

Chief Justice Bird

Fed Launches Court Defense

The Labor Committee for Judicial Independence sponsored by the California Labor Federation officially opened its doors for business this week — the business of defending California Supreme Court justices against arch-conservatives.

In its campaign to preserve the judicial independence of the court, the committee is pledged to support Chief Justice Rose Bird and Associate Justices Joseph R. Grodin, Stanley Mosk and Cruz Reynoso. The committee also is pledged to support Associate Justices Malcolm M. Lucas and Edward Panelli — appointees of Gov. George Deukmejian who are not under attack from the far right

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— in the confirmation election next November.

The committee has its roots in action taken last September by the Executive Council of the federation, which resolved then to sponsor such an organization to defend the independence of the court.

John F. Henning, executive secretary-treasurer of the federation, has been designated chairperson. Albin J. Grün, federation president, is committee treasurer.

The 35 vice presidents of the federation complete the membership of the committee.

Henning said the committee is determined to "preserve the independence of the court and keep it free of lynch mobs and the kind of vigilante action that San Francisco knew in the 1850s." He added, "We regard as essential the maintenance of the tradition of a free and independent judiciary."

The committee swings into action at a time when forces of the right are stepping up their efforts to rid the court of liberal justices so that Deukmejian can appoint conservatives to replace them.

Henning said that although the far right had seized upon the death penalty debate to incite emotional opposition to the justices, the overriding motive for the attack is op-

position to decisions upholding rights of workers, women, children, minorities and the poor.

The committee membership is the same as the membership of the Executive Council of the federation. Included are:

Cass Alvin Compton, United Steelworkers of America; M.R. Callahan, Long Beach and Sacramento, legislative advocate for the federation; Val Connolly, San Mateo, secretary-treasurer, Culinary Workers Local 340; Jerry Cremins, Sacramento, president, California State Building and Construction Trades Council; William C. Demers, Los Angeles, district vice president, United Communi-

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Cost Containment Works For Clerks' Health Plans

A health care financial crisis was deepening in 1981 for 75,000 members and dependents covered by three United Food and Commercial Workers trust funds in nine counties around the San Francisco Bay.

Health care costs were increasing much faster than any other consumer costs. Contributions negotiated that year with one large employer were proving insufficient to maintain benefits. Other employers, squeezed by recession, were taking bargaining stands that made it increasingly difficult to negotiate both pay increases and fringe benefits sufficient to satisfy the voracious appetites of the health care providers.

Trust fund reserves were barely large enough to pay one month's premiums.

Today, fund reserves are sufficient to pay the bills for a year. Services to members and dependents have broadened. Co-payments—the amounts workers must pay in addition to whatever the health plan provides—have all but disappeared. And, increases in health care diversions from pay packages negotiated with employers have been kept under control.

It is one of the most dramatically successful examples of health care cost containment to be found in the U.S. labor movement.

Five years ago it was costing the trust funds 25 percent more to cover a member under an indemnity insurance plan than under the Kaiser health plan.

By the start of 1985, after less than four years of effort at containing costs of the indemnity plan, the two coverages were costing about



Bill Henderson

the same per member.

During 1985, the indemnity coverage cost dropped below that of Kaiser by an average of 7.5 percent for the entire year.

But the indemnity coverage was dropping at an accelerating rate. In December of 1985, the most recent

month for which figures are available, Kaiser costs were 26 percent above costs of the other health insurance.

It is only the beginning, says Bill Henderson, retired executive officer of one of the UFCW locals involved and voluntary advisor to the unions and their health care trustees.

"Five years ago we woke up to the fact that we were negotiating better contracts for doctors, hospitals and other health care providers than we were for our own members," Henderson said recently.

"In our case, it was the unions that took the lead. Once we got the employers interested, things began to take shape," Henderson said. "We're using our economic power in negotiations with the health care industry. It means more money in workers' paychecks."

"It is a revolution in the way health care is delivered and paid for."

The workers are members of UFCW Locals 1179, 820, 648, 1100, 428, 775, 373 and 410. They are clerks in, for instance, groceries, liquor stores and drug stores. They work in Sonoma, Napa, Marin, Solano, San Francisco, San Mateo, Santa Clara, Alameda and Contra Costa counties.

The trust fund first hit by the crunch of 1981 reacted by making the amount charged by Kaiser the maximum payment for all members. It was business as usual for those using Kaiser, but others found their co-payments increased

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Coors Loses In Berkeley Co-op Ballot

Members of the Berkeley Co-op have voted in favor of removing Coors beer from shelves of their retail stores.

It is yet another public relations disaster for Coors, which sent its top publicity and community relations representative to Berkeley to debate with Dave Sickler, the AFL-CIO's national boycott coordinator.

It comes hard on the heels of brewery industry reports confirming the continued impact of the boycott. Coors was No. 1 in California with 43 percent of the beer sales in this state in 1977 when the company decided to bust its unions. That share has been reduced to 14 percent, according to the most recent reports.

Results of the Co-op referendum were announced by Henry Lynn, chairman of the cooperative's election committee. The Coors proposition was phrased as advice to the Co-op directors, several of whom were up for reelection on the same ballot, and it will be placed before the board after new members are seated and a chairperson is elected. The vote was 1,795 to 1,528, Lynn said.

Sickler heard the results of the referendum shortly after returning to California from midwestern and eastern states, where he was helping organize new regional boycott coalitions.

Coors currently is trying to break into the New England market.

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2,314 Compete For Scholarships

A total of 2,314 high school seniors will participate on Thursday, March 13, in the richest California Labor Federation Scholarship Awards competition ever held.

Awards total \$26,000 this year. There are 52 scholarships worth \$500 apiece. Fifty, including many in memory of labor leaders, are funded by unions and councils affiliated with the federation. Two are provided by the federation itself in memory of the late leaders Neil Haggerty and Thomas Pitts.

It is the largest number offered since the federation launched the program in 1950 to pull together scholarships that were being offered separately and often with little exposure. The coordinated program makes possible uniform, expert judging and provides a total prize rich enough to assure participation throughout the state.

Broader participation also promotes a main goal of the program:

exposing bright, college-bound high school seniors to the history and accomplishments of the labor movement.

The seniors will sit down Thursday to take the two-hour examination at 52 high schools throughout California—at every school, in fact, where a student applied and was found eligible. Examinations are administered by faculty members and are returned to the federation by principals of the schools.

The examination is in two half-hour sections and one section lasting an hour. The first part consists of objective questions. The second requires answering six specific questions about the labor movement. The third is an essay on a labor-related topic that the contestant selects from a list provided at examination time.

Winners are to be announced in May. Checks for \$500 will be

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Kirkland Promises Aquino Support

Lane Kirkland has promised President Corazon Aquino of the Philippines the full support of the AFL-CIO to generate economic assistance for her people that would "respond to their needs and strengthen their democratic institutions."

The promise came in a telegram in which the labor federation presi-

More AFL-CIO actions: Page 2.

dent hailed Aquino's inauguration as "democracy's success and a moving tribute to the courage of the Filipino people."

Kirkland cited the long and close working relationship between the AFL-CIO and the Trade Union

Congress of the Philippines. He noted the role played by members of the TUCP in ousting Ferdinand Marcos and he paid tribute to such labor leaders as Democrito Mendoza and Ernesto Herrera. Herrera received the AFL-CIO's George Meany Human Rights Award during the convention last fall at Anaheim.

PERIODICALS DIVISION
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SAN FRANCISCO, CA

AFL-CIO Seeks Strengthening Of Family Life

The AFL-CIO, warning that many who label themselves "pro-family" are in reality architects and supporters of policies that weaken families, has called for a broad range of federal actions to strengthen family life in America.

The call came in a policy statement adopted by the Executive Council of the federation during its quarterly meeting last week at Bal Harbour, Florida.

At the same meeting, the council called for policy shifts including a federal tax increase and defense spending curbs to head off economic collapse. (See California AFL-CIO News of Feb. 21.)

The council described the family as the key to "social stability, community progress and national strength." It said strengthening the family is at the heart of the labor movement's long struggle to raise wages and living standards, to democratize education, leisure and health care, to broaden individual opportunity and secure dignity in old age.

Currently, two out of three jobless workers get no unemployment benefits at all, the council pointed out.

"More and more low-wage, year-round workers fail to earn enough to lift their families out of poverty," the statement continued. "In 1985, a full-time worker at the minimum wage earned only \$7,000, less than half the \$17,000 needed, according to the Bureau of Labor Statistics, for a "minimum but adequate" living for a family of four, and far below the official \$11,000 poverty line for such a family."

The problems for families mount when both parents become wage-earners and when day care is required for small children or other dependents, including elderly and handicapped family members. Day care, it was noted, at a cost of \$3,000 a year, consumes huge chunks of working families' incomes.

"There are no simple, easy or cheap ways to meet the needs of America's families who have diverse and sometimes conflicting interests," the council said. "But unions have special responsibilities and opportunities to promote and defend family-oriented programs, both public and private."

Family-strengthening programs that are to be won through collective bargaining were cited: equal employment opportunity, pay equity, maternity and paternity leave, child care, the right to

refuse overtime, flexible work schedules and an end to sex discrimination.

Affiliates, the council said, should push for these and should work with other organizations to find ways to provide care for children or other dependents.

Support for a broad range of federal actions to strengthen families was urged:

- National economic policies aimed at full employment in line with the Humphrey-Hawkins Full Employment and Balanced Economic Growth Act of 1978.

- Improved unemployment insurance, health care protection and mortgage and rental relief for unemployed workers.

- Quality health care of all families.

- An increase in the minimum wage to assure more adequate income for the working poor.

- A shorter workweek, reduced work hours per year and higher overtime penalties to increase opportunities for family life.

Specifically, the AFL-CIO urged the Congress to:

- Enact a broad-based national program to make day care available to all who need it and to provide financial incentives to states for encouragement of programs in early childhood education and child care services, as well as services for the elderly and the disabled, and to improve licensing and monitoring of day care.

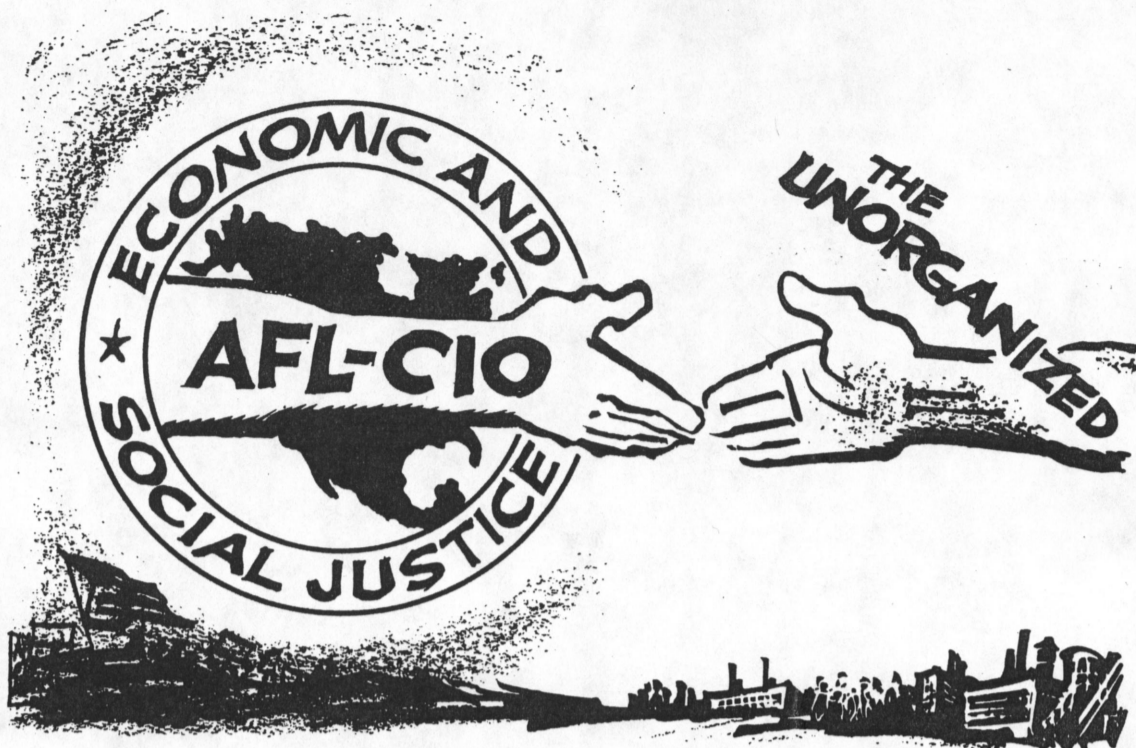
- Pass legislation to insure that parents can take a reasonable parental leave to care for newborn, newly adopted or seriously ill children without risking loss of their jobs.

- Restore funding to family support programs including Aid to Families with Dependent Children, food stamps, and Medicaid.

- Restore and increase funding for social services under Title XX of the Social Security Act to meet the needs of abused children, the mentally ill, and the elderly, as well as to provide child-care services for low-income working mothers.

- Retain the tax credit now allowed for child care expenses. Congress should resist the Reagan Administration's efforts to change the tax credit to a tax deduction—making it far less advantageous to lower-income families.

"Work and family problems are complex. They will not yield easily or soon to the private and public efforts we are proposing," the council declared.



Civil Rights Restoration Gets AFL-CIO's Backing

The Executive Council of the AFL-CIO has called for support of the Civil Rights Restoration Act, charging that the Reagan Administration and its right-wing supporters have halted progress toward true equality for minorities and women.

Attorney General Ed Meese and the EEOC were singled out for particular criticism in a policy statement adopted by the council.

The council pointed out that right-wingers have piled on controversial and unrelated amendments to stall the bill, which is intended to undo damage inflicted by the Supreme Court's Grove City decision of 1984. The Grove City ruling narrowed the scope of the law prohibiting sex discrimination by recipients of federal education funds. It also has been read as a bar to enforcement of laws forbidding discrimination based on age, race

or handicap by federal fund recipients.

Meese and the Equal Employment Opportunity Commission have "set out to destroy the government's affirmative action program," the council statement said.

"The attorney general is energetically pursuing a campaign to persuade the president to emasculate the long-standing Executive Order that puts affirmative action employment obligations on federal contractors," the statement notes.

"...the EEOC has stopped seeking goals and timetables relief against employers who... engaged in discriminatory employment practices. ... The result is to... encourage violation of the law by employers who know that the EEOC does not apply serious sanctions to wrongdoers."

"The AFL-CIO is committed to

preventing federal subsidization of discrimination and to furthering affirmative action that provides women, blacks, Hispanics and members of other minority groups equal opportunity not just in theory but in fact.

"So long as the Reagan Administration is in power, we have no choice but to concentrate on the job of restoring and maintaining current anti-discriminatory law. The labor movement will work with its civil rights allies on that immediate task and, once it is accomplished, on the longer-range goal of making the required legal improvements."

Datebook

47th Convention, California State Council of Carpenters: March 11-14, Oakland Airport Hilton Hotel.

California Labor Federation Executive Council quarterly meeting: March 18-19, Woodlake Inn, Sacramento.

A. Philip Randolph Institute California State Conference: March 21-23, Inn at the Park Hotel, Anaheim.

California Labor Federation Executive Council COPE meeting: April 7-9, San Francisco.

Pre-primary Election convention, California Labor Federation: April 10, San Francisco.

Joint Legislative Conference: May 5-7, Capitol Plaza Holiday Inn, Sacramento.

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

California Labor Federation Executive Council pre-convention meeting: July 23-25, Capitol Plaza Holiday Inn, Sacramento.

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

Trade Union Summer School: Sept. 21-25, Woodlake Inn, Sacramento.

Disaster Victims Get Jobless Aid

Federal Disaster Unemployment Assistance may be available to persons whose jobs were interrupted by the recent storms and floods.

The assistance is available to both self-employed persons and to those who work for employers, according to Kay R. Kiddoo, director of the California Employment Development Department.

The area covered includes the nine counties listed in disaster announcements: Lake, Marin, Napa, Sacramento, Santa Clara, Santa Cruz, Solano, Sonoma and Yuba. Assistance would be for work lost after Feb. 12. Eligibility includes persons who were to begin work after Feb. 16 but could not do so because of storm or flood. The deadline for filing claims is April 4.

Claim forms are available at disaster assistance centers in each of the counties.

Details can be had from local EDD offices, which are listed in telephone directories under California, State of.

U.S. Decertifies Two Phony Fronts

The two Caltrans freeway subcontractors that federal officials determined were phony fronts have been formally declared ineligible for future federally funded public works projects, it was announced this week.

This means that H & H Electric and C.E. Croff Construction no longer can be put forward by the union-busting Rail-Roadway/Hatch Co. of Oregon as owned by disadvantaged minorities or women in order to qualify Rail-Roadway/Hatch as a bidder on projects where such disadvantaged business participation is required under federal equal opportunity rules.

It does not mean that H & H Electric and C.E. Croff will be

thrown off the \$43 million Caltrans freeway interchange project in Alameda County, where protests by trade unionists brought the case to public attention. Federal rules allow Rail-Roadway/Hatch to continue using the two phony subcontractors until that project is completed.

It does, however, raise the question of prosecution for fraud.

The role of Rail-Roadway/Hatch in getting the two phony firms certified was being pointed out anew to the California attorney general and the Alameda County district attorney.

The case bears similarities to that of former U.S. Labor Secretary Raymond Donovan, building and construction trades leaders

noted.

Donovan, who awaits trial, resigned as Ronald Reagan's labor secretary over allegations involving use of phony front subcontractors by the New Jersey construction firm of which he is an officer.

It is undetermined whether the latest federal action will have any effect upon a union suit against Caltrans that has become bogged down in procedural obstacles.

The Alameda County Building and Construction Trades Council sued because Caltrans appointees of Gov. George Deukmejian violated the department's own strict bidding rules to enable Rail-Roadway/Hatch to get the Alameda County freeway contract. It

is the largest single freeway contract ever awarded in California.

H & H was represented as being co-owned by the wife of one of the prime contractors. The U.S. Department of Transportation determined this to be a sham. It said H & H was not independent.

A similar finding was made about C.E. Croff, a foreman for the prime contractor who invested \$500, used Rail-Roadway/Hatch equipment and supervised persons paid by the prime contractor to place structural steel at the Caltrans project.

The decertification of Croff and H & H Electric came when neither company filed a timely appeal against the DOT findings.

Publisher's Notice

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Unions Take the Money; Publisher Runs

Seven unions will collect \$365,000 from Ingersoll Publications, Inc., on behalf of 83 newspaper workers who lost their jobs two years ago in the collapse of the Berkeley Gazette and of the Contra Costa Independent, which was known for most of its life as the Richmond Independent.

Payments to workers will range up to nearly \$11,000, depending upon salary and length of service. Almost \$48,000 will be paid into pension and health and welfare trusts to which the employer owed money.

That is the good news.

The bad news is that the workers and their trusts were owed \$882,000.

Ingersoll denied liability and tried to shift responsibility to Brown Newspaper Publishing, Inc., from which it acquired the Gazette and Independent in 1981. The Brown company was without assets.

A suit by the unions against Ingersoll, already two years in federal court, was expected to go to trial this year. But with the prospect of employer appeals prolonging the litigation for perhaps three years more, the decision was made to

settle and get money into the hands of the laid-off workers. Attorneys were drawing up the settlement papers this week.

Severance, vacation and pay in lieu of notice are owed.

Unions involved are Bay Area Typographical Union Local 21, San Francisco-Oakland Mailers Local 18, Northern California Newspaper Guild Local 52, Teamsters Local 96, Office and Professional Workers Local 29, Graphic Communications Local 583 and Web Press Local 4, also a GCIU affiliate.

The Gazette and Independent, both founded in the 19th Century, were in deep financial trouble when Ingersoll came on the scene in 1981 and announced it would take over the publications from Brown, which was in default on loans totaling more than \$6 million, if the unions granted certain concessions.

Ingersoll, based in Connecticut, operates a number of newspapers in the East and Midwest. Company representatives assured the unions they had expertise in rescuing distressed newspapers. Concessions were granted, and the employees breathed easier.

It was a short honeymoon. Within a year there were widespread and repeated contract violations. Ingersoll admitted at a meeting instigated by the unions that it could not meet its contract obligations. At the suggestion of the unions, negotiations on new contracts began. These dragged on for 19 months while the Gazette was put to sleep in March of 1984 and until the renamed Independent was shut down on May 13, 1984.

It was during these months that Ingersoll representatives announced at the bargaining table that they did not consider themselves owners of the papers, saying that they had undertaken only to manage the properties for the bankrupt Brown Co.

The unions sued. The two companies sued each other and were countersued. And while this litigation was in progress, the employers and the principal creditor, Barclays American Business Credit, Inc., asked the unions to accept further pay cuts of 35 percent and to agree to virtual elimination of pension and health and welfare plans.

The request was submitted to members of the unions, who voted overwhelmingly against it.

Honors for C.D. Parker

Charles David (C.D.) Parker was honored for his years of service to the labor movement and to his community during a testimonial dinner last Saturday night sponsored by the Alameda County Chapter of the A. Philip Randolph Institute.

The event drew a full house of more than 250 participants to H's Lordships restaurant on the Berkeley Marina.

Norman Hill, national APRI president, came from Washington to be guest speaker.

The keynote speaker was Peter Guidry, coordinator of labor programs at the Center for Labor Research and Education of the UC-Berkeley Institute of Industrial Relations. Alta Kennedy, treasurer of SEIU Local 18 of Oakland, made the presentation to Parker.

Don Hightower, field representative for the California Labor Federation and regional coordinator

of APRI, was master of ceremonies. Among those who spoke were Lawrence B. Martin, international representative of the TWU and California APRI president; Jessie Wilson of CWA Local 9415, president of the Alameda County Chapter of APRI; Steve Martin, executive secretary of the Alameda County Central Labor Council, and the Rev. Will Herzfeld, the honoree's pastor at Bethlehem Lutheran Church in Oakland.

Parker, a native of New Orleans who became a Californian after World War II service in the Navy, has been business manager/secretary-treasurer since 1963 of Industrial Iron & Metal Workers International Union Local 1088.

He is first vice president of the Alameda County Central Labor Council, auditor of the Northern California District Council of Urban Renewal and Red Cross

Laborers, trustee of the Industrial Iron and Metal Health and Welfare Fund, manager of the Laborers' Political League, and a member of APRI chapters in Alameda and Contra Costa Counties and of the statewide organization.

He has served as sergeant-at-arms of the Bay City Metal Trades Council and as chairman of the advisory committee of the Center for Labor Research and Education at UC-Berkeley.

Parker has served his community as a member of the Oakland Renaissance Society, founder and president of the Urban Affairs Committee, member of the Alameda County MDTA Advisory Council and trustee of the Manpower Commission of the City of Berkeley.

He has been a member of the Oak Center Better Housing Assn., Oakland Citizens Committee for



C.D. Parker

Disaster Committee. He is an elder and an usher at Bethlehem Lutheran Church, and he has served the church also as treasurer and Sunday school teacher.

He and Gladys, his wife of 43 years, have four daughters and five grandchildren.

Fed's VDT Bill Takes New Tack

The video display terminal bill sponsored in the 1986 Legislature by the California Labor Federation would require Cal-OSHA to prepare standards for use of the computer terminals by Feb. 1 of next year and to set forth an employer's obligations to VDT users by one year from next Jan. 1.

The measure is SB 1996, entered by Sen. Bill Greene, D-L.A. It should have been included in the list of federation-sponsored bills reported last week in California AFL-CIO News.

The Cal-OSHA mandate is a different approach from that taken by the federation in the last two Legislatures, when VDT bills drew support from large numbers of trade unionists but failed to get out of committee.

The bill is expected to be heard April 9 in the Senate Industrial Relations committee. Sen. Greene, the author, is the committee chairman.

Greene's bill would make a finding that the increasing use of video display terminals is accompanied by an increasing number of health complaints from users. It would note that medical studies have established links between use of the terminals and various physical and psychological problems.

It would require Cal-OSHA to continue to monitor developments in the area of low-level radiation from VDTs and to provide workers with protection that in the future is "deemed appropriate."

Mothers' Pay Counts

There were 6.3 million families with children dependent upon the mother's salary in 1984, according to the U.S. Department of Labor. This was one-fifth of all American families with children.

Labor Studies Conference This Week

Historians, archivists and labor leaders from across the country will assemble in San Francisco this Friday and Saturday, March 14 and 15, for the 1986 Southwest Labor Studies Conference.

Friday sessions will be at San Francisco State University, where the new Labor Archives and Research Center will be on display. On Saturday, the conference will shift to the SEIU building, 240 Golden Gate Ave. in downtown San Francisco.

David Montgomery, Yale University labor historian, will speak on lessons for labor in the 1980's at the Friday general session. He'll be introduced by David Brody, UC-Davis labor historian. Audience questions will be invited.

Phil Mason, director of the Walter Reuther Library at Wayne State University, Detroit, will lead a panel discussing use of labor archives.

Participants will include Lynn A. Bonfield, director of the new archives at S.F. State; John A. Brennan, University of Colorado; Sarah Cooper, Southern California Library for Social Studies and Research; Bonnie Hardwick, Bancroft Library, UC-Berkeley; Leslie Hough, Georgia State University; Robert Marshall, Cal State-Northridge; Carol Schwartz, ILWU Anne Rand Library, and Karyl Winn, University of Washington.

Walter Johnson, secretary-treasurer of the San Francisco Labor Council, will lead a discussion on what's next for labor. The panel will include Tom Balanoff, Boilermakers research director; Jackie Ruff, SEIU District 925; Brian Turner, AFL-CIO Industrial Union Department, and Brody.

Jeff Greendorfer of the San Francisco Labor Council will lead a discussion of labor and politics in the 1980s and 1990s. He'll be joined by Al Lannon, president of ILWU Local 6; Steve Neuberger, SEIU Local 790, and Mike Nye.

A session on the Knights of Labor will be led by Jules Tygiel of SF State, with Kim Voss, UC-Berkeley; David Brundage, UC-Santa Cruz, and Robert W. Cherny, SF State.

A session on organizing the unorganized will be led by Richard Liebes, retired research director of SEIU Joint Council No. 2; Ignacio

De La Fuente, Molders Local 164; Mary Kay Henry, SEIU Local 250; Homa Tahidi, HERE Local 340, and Michael Eisenscher.

Sandy Cate of the Northern California Labor Foundation will chair a session featuring a multi-media presentation on trade unions of Detroit. Tim Sampson of SF State will lead a session on organizing for bargaining. Participants will include Wray Jacobs, SEIU Local 87, and Seymour Kramer, UTU Local 1741.

Mark Anderson of the AFL-CIO Research Department is to chair a panel on international trade. Barry Silverman, ILWU, and Mattie Jackson, ILGWU vice president, will take part.

Two gate problems will be discussed by Stan Smith, San Francisco Building and Construction Trades Council; John Neece, Santa Clara and San Benito Counties; John Gibson, Carpenters Local 2345, Santa Monica, and John Reiman, Carpenters Local 36, Oakland.

Cherny, Tygiel and William Issel of S.F. State will lead participants on an historical walking tour of San Francisco after the Saturday sessions end.

UC Guide Lists California Workers' Rights

The most complete guide to workers' legal protections ever assembled in this state has just been published by the Center for Labor Research and Education of the Institute of Industrial Relations at the University of California, Berkeley.

The book, entitled California Workers Rights, is described by co-author Joan Braconi as an attempt to pull together the entire body of state and federal regulations protecting workers in this state along with remedies available and a guide to the agencies responsible for providing them.

Braconi and co-author Alan Nicholas Kopke also wanted to present the book in language any

one could comprehend. They succeeded, according to experts who have read their book. One of these is John F. Henning, head of the California Labor Federation, who writes in the forward that the book fills a long-standing need.

The book is arranged by categories of protections: hiring rights; blacklisting, investigations and police records; wages, fringe benefits and hours of work; working conditions including safety, health and sanitation; workers' compensation; organizing; discipline and discharge; whistleblowing and employee records.

It starts out with an introductory chapter than would be useful in any shop steward training class.

Some of the sections are entitled: "Confronting Your Employer—Don't Do It Without Help;" "Using Small Claims Courts;" "Using the District Attorney or Attorney General;" "Using an Enforcement Agency;" "Using Your Union Grievance Procedure."

Braconi says she and Kopke are especially proud of the fact that several parts of their book provide information a worker would have difficulty finding elsewhere. Among these are sections on whistle-blowing and discipline and discharge.

Henning wrote in his forward to the book:

"There has long been a need for a readable compilation of those

protections which guard the workers of California under state and federal law.

"This book meets that need and, further, includes the enforcement agencies to which workers may turn for assistance.

Braconi, a program coordinator at the Center for Labor Research and Education, trains union representatives in organizing, grievance handling, collective bargaining and other subjects. She is a member of the AFT and she has been a field representative and organizer for the SEIU.

Kopke practices labor law in Berkeley, representing unions and individual workers.

Labor's Stake in the Court

This article includes opinions and ideas of a number of attorneys who represent labor unions. Future articles will deal with California Supreme Court decisions regarding unemployment benefits, workers' compensation and rights of public workers.

Most union members are aware of the Reagan Administration's efforts to restrict the rights that the labor movement has won over the years, and they appreciate the need to fight back.

But relatively few working men

and women understand that the effort to unseat justices of the California Supreme Court is an attack upon wage-earners and their unions. Conservatives are trying to do to the Supreme Court what Reagan has done to NLRB.

Lost in the rhetoric and emotionalism of the crime issues raised by the court's enemies is the record of the justices in affirming workers' rights.

Chief Justice Rose Bird has a long history of concern for minorities, the poor, women and workers, Associate Justice Cruz Reynoso had a proud record during his years as an attorney of suc-

cessful litigation on behalf of victims of discrimination. Associate Justice Joseph Grodin was a union labor lawyer.

'Lost in the rhetoric and emotionalism... is the record of the justices in affirming workers' rights.'

All three have been targeted for removal from the court.

Two of the court's most far-reaching decisions have enabled employees injured by toxic

materials to sue employers for damages outside the workers' compensation system, where awards are limited.

In 1980, the court ruled that an employer could be sued for damages for lying to a worker about the danger of working with asbestos and the nature of the lung disease that was beginning to afflict the worker.

In November of 1985, the court expanded upon the 1980 decision and ruled that an employer could be sued for damages for allegedly concealing from a repairman the risk of concealed arsenic in copying machines brought in for overhaul.

The court majority, led by Chief Justice Bird, decided that in such cases the workers should have the right to sue employers for fraud without being restricted to the limitations of the workers' compensation system.

In another case, the court ruled in favor of an employee who had been the victim of racial slurs by supervisors. The employer denied responsibility for actions of the supervisors. But the court held that the employer placed the worker under the control of the supervisors and therefore had to accept blame for the supervisor's actions.

The court also struck down, to the benefit of California workers, the ancient notion that employees can be fired for any reason at all. The decision came in a case brought by a worker fired for refusing to perform an illegal act at the order of his beleaguered California court was one of the first in the country to affirm this right of workers.

Some other recent decisions of

the court that affirmed workers' rights:

- The decision last spring that upholds the right of public employees to strike over working conditions. The landmark decision also held that the employees' union could not be held responsible for economic losses incurred during the strike.

- The so-called Pruneyard Decision, named for a shopping center in San Jose, that assures persons the right to pass out handbills in the areas of a privately-owned shopping centers that are open to the public. A number of unions have taken advantage of this decision to distribute organizing handbills in shopping centers where freedom of access had been cut off.

- Decisions upholding the right of union representatives to enter upon an employer's property to

'The court also struck down... the ancient notion that employees can be fired for any reason at all.'

speak with workers. It is a ruling that has proved crucial in organizing, especially for the United Farm Workers.

These are decisions of a court committed to following the law and to protecting the rights of all, whether or not its decisions are popular.

It is a court committed to justice, and a court that will refuse the bow to the whims of the political party with the most money or the most people currently in high office.

DEFENSE: Labor Committee Set

(Continued from Page 1)

ations Workers of America;

Paul Dempster, San Francisco, president, Sailors' Union of the Pacific; Billy Joe Douglas, Stockton, business representative, Plasterers and Cement Masons Local 814; William G. Dowd, San Mateo, regional director, Operating Engineers;

Steve Edney, Wilmington, international director, United Industrial Workers; J.L. Evans, Sacramento, director, California Legislative Board of the United Transportation Union; Richard K. Groulx, Dublin; Don Hunsucker, Fresno, president of United Food and Commercial Workers Local 1288; Dallas Jones, Downey; Charles Lamb, San Francisco; Jack McNally, Walnut Creek, business manager, International Brotherhood of Electrical Workers Local 1245; Loretta Mahoney, Santa Rosa, executive secretary, California Culinary Workers Council;

Leo Mayer, San Francisco, president, California State Employees Assn.; Ray S. Mendoza, Los Angeles, assistant regional manager, Laborers International Union; Paul Miller, Los Angeles, secretary-treasurer, Los Angeles District Council of Carpenters; Raymond K. Nelson, Eureka; Ken Orsatti, Hollywood, executive secretary, Screen Actors Guild;

Justin Ostro, Long Beach, general vice president, Machinists and Aerospace Workers; Anthony L. Ramos, San Francisco, executive secretary-treasurer, California State Council of Carpenters; Richard C. Robbins, San Diego, international representative, IBEW; William R. Robertson, executive secretary-treasurer, Los Angeles County Labor Federation; George Soares, San Jose, president, UFCW Local 428;

Frank Souza, Oakland, directing

business representative, Machinists; Raoul Teilhet, administrative director, California Federation of Teachers; Tim Twomey, San Francisco, secretary-treasurer, Service Employees Local 250, and SEIU international vice president; John Valenzuela, Ventura, business manager, Laborers Local 585;

William Waggoner, Los Angeles, Operating Engineers vice president and business manager of Local 12; Cornelius Wall, Los Angeles, regional director, International Ladies Garment Workers; William Ward, Sacramento, secretary-treasurer, state Building and Construction Trades Council; Ray Wilson, Los Angeles, business manager, Southern California District Council of Laborers, and Charles Yelkey, Sacramento, international vice president, Amalgamated Transit Union.

COSTS: Clerks Cut Medical Bill

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sharply and their coverage reduced.

Today, indemnity plan participants who go along with cost containment get by virtually without co-payments, and their coverage is more comprehensive than ever before.

The cost-containment innovations are varied:

- Hospital contracting—forty-one hospitals are under contract, aside from Kaiser hospitals. For members who use them, the plans pay 100 percent of covered expenses. Members who insist on other hospitals are responsible for co-payments of up to 20 percent of their hospital bills.

- Hospital medical review—the San Francisco Peer Review Organization was retained to screen admissions to non-Kaiser hospitals for confinements not medically needed, instances where out-patient treatment would be appropriate, hospitalization longer than necessary, and charges for supplies not provided or services not rendered. Substantial costs accrue to members who decline to go along with review recommendations. Unapproved days in the hospital are reimbursed at only 50 percent of the usual rate.

- Drugs reimbursement—members who accept generic rather than brand-name drugs from contracting pharmacies get their prescriptions filled free. Others have to pay and then apply for reimbursement, less a co-payment of up to 10 percent.

- Podiatry plan—contracting with a panel of foot specialists cut costs by 26.5 percent while bring-

ing this type of care to nearly a third more members in the first year after it was offered to non-Kaiser participants.

- Alcohol and drug dependency—ten facilities in five counties contract with the plans to provide treatment that has proven effective and has eliminated hospitalization, which used to be the only way members could get paid care in such cases.

"We've just begun," said Henderson, noting that hospice care and home health care are being considered as appropriate services that could reduce costly hospital confinements.

"Now we are considering opening a dialogue with Kaiser Health Plan to encourage them to adopt some of these cost containment procedures," Henderson said.

The Northern California Labor Health Coalition, which Henderson helped found last year, currently is conducting a survey of the level of patient satisfaction at Kaiser.

Henderson retired in 1983 as executive officer of UFCW Local 1179. He was a trustee of three health plans and he negotiated health plan contributions with employers before retiring and shifting over to being a voluntary advisor.

Culinary Training

The San Francisco Culinary/Pastry Apprenticeship Program will accept applications from March 17 to April 30 at 760 Market St., San Francisco.

SCHOLARS: 2,314 Take Examination

(Continued from Page 1)

deposited with the colleges in which winners enroll next fall.

A panel of graduate students selected by the Education Committee of the federation will, as in past years, do the preliminary judging. The papers they rank highest will be turned over to judges, who will make the final decisions.

Judges this year are Gloria Busman, coordinator of the UCLA Center for Labor Research and Education; Alice Clement, instructor at Los Angeles Trade Tech Labor Center; Peter Guidry, coordinator of labor programs at the UC-Berkeley Labor Research and Education Center; Michael B. Lehman, professor of economics at University of San Francisco, and Leland B. Russell, member and past president of the California Council on Adult Education.

The competition is under the over-all guidance of the Education Committee of the California Labor Federation, which is headed by Albin J. Gruhn, federation president. Members are Raoul Teilhet of Los Angeles, administrative director of the California Federation of Teachers; Val Connolly of San Mateo, secretary-treasurer of Culinary Workers Local 340; Steve Edney of Wilmington, international director of the United Industrial Workers; Paul Miller, secretary-treasurer of the Los Angeles District Council of Carpenters; William Robertson, executive secretary of the Los Angeles Federation of Labor, and William Waggoner, general vice president of the Operating Engineers and business agent of Local 12, Los Angeles.

COORS: Co-op Voters Say 'No'

(Continued from Page 1)

It recently set up sales organizations and began trying to push its way into stores and saloons in Wisconsin. It has announced plans to start selling beer this year in Michigan, New York, New Jersey and Pennsylvania.

"We are following the plan that has taken away Coors' domination of its original markets. We are setting up coalitions with the same groups that support the boycott in the West," Sickler said.

"Coors was the top seller in every market in which it operated when the boycott began," Sickler noted. "Now they are No. 1 in none of these areas."

"We have taken away huge portions of their sales in their traditional markets, and they are going into these new states to try to generate sales to make up for what they've lost," Sickler added.

The impact of the boycott is reflected in figures reported in the latest edition of Beer Statistics News, a trade journal published in Nyack, New York.

Sales in the Rocky Mountain area, Coors' home territory, declined four percent in October, the last month for which figures are reported.

Coors' share of the market in Colorado, its own state, has declined from 50 percent to 21 percent during the boycott. Its market shares have fallen from 40 percent to 23 percent in Idaho and from 45 percent to 24 percent in Utah.

Coors owned the Oklahoma market with 68 percent of the sales in 1977. Today its share of Oklahoma sales is down to 27 percent.