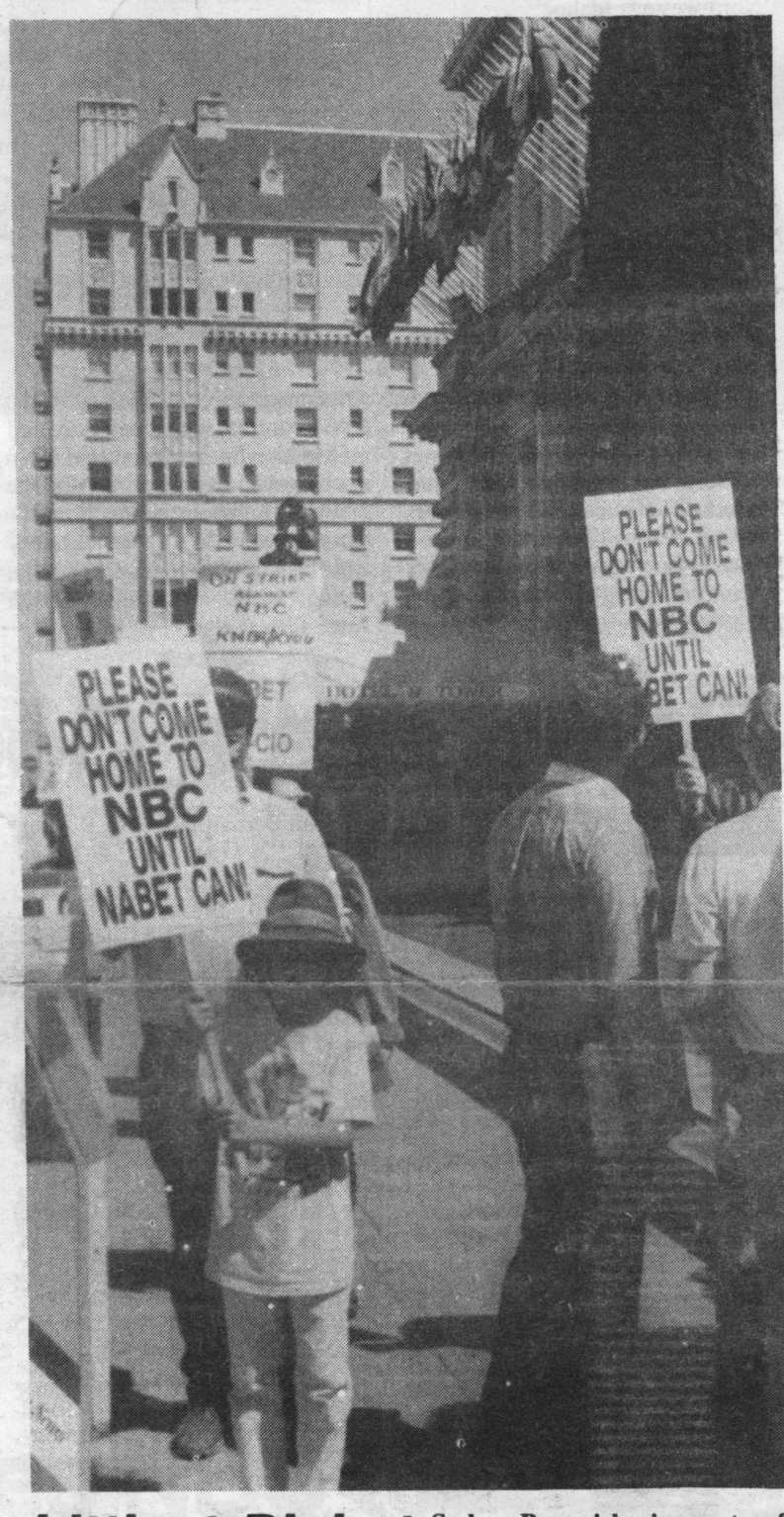
The Southern California conference on plant closings and dislocated workers originally scheduled for Sept. 14-16 at the Los Angeles Hyatt Regency has been postponed, Jack Henning, executive secretary-treasurer of the California Labor Federation, said this week.

It will be rescheduled for January on dates and at a place to be announced soon, Henning said.

The delay was ordered because a decision has been made to establish a human resources development program within the state federation to coordinate plant closure resources and services for displaced workers, Henning said.

"The rescheduled Southern California Conference will be closely

(Continued on Page 4)



Littlest Picket Sasha Penowich is part of NABET welcoming committee waiting for president of struck NBC network to arrive for speaking engagement at Fairmont Hotel atop Nob Hill in San Francisco. Sasha came with her dad, a member of NABET Local 51. Story, Page 3.

Comp, UI Bills Advance

Increased benefits under workers' compensation and unemployment insurance were approved by a key committee this week as two bills sponsored by the California Labor Federation advanced in the Legislature.

The unemployment insurance benefits bill, SB 346 by Sen. Herschel Rosenthal, D-L.A., was sent to the Ways and Means Committee enroute to the Assembly floor on a party-line vote by the Assembly Finance and Insurance Committee. Democrats voted yes; Republicans no.

The California Taxpayers Assn. and California Chamber of Commerce sent representatives to argue against the $20 weekly increase, contending that the benefits should not be raised until eligibility requirements are tightened.

The bill would increase unemployment insurance benefits to $186 from $166, which has been unchanged since 1983.

Even with this increase, benefits in California would lag behind those paid in 28 states and the District of Columbia. Only 14 states have unemployment benefits lower than California's.

The workers' compensation bill, SB 323 by Sen. Bill Lockyer, D-Hayward, emerged from the same committee much altered through amendments.

It was approved after Lockyer said he intended to see to it that SB 323 goes to an Assembly-Senate conference committee before being sent to the governor if it clears the upper house.

The amendments first were proposed by Assemblyman Steve Peace, D-Chula Vista, on Monday during a meeting of the Workers Compensation subcommittee of the Finance and Insurance Committee. Peace chairs the subcommittee.

Some of the amendments clearly are beneficial to labor, including increases in benefits. Some are problematical, such as a proposal to limit certain claims based upon stress. The amendments also include changes in the medical-legal evaluation process.

Meanwhile, another workers'

(Continued on Page 4)

AFL-CIO Ends Coors Boycott

The AFL-CIO declared the Coors boycott ended last Wednesday, concluding a 10-year demonstration of the economic power that organized labor and its allies are capable of wielding against even a rich and powerful corporation.

Lane Kirkland, president of the AFL-CIO, announced in Washington that a settlement had been reached. He said Coors had agreed to an expedited union election at its brewery in Golden, Colo., where the boycott began in May of 1977, and had promised to employ union workers in the construction of any new Coors brewery.

A statement issued at Denver in the name of Peter Coors, the brewery president, said the corporation would assure employee "freedom of choice" regarding union representation.

Kirkland called the boycott "a complete success, a resounding success."

Dave Sickler, long-time national coordinator of the boycott and now AFL-CIO regional director, agreed that victory was complete.

"After 10 years and four months of fighting one of the most viciously anti-union companies in the history of the labor movement, we have achieved victory through the boycott," said Sickler, who was employed in the brewery at Golden before Joseph Coors set out to bust Brewers Local 366.

"I want to thank all the affiliates and all the other organizations that participated. This was truly a cause supported by the rank and file, nationwide.

"We have proved a number of things," Sickler declared at Los Angeles on Wednesday.

"First, we've shown that the boycott works. We've shown that if labor and its friends get together, we can win no matter how powerful the opponent or how long the fight lasts.

Howard Wallace, Coors boycott coordinator for Northern California, echoed Sickler's words about labor and its allies.

Wallace, who just last weekend directed a protest against a Coors-sponsored touring bicycle race that left promoters complaining about their chilly San Francisco reception, questioned whether some of labor's allies ever would forgive the Coors family for financing arch-conservative causes.

John F. Henning, executive secretary-treasurer of the California Labor Federation, cited the devastating impact of the boycott upon Coors sales in this state.

He pointed out that Coors was number one in California in 1977 with better than 45 percent of the total beer sales and today has only a 14 percent market share.

"That is economic power," Henning said. "Those figures tell a story that even the most unredeemed enemy of working people

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Guild wins at 4 newspapers. Page 2

CWA victory sets precedent. Page 2

Seniors set convention agenda. Page 3

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CWA Victory At InfoSystems Sets Precedent

Technicians employed by PacTel InfoSystems in five states will be represented by the Communications Workers of America as the result of an election concluded this week.

President Bill Harvey of CWA Local 9415 in Oakland called it "...a tremendous victory not only for the 181 employees of PacTel InfoSystems, but also for thousands of employees across the country" in newly established subsidiaries of the regional companies set up after divestiture of AT&T.

"The union victory marks the first time that CWA has won a contested election for representation of employees on the deregulated side of the industry since divestiture," Harvey declared. "We predict this will spur organizing across the country and among other PacTel employees."

Pactel InfoSystems was set up by Pacific Telesis after deregulation, which came with breakup of the AT&T monopoly in 1984, gave regional telephone companies the right to compete in the private business equipment market.

PacTel InfoSystems employees involved in the election install, service and maintain privately owned phone systems for businesses, governmental agencies and various institutions in Northern California, Nevada, Oregon, Washington and Northwestern Idaho.

None of the new company's employees had a union until PacTel acquired part of Northern Telcom, which had a unit of 95 technicians represented by CWA.

PacTel honored that group's contract until one day before expiration last Feb. 28. Then the company broke off negotiations and demanded that a group of more than 100 non-union service managers be combined with the 95 CWA members and an election be held to determine whether the combined unit wanted representation.

CWA charged bad faith and launched a campaign dubbed CPR for "Creative Persistent Resistance." Employees worked strictly to rule and staged demonstrations to press for a settlement.

Two months later there was agreement upon extension of the CWA contract with a pay raise and an election to be conducted by a neutral outsider rather than by the National Labor Relations Board.

Arbitrator Gerald R. McKay was brought in to supervise the voting, which was conducted on Aug. 12.

The union and the company agreed there would be no "negative" campaign tactics. Campaign literature was submitted to the other side before being circulated to the workforce.

Ballots were counted last Monday. There were 88 votes for CWA representation and 80 against. Six ballots were challenged, not enough to alter the outcome.

Harvey said CWA would move quickly to open negotiations for a contract to cover the expanded bargaining unit.

The 181 technicians are the only union-represented workers among 1,900 employed by PacTel InfoSystems.

Newspaper Guild Wins At 4 Bay Area Dailies

Editorial employees of the Alameda Newspaper Group in the San Francisco Bay Area ignored imported union-busting lawyers last week and voted more than two to one to join the Northern California Newspaper Guild.

King, Ballow and Little of Nashville, Tenn., had two lawyers on the scene during the climactic weeks of the campaign, according to Debbie Glasser, Guild local organizer.

"But we beat them and we are very proud," Glaser said.

Commercial and advertising employees of the chain voted against the union in a separate ballot.

"King, Ballow's campaign theme was 'Just Say No,' and the editorial staff thought it was inappropriate to use Nancy Reagan's anti-drug slogan in a union election," Glasser said.

The vote was 65 to 29 for Guild representation of the 110 writers, editors and photographers who produce the Hayward Review, Fremont Argus, Tri-Valley Herald of Dublin and Alameda Times-Star.

Commercial and advertising workers voted separately after management persuaded the NLRB that the two groups were not an appropriate bargaining unit.

Doug Cuthbertson, executive officer of the Northern California Guild, said contract bargaining would be coordinated with the Bay Area Typographical Union and with Web Press Local 4 of the GCIU. The unions have bargained in concert at other Bay Area Newspapers since the early 1970s.

Glasser said King, Ballow attorneys James Thompson and Richard Lowe held revival-type meetings to fire up managers' enthusiasm for the fight. Workers, she said, were cajoled in a series of one-on-one meetings.

A 15-page booklet warning of supposed evils of trade unionism proved to be "boilerplate" that had been used by King, Ballow in other parts of the country, Glasser said.

Balloons, badges and banners printed with the "Just Say No" slogan were in small demand in newsrooms during the campaign but were snatched up as souvenirs after the election victory, Glasser said.

Holiday TV: What's a Good Job?

"A Good Job," the latest television special in the America Works series, is scheduled to be shown during Labor Day week on most of the Public Broadcast stations in California.

The 30-minute special was produced by the AFL-CIO's Labor Institute of Public Affairs in cooperation with the Smithsonian Institution.

Many California PBS stations will be teaming "A Good Job" with another new labor-sponsored TV special, "Expectations," the Los Angeles office of LIPA announced.

In "A Good Job," commentator Daniel Zwerdling of National Public Radio goes looking for an answer to the question of what makes employment satisfying to workers.

"Expectations" is a documentary on the closing of Bethlehem Steel's "Lady Beth" blast furnace at Vernon in Los Angeles County.

LIPA announced this schedule of showings:

• Fresno, KMTF Channel 18: "Expectations" at 9 p.m. and "A Good Job" at 10:30 p.m. on Labor Day, Monday, Sept. 7.

• Redding, KIXE Channel 9: "A Good Job" at 2:30 p.m. on Labor Day.

Francis Spaulding, BC&T, describes joy of baking.

• Sacramento, KVIE Channel 6: "A Good Job" at 2 p.m. and "Expectations" at 2;30 p.m. on Sunday, Sept. 6, the day before Labor Day. KVIE will repeat "Expectations" at noon on Wednesday, Sept. 9.

• San Bernardino, KVCR Channel 24: "A Good Job" at 8 p.m. Saturday, Sept. 5; "Expectations" at 2:30 p.m. Sunday, Sept. 6.

• San Diego, KPBS Channel 15: "Expectations" at 5 p.m. at 5 p.m. Sunday, Sept. 6. KPBS hasn't scheduled a showing of "A Good Job."

• San Francisco, KQED Channel 9: "A Good Job" at 7 p.m. Labor Day with a repeat showing at 11 p.m. Saturday, Sept. 12, over KQED's Channel 32.

• San Mateo, KCSM Channel 60: "A Good Job" at 11:30 a.m. on Labor Day and at 6:30 p.m. Tuesday, Sept 15; "Expectations" at 3 p.m. on Labor Day and at 5 p.m. on Sunday, Sept. 13.

The Eureka PBS station, KEET, showed "A Good Job" on Aug. 3., according to Kathy Garmezy, LIPA director of development at Los Angeles.

"A Good Job" opens in the National Museum of American History at the Smithsonian. The commentator talks to union members demonstrating their job skills and to watching men, women and children who talk about their own jobs and about their aspirations.

The quest goes beyond the walls of the Smithsonian. In the process, it explodes a number of myths and misconceptions about modern American workers' attitudes toward new technology, pride of workmanship and motivation.

Francis Spaulding, BC&T Local 118, tells how he still gets pleasure from decorating a child's birthday cake after decades at his trade.

Marty Orban of AFGW Local 24 talks about the satisfaction of producing perfect glassware at Lenox Crystal. Bernie Weiss, IATSE Local 311, talks about adapting to changing technology in show business. Susan Hartley, CWA Local 2306, focuses on personal service to phone customers.

At one point the camera turns to Thomas Donahue, secretary-treasurer of the AFL-CIO, who talks about motivation and satisfaction for those who work to provide for their families.

"Expectations" explores the impact of the Bethlehem steel mill shutdown upon workers and the Los Angeles County communities where they live.

It is a documentary treatment of the same closure that was dramatized in the "Lady Beth" stage production that originated in Los Angeles County and was taken on national tour to critical acclaim with former steel workers performing the roles.

Rankin Honoree At Sacramento

Tom Rankin, research director for the California Labor Federation, was an honoree at the Flack Catchers Awards Dinner at Sacramento last Wednesday evening.

The event is sponsored annually by California Common Cause.

Honorees get roasted, but they also get highly coveted plaques for their office walls.

Others honored during the program at Brannan's Bar and Grill were Judith Bell, Consumers Union; Peter Birdsdall, Citzens for Education; Margaret Herman, League of Women Voters; Fred Silva, fiscal advisor to Sen. David A. Roberti, and Sen. Nicholas Petris.

Datebook

Labor Councils Conference, San Bernardino and Riverside Counties Central Labor Council and and San Diego-Imperial Counties Central Labor Council: Sept. 15-17, Balboa Bay Club, Newport Beach.

Convention of the California Conference of Seniors: Sept. 16-18, Oakland Airport Hilton Hotel.

Executive Council, California Labor Federation: Oct. 14-15, Konocti Harbor Inn, Kelseyville, Lake County.

Trade Union School: Nov. 9-13, Hyatt Regency, Los Angeles.

Western Workers Labor Heritage Festival: Jan. 15-17, 1988, DeAnza College, Cupertino.

Bricklayers Call For Apprentices

Applications for bricklayer apprenticeship training will be accepted Sept. 14 through Sept. 25, the Northern California Coast Counties Bricklayers Joint Apprenticeship Committee has announced.

Application forms are available between 9 a.m. and 11 a.m., Mondays through Fridays, at 375 South Mayfair Ave., Suite 232, Daly City, the committee said.

Applicants must be at least 18 and have high school diplomas or certificates of equivalency. There is an oral examination. The number of apprentices placed will depend upon economic conditions in the industry.

Labor to Celebrate Its Own Day

Labor Day events planned by AFL-CIO affiliates in California include:

Five Counties Central Labor Council and Northeastern California Building and Construction Trades Council Labor Day Picnic: 11 a.m. to 6 p.m. Labor Day, Anderson River Park, Anderson.

Eleventh Annual CWA Local 9588 Picnic: Los Angeles County Fairgrounds, Pomona.

Forty-first Labor Day Breakfast, Catholic Labor Institute of Southern California: 9:30 a.m. Monday, Sept. 7, Hyatt Regency, Los Angeles.

Los Angeles County Federation of Labor observance of bi-centennial of the U.S. Constitution: 9 a.m. Sept. 7 at Hyatt Regency, immediately preceding Labor Day Breakfast.

Thirtieth Annual Labor Day Picnic, Alameda County Central Labor Council: Sept. 7, Alameda County Fairgrounds, Pleasanton.

Valley Political Education Council Labor Day Picnic: Sept. 7, Valley Plaza Recreation Park, North Hollywood.

Tom Kenny Memorial Labor Day Picnic: Sept. 7, William Land Park, Sacramento.

Statewide Labor Council Softball Tournament and Labor Day Picnic: Sept. 7, Robb Field, San Diego.

San Francisco Labor Awards Breakfast: 8:30 a.m. Sept. 7, Fairmont Hotel, San Francisco.

Catholic Labor Day Breakfast, Orange County Central Labor Council and Diocese of Orange: Sept. 7, Grand Hotel, Anaheim.

Orange County Central Labor Council Old-Fashioned Labor Day Picnic: Sept. 7, Heritage Park, Irvine.

San Bernardino and Riverside Counties COPE Labor Day Brunch: Sept. 7, UFCW Local 1167 Auditorium, Rialto.

Santa Cruz Central Labor Council Labor Day Picnic: Sept. 7, DeLaveaga Park, Santa Cruz.

Ventura County Democrats United and Labor United Labor Day Picnic: Sept. 7, Freedom Park, Camarillo.

Humboldt-Del Norte Counties Central Labor Council Labor Day Picnic: Rohner Park, Fortuna.

Publisher's Notice

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Seniors Set Agenda

Retired union members are scheduled to play leading roles in the 11th annual convention of the Congress of California Seniors Sept. 16-18 at the Oakland Airport Hilton Hotel.

The annual conference of the Federation of Retired Union Members (Forum) will be held at 10 a.m. Wednesday, Sept. 16, the opening day of the convention.

Convention sessions will start at 1 p.m. that day with a keynote address by George Sandy, president of the seniors congress.

The agenda includes reduction in social services occasioned by the Reagan Administration's huge military budget, unemployment and security of American workers' pensions.

Sandy said the convention would study "these dangers ahead coming from big business aided by the Reagan Administration and its backers...to lower our standard of living...."

Officers' reports will follow Sandy's speech on Wednesday. Thursday will be given over to workshops and debate on resolutions. The convention will close after general sessions on Friday.

The California Congress of Seniors says more than a quarter of its 400,000 members are retired trade unionists. The others come from such organizations as church groups, community senior clubs and political clubs.

S.F. COPE Sets Annual Dinner

The San Francisco Labor Council will hold its annual COPE fundraising dinner on Tuesday, Oct. 6, at the Fairmont Hotel.

Tickets will be $75 or $750 per table of 10. An innovation this year will be patron tables at $1,500, according to Secretary-Treasurer Walter L. Johnson and Assistant Secretary Jeffrey Greendorfer.

Photo by George Kruse

CSEA's Case **Patrick J. Monahan, president California State Employees Assn., faces microphones to announce a suit aimed at forcing Kaye R. Kiddoo, director of state Employment Development Department, to stop denying unemployment benefits and services to jobless workers who cannot immediately furnish proof of legal residence. Beside Monahan during press conference last week at State Office Building in San Francisco is Dennis Hayashi of the Asian Law Caucus. HERE Local 2 is a party to the suit along with CSEA, Local 1000 of the Service Employees. Yesterday, Kiddoo was ordered to appear in San Francisco Superior Court Sept. 24 to show cause why he should not be enjoined.**

Machinists End San Diego Strike

Contract OK'd At Convair

Tom Roberts summed it up as Machinists began returning to work this week at General Dynamics in San Diego.

"We've got to find a better way of dealing with these corporations," said Roberts, business agent and chief negotiator for District Lodge 50 of the International Association of Machinists and Aerospace Workers.

Members of the union voted last week to accept the same contract conditions they rejected a month ago when about 3,500 of them went on strike against the aircraft and rocket manufacturer.

The terms of the back-to-work agreement, Roberts said, entitle General Dynamics to retain about 500 strikebreakers as permanent employees.

Seniority was the critical issue. General Dynamics demanded the establishment of separate seniority lists for the company's Convair and Space divisions, with little or no transfer of eligibility between lists.

The union maintained that there was in reality little difference between projects assigned to the two divisions.

Workers, remembering past force reductions, feared that the separate lists would enable General Dynamics to fire high-seniority workers from one of the divisions in event of a layoff while retaining new workers doing essentially the same work in the other division, Roberts said.

1,200 Out At Aerojet

Efforts to deliver a Titan II missle through a picket line at Aerojet General outside Sacramento have failed, a leader of the International Association of Machinists and Aerospace Workers said this week.

The huge and costly space vehicle apparently was dropped enroute to a firing test, according to Lou Kiefer, Grand Lodge representative assigned to Local 946 at Aerojet.

"We are informed that two engine rotors are cracked and that the Air Foirce has rejected it," Kiefer said.

The information was obtained without paying the $500 reward that Local 946 has posted for information about shoddy work being done inside the struck plant, Kiefer said.

The reward was posted out of concern for safety of those launching rockets, union members said. Aerojet is the source for engines vital to the space shuttle program and satellite launchings as well as weapons.

Union leaders met with a federal mediator this week in anticipation of renewed meetings with the company. The critical issue is Aerojet's insistance on farming out union work.

Kiefer said less than one percent of the 1,200 person bargaining unit had crossed the picket line despite a company campaign to lure strikers back.

NABET Challenges NBC to Accept Referee

If the president of National Broadcasting Co. was surprised to discover pickets waiting for him at San Francisco last Monday, so also were striking union members surprised at the network executive's reason for being there.

Competition from cable TV systems is high on the list of reasons NBC has given for forcing the National Association of Broadcast Employees & Technicians to strike and for refusing subsequently refusing to bargain with the union.

Yet here was Robert C. Wright, president and chief administrative officer of NBC, appearing as honored guest at a national conference of the Cable Television and Marketing Society. Inc.

Wright told cable executives that close cooperation with his network would be mutually profitable.

The right to use freelancers and "daily hires" for work now done by full-time members of NABET is being demanded by NBC and General Electric, its parent corporation. NABET members say this would kill their union.

There are these other developments in the 55-day-old strike:

- The NABET Negotiating Committee called for talks to resume no later than next Tuesday under the direction of "an outside professional mediator" rather than the Federal Mediation Service.
- Members of Local 51 in San Francisco set up a picket line and held a picnic outside the Marin County home of Terry DeVoto, general manager of the NBC-owned KYUU, During a party DeVoto staged for everyone crossing the picket line at the radio station.
- NABET leaders urged trade unionists to keep up the stream of letters telling the president of General Electric, the corporation that owns NBC, that they won't "go home to NBC until NABET can."

NABET said the proposal to reopen talks with a nationally known referee instead of the Federal Mediation Service was approved unanimously by the negotiating committee.

The union proposed that NBC choose the referee from a list of five.

Named were:

- Archibald Cox, the original special prosecutor in the Watergate scandal who was fired on Richard Nixon's orders by Robert Bork, President Reagan's new nominee for the U.S. Supreme Court.
- David Feller, arbitrator and professor of law at Boalt Hall, the U.C.-Berkeley law school.
- Joseph Grodin, former justice of the California Supreme Court.
- Sam Kagel, nationally known San Francisco mediator.
- William Usery, former U.S. secretary of labor.

The seven NABET negotiators said their proposal was an effort to protect themselves from a campaign of disinformation by NBC aimed at discrediting the union leadership and undermining the confidence of the members.

"I don't see how we can get the negotiations to move if we are faced with a persistent stream of propaganda put out by NBC to make us look ineffectual with our own members," said Thomas F. Kennedy, NABET's chief negotiator and target for much of what NBC has been putting out to strikers.

The NBC president's speech Monday was delivered at the Fairmont Hotel on Nob Hill, where a competing network produced the short-lived television series "Hotel" in an unsuccessful effort to break into NBC's prime time dominance and profits.

Wright mentioned NBC's profitability in his opening remarks. He told the cable executives they needed more original material, which his network could provide. He said the cable industry needed to be "much less defensive" about cooperative efforts and ventures with broadcasters.

The NBC president also said the cable industry "might be helping itself in the long-run" by pushing for repeal of federal regulations that prevent broadcast networks from owning cable systems.

Questions were invited, but nobody asked Wright anything.

During the picket-line picnic in front of DeVoto's home in upscale Kentfield, NABET strikers were joined by a number of KYUU broadcast personalities who declined to share their boss's food and drink with scabs while the station's technicians were outside.

The letter campaign directed at G.E. President Jack Welch, Jr., uses a take-off on the current NBC slogan, "Come Home to NBC."

Friends of the union are urged to inform Welch: "I won't come home to NBC until NABET can."

Labor Video Project Looks at VDTs

The Labor Video Project of San Francisco will focus on problems of VDT workers in the program to be broadcast during September.

Lee Heller said the program would be taped Aug. 20 and aired at 8 p.m. on Sept. 3 and Sept. 17 over San Francisco Cable Channel 25 with several union members participating.

Members of the project present hour-long programs on labor each month over Channel 25. Heller said the September show also would include segments on women workers in the computer industry and on labor murals.

The project office is at 775 Bush St., Suite 106, San Francisco 94108. The phone is (415)-433-4239.

Coors Boycott Ends After 10-year Fight

(Continued from Page 1)

can easily and quickly understand.''

Sickler provided additional measurements of the disaster that Coors brought upon itself.

''Coors has been forced, literally, to run across the country in an attempt to escape the effects of the boycott,'' Sickler said.

''When the boycott started, Coors was the best-selling beer throughout its market, which consisted of 11 western states. Today, Coors is selling about the same total amount of beer a year, but is trying to operate in 46 states rather than 11. It is no better than number three in sales in any market.

''This is in spite of an advertising budget that grew from from $7 million in 1977 to more than $200 million in 1986 while producing barely the same sales that the company had 10 years and four months ago,'' Sickler added.

Kirkland said he expected a renewed organizing drive to begin among some 3,100 eligible workers at Golden within a matter of days, leading to a vote ''within weeks.''

Peter Coors, who took over the running of the company from his father, Joseph, in 1985, initiated the discussions that led to Wednesday's agreement.

A statement by Kirkland cited ''the more positive approach taken by the current Coors' management.'' The AFL-CIO president said, ''All strikers who have desired to return to Coors have done so, and the company has taken a series of initiatives to improve its record on employee rights and on individual rights generally.''

The arch-conservatism of Joseph Coors brought legions of liberal allies into the boycott on the side of organized labor.

Included were peace activists and Hispanics angry over Coors' contributions to the contras, women's rights advocates upset over donations to defeat the equal rights amendment, gay rights activists and others alarmed over Coors support of their right-wing enemies, civil liberties advocates opposed to the company's use of lie detectors and other intrusions into workers' private lives, and a number of ethnic groups opposed to Coors because of a perception that the company discriminated in hiring.

The popular effectiveness of the boycott was demonstrated by a scene acted out some months ago at a blue-collar bar south of Market Street in San Francisco frequented by employees of two nearby newspapers.

Two gypsy truckers waiting to unload preprints at a newspaper dock entered and ordered sandwiches. As the waitress headed for the kitchen, one of the truckers called after her, ''And two bottles of Coors.''

There was a sudden lull in conversations of the regulars — mostly pressmen, printers, mailers and reporters — noticeable enough to catch the attention of the bartender. He looked quizzically at the waitress, who happened to be of Irish origin.

''These two fellas here are askin' fer Coors,'' she said.

''Tell them,'' the bartender replied, ''that they can have anything but Coors.''

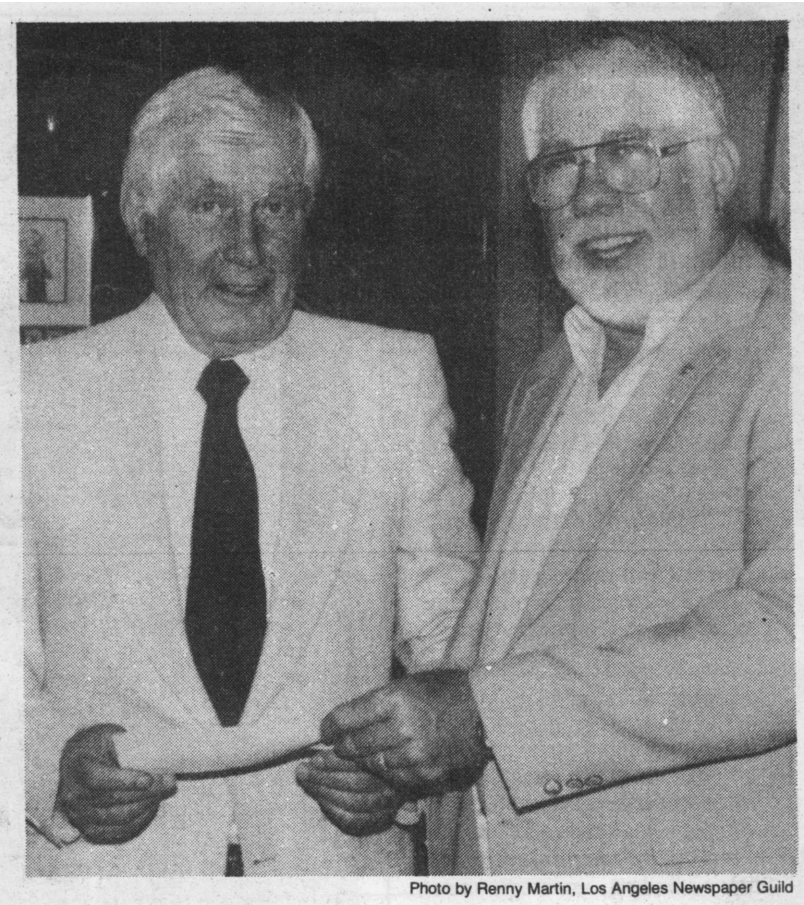

Photo by Renny Martin, Los Angeles Newspaper Guild

Immigration Aid **Bruce Lee, right, Region Six director for the United Auto Workers, presents $15,000 check to William R. Robertson, executive secretary-treasurer of the Los Angeles County Federation of Labor, for the federation's Immigration Assistance Project. The project provides guidance and counseling for workers seeking legal resident status under the Immigration Reform Act. It includes seven centers, with three of them sponsored by the Hotel Employees and Restaurant Employeees.**

Labor Bills Advance as Legislators Return

(Continued from Page 1)

compensation bill has surfaced — one including many of the changes employers have been seeking for the past two years.

This bill, AB 1469 by Cathie Wright, R-Simi Valley, dealt merely with technical language in workers' compensation law when it cleared the Assembly prior to the deadline for action in the house of origin. It was amended subsequently into a major workers' comp overhaul.

The bill that would force public transit agencies to sell of portions of their routes to private operators resurfaced briefly this week, demonstrating that earlier reports of its death were premature.

This time AB 2626 by Bill Duplissea, R-San Carlos, was sent to interim study by the Senate Transportation Committee. Interim study is a fate few bills survive.

The measure would force privatization by requiring public transit districts to turn over portions of their service systems to private operators each year. Presumably, private operators would accept only the most profitable routes.

The California Labor Federation is adamantly opposed.

That Duplissea's bill was still alive in an Assembly committee weeks after the deadline for moving Assembly bills over to the Senate was seen by many observers as a dramatic demonstration of what can be accomplished with a generously funded lobbying campaign.

It came before the Transportation Committee after receiving approval for special reconsideration treatment. Only three of the committee members — all Republicans — would vote in favor of it, but a committee majority was willing to vote to set the rejection aside and then, on reconsideration, pack the bill off to interim study.

In its latest incarnation, AB 2626 contains a $25 million fund for transit expenditures, a large portion of which would go to the very transit agencies whose best routes its advocates covet.

The bill to limit liability of surety bond providers — another measure backed by a well-heeled lobbying campaign — was given a hearing but not put to a vote in the Senate Judiciary Committee.

It is AB 1677 by Pat Johnston, D-Stockton, which would limit the liability of a bonding company to the face value of the surety bond it has written for a contractor.

Tom Rankin, research director of the California Labor Federation, pointed out that the bill would eliminate punitive damages against bonding companies that refuse to act in good faith to settle claims by customers or workers.

Since such claims routinely are for the full value of the bond, the bonding company would have nothing to lose by stalling claimants until they were willing to settle for less, Rankin said.

Consumer groups, union trust funds and affiliated unions joined the state federation in opposing the bill.

Another special interest measure won 6-3 approval in the Assembly Labor and Employment Committee.

SB 342 by Ken Maddy, R-Fresno, would take overtime pay away from race track stablehands, exercise riders and other ''back stretch'' workers.

Democrats Richard Floyd, Lawndale, and Lucille Royball-Allard and Richard Polanco, both Los Angeles, all voted against the measure.

Democrats Johan Klehs, San Leandro, and Sally Tanner, El Monte, voted in favor of the bill along with four Republicans: Chris Chandler, Yuba City; Doris Allen, Cypress, Bill Bradley, R-San Marcos, and Duplissea.

The bill to eliminate a tax break for expenses at clubs that discriminate against women or minorities advanced Wednesday with support from the state federation.

Kathleen Kinnick, director of women's activities for the federation, testified that AB 236 by Gwen Moore, D-L.A., would be a major factor in eliminating discrimination and would bring California into conformity with federal tax law.

The bill would disallow as income tax deductions money spent to pay bar bills in such clubs. The Senate Tax and Revenue Committee approved the measure 5-1 in a bipartisan vote.

AB 368, the parental leave bill sponsored by the labor federation and authored by Moore, was put over a week after Moore announced plans to amend it to raise the number of employees a firm would have to employ to be affected.

The proposal to require reports to the Employment Development Department by employers planning plant closings or cut-backs was among the measures approved by the Senate Industrial Relations Committee and sent to the Appropriations Committee.

The bill is AB 607, authored by Maxine Waters, D-L.A. and sponsored by the state federation. Rankin testified for the measure. The opposition was led by the California Chamber of Commerce, California Manufacturers Assn. and state Employment Development Dept.

AB 2024 by Waters was approved by the committee with support of the state federation and over objections of the Chamber of Commerce. It would extend an unemployed worker's eligibility for participation in Employment Training Panel programs from one year to two years after exhaustion of unemployment insurance benefits.

Also approved with federation support was AB 2433 by Art Agnos, D-S.F., which would require the Hazard Evaluation System and Informational Services (HESIS) to identify and prepare warning notices for the 100 most dangerous toxics found in California workplaces. Opposition came from the Chamber of Commerce and the state Department of Industrial Relations.

The committee also approved AB 1669 by Johnston, which would preserve the unemployment insurance benefit eligibility of a jobless person who is obliged to testify in court and who is deemed unavailable for work and ineligible under current regulations.

SB 1037, by Art Torres, D-L.A., which would remove a sunset clause that otherwise will terminate cancer presumption protections for firefighters under workers' compensation, was approved by the Finance and Insurance Committee with federation support and sent to the Ways and Means Committee.

AB 1468 by Jerry Eaves, D-Rialto, which would establish a program to inform workers of their rights to disability insurance benefits, was sent to the Senate floor by the Appropriations Committee.

Gov. Vetoes VDT Study

Gov. George Deukmejian has vetoed the bill that would have required Cal-OSHA to complete a study of the need for a state VDT health and safety standard before next July 1.

The measure, AB 348 by Sally Tanner, D-El Monte, had the strong backing of the California Labor Federation. Its demise leaves only one VDT worker protection bill alive in this session of the Legislature.

That measure is AB 1279 by Tom Hayden, D-Santa Monica, which has been cleared by the Assembly and awaits a vote on the Senate floor. AB 1279 has been amended so heavily that it would merely prohibit an employer from using VDTs to subject employees to subliminal messages flashed onto VDT screens.

VDT worker protections have failed for three years in a row at Sacramento in the face of well-financed lobbying campaigns by manufacturers and employers.

Deukmejian noted in his veto message that the Cal-OSHA Health Standards board had asked the Division of Occupational Safety and Health to convene an ad hoc advisory committee. No deadline is provided.

The measured, if signed into law, would have affected only public employees pending restoration of Cal-OSHA. The governor killed Cal-OSHA protections for those employed in the private sector.

Closures Conference Delayed

(Continued from Page 1)

coordinated with the new federation program,'' he added.

''In consideration of the fact that the problems of worker dislocation due to plant closings have grown to crisis proportions in California, your California Labor Federation and the national AFL-CIO Human Resources and Development Institute are conducting negotiations with the State Job Training Coordinating Council for an appropriate level of funding to implement a new California Labor Coordination Program,'' Henning wrote in a message to all affiliates.

''The new program is expected to become effective beginning Jan. 1, 1988. Thus, postponing our plant closure conference to January will afford us the opportunity not only of presenting an educational and training session relating to existing services for dislocated workers, but also will provide the occasion to present and discuss details of the new assistance program and outline the role of central labor bodies and local unions,'' Henning said.

A plant closures conference for Northern California was held last week in San Francisco under sponsorship of the state federation, the Human Resources and Development Institute of the national AFL-CIO and the U.S. Department of Labor.