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# Reich: Let Senate Vote on S. 55

See Page 4

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# Justice for Janitors Day

## S.F. News Strike Threatens

San Francisco newspaper publishers and their union-busting labor "consultants" were the targets of the 1994 Justice for Janitors Day demonstration Wednesday.

Janitors of Service Employees Local 87 along with several hundred members of seven other locals that make up the S.F. Conference of Newspaper Unions marched around main plants of the Chronicle and Examiner reminding the two management that workers are determined to strike, if necessary, to defend their collective bargaining contracts.

President Richard Leung of the janitors denounced the jointly owned S.F. Newspaper Agency, which operates Chronicle and Examiner plants and production, as the city's principal "enemy of justice."

Doug Cuthbertson of Northern California Newspaper Guild, chair of the Conference of Newspaper Unions, declared that all eight locals and their 2,800 members stand united in determination to derail the union-busting campaign engineered by the notorious King & Ballow lawyer firm imported by the publishers from Memphis, Tennessee.

**Janitors lead rally by hundreds of S.F. newspaper workers at Chronicle and Examiner.**

There are these developments in the escalating crisis:

- Captive audience sessions called by management are failing to create divisions and distrust. Instead, union members put management representatives on the spot by challenging their motives and denouncing the use of imported union-busters.
- Religious leaders from throughout the S.F. Bay Area are scheduled to meet next Thursday, June 23, to establish a support group in the name of social justice and workers' rights.
- Advertisers are being warned that a strike is imminent. At the same time, the business community is being given the facts about the breakdown in collective bargaining

(Continued on Page 4)

## L.A. City, County Targeted

Justice for Janitors Day at Los Angeles was the occasion for a massive protest Wednesday against county and city officials who are impoverishing growing numbers of workers by contracting-out the cleaning of buildings and other public services and permitting exploitive employers to drive down wages and strip away benefits.

Hundreds of janitors and immigrant rights advocates marched from Service Employees Local 399 headquarters through the downtown section to the Los Angeles County Administration Building and then on to City Hall.

At both seats of government they symbolically presented the annual Justice for Janitors "Top Trash" award to officials responsible for irresponsible contracting-out policies.

The march was one of dozens of events across the nation marking Justice for Janitors Day, June 15, the fourth anniversary of the Century City demonstration during which striking janitors were attacked and cruelly beaten by ranks of club-wielding L.A. police officers.

Rally speakers accused public officials of shirking their responsibilities by allowing contractors to chop public employees' pay and benefits.

"If the city and county want to engage in these private-sector agreements, you'd think they'd set an example of how to do business in L.A. in a responsible way," said David Stilwell, vice president of SEIU Local 399. "Instead, public officials are using privatization as a way to evade their obligations to employees performing public services."

Most of the janitors contracted-out by the city and county earn close to the minimum wage, often putting them well below the poverty

(Continued on Page 4)

## Immigrant-Bashing Initiative Under Fire

A call for trade union support of a coalition fighting the immigrant-bashing "save our state" initiative was sounded yesterday by the San Francisco Chapter of the Asian Pacific American Labor Alliance.

The initiative, which is the culmination of two years of blaming immigrants for everything from the stagnant economy to rising welfare costs, appears to have qualified for the November 8 general election ballot.

It would cut off people who cannot prove citizenship or legal status from all publicly funded health and social services and bar them from public schools and colleges.

Children would be expelled from schools. Public agencies and private citizens would be obligated to report immigrants for deportation.

Word that the initiative apparently had qualified for the ballot came shortly before U.S. Senator Dianne Feinstein announced Wednesday in Washington, D.C. that she was introducing broad legislation cracking down on illegal immigrants nationally.

"The San Francisco APALA board is calling upon all trade unionists to fight back against this escalating immigrant-bashing," said Katie Quan, local APALA leader, national vice president of the organization, and manager of the Northwest District Council of the International Ladies' Garment Workers Union.

"We learned of Senator Feinstein's bill after the San Francisco APALA chapter acted Wednesday on the initiative. But we plan to meet with her as soon as possible," Quan said.

APALA representatives were at Fresno today for the first meeting of an ad hoc organization — as yet unnamed — that is planning for the November election campaign against the initiative.

The Executive Council of the California La-

(Continued on Page 2)

# Supreme Court Rules for Union

The U.S. Supreme Court ruled Monday that the California Labor Commissioner has been violating federal law by refusing to enforce provisions of the California Labor Code on behalf of workers covered by collective bargaining agreements.

The unanimous decision undoes an injustice that has rankled the California labor movement for nearly 20 years. A bill to accomplish the same thing currently is before the Legislature. It is AB 2750 by Barbara Lee, D-Oakland, sponsored by the Teamsters and supported by the California Labor Federation.

When Karen Livadas, a member of Local 373 of the United Food and Commercial Workers, was fired from her job as a clerk at a Vallejo Safeway supermarket in 1990, she demanded that all wages due her be paid on the spot, as required by the state Labor Code. Safeway management told her to go home and wait for a check to arrive in the mail.

The state Labor Code also says a fired worker is entitled to penalties amounting to a day's wages for each day the final check is delayed. When Livadas asked the Labor Commissioner to collect this for her, she was told that state policy prevented the commissioner's staff from intervening on behalf of union workers under contract, whether or not the contract grievance procedures provide an adequate remedy.

Local 373 got Livadas' job back for her after proving in arbitration that Safeway didn't have grounds to fire her.

But the penalties due for her delayed check remained unpaid, and so she sued and won in Federal District Court with legal counsel provided by the union. When Safeway got that award reversed on appeal, Livadas was angry enough to take the case to the Supreme Court. Local 373 leaders including President Frank Collard and Secretary-Treasurer Doris Green agreed that much more was involved than a few days penalty pay, and so the union backed her again with legal counsel.

Justice Souter wrote, "Federal law pre-empts this policy, as abridging the exercise of such employees' rights under the National Labor Relations Act."

Furthermore, the decision states, workers are entitled to sue state officials in federal court to seek damages "for this unlawful refusal to enforce."

The court's decision establishes

(Continued on Page 4)

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# Study Confirms Labor Law Crisis

The findings of the President's Commission on the Future of Worker-Management Relations clearly document the need for comprehensive reforms that will increase economic security for American families, allow genuine partnerships between labor and management to flourish, and restore the rights of employees on the job, according to the national AFL-CIO.

"The Dunlop Commission's findings make clear that we can and must do more to promote genuine partnerships between workers and employers in American workplaces, founded on equality and respect," Tom Donahue, secretary-treasurer of the AFL-CIO, said after the report was released.

"At the same time, we as a nation must acknowledge that many working people are denied even the most basic rights—let alone the opportunity for greater participation in the workplace," Donahue said. "It is imperative that the basic rights of workers—including the right to representation on the job—be restored."

"Restoring protections for workers who seek representation is just one essential element of needed reform, but on its own it will not be enough to address the range of challenges identified by the Commission," Donahue said. "That is why we look forward to joining with others, including responsible employers, who understand the need for change to enact a comprehensive set of reforms to provide greater stability, security and equity on the job and encourage the best workplace practices and curb abuses that so many working men and women face."

The panel came up with documentation showing that the United States is moving to a two-tiered society "with an upper tier of high wage skilled workers and an increasing 'underclass' of low paid labor." A "healthy society," the Commission said, "cannot continue along the path" the U.S. is following.

"Too many of America's hard working families are facing an uncertain and insecure future. Our laws and systems are outdated and inadequate to the challenges of the new world economic order," Donahue said.

"A shrinkage of blue-collar earnings, the loss of real buying power, and the dangerous disappearance of the American middle class, has been linked to the decline in the number of workers represented by unions over the last twenty years," said Donahue. "The implications of this reduction in union representation go well beyond workers' rights and directly to the future of the American economy."

For workers who want representation, the Dunlop Commission points to a dangerous trend in which the rights of workers are increasingly violated by employers.

The report finds that in one out of every four union organizing campaigns, at least one worker is illegally discharged. That finding actually understates the dimensions of the problem since it counts only workers who are fired and eventually reinstated and ignores the thousands of additional workers who settle for backpay without reinstatement or who cannot prove that the reason they were discharged was their union activity.

The report further finds that in one out of three instances in which workers vote to form a union, they never succeed in securing even a single contract.

# Farm Workers Blast ALRB Over Delays

The state Agricultural Labor Relations Board proceeded this week to tie up its staff and diminished resources with a series of hearings that President Arturo Rodriguez of the United Farm Workers says are merely an excuse to prevent the union from obtaining timely action on complaints against grower misconduct during its militant new organizing campaign.

Rodriguez accused the grower-dominated ALRB during a news conference at the State Capitol last week, pointing out that the regulatory changes to be aired in the hearings have been lying around for months and years, and that the timing means they will continue through the harvest season when workers are most in need of whatever protection they can obtain from the ALRB. He charged also that the hearings are scheduled to occupy UFW organizers when they ought to be in the fields.

Tuesday the UFW president demonstrated his point in Visalia, leading 250 angry workers to a regional ALRB office to demand action on an unfair labor practices charge against a grape grower who has been firing union activists.

Rodriguez and workers who crowded into the office with him were told the charges would be investigated when staffers were available.

The action was also in Visalia on Wednesday, when Dolores Huerta, first vice president of the UFW, led a delegation of workers into the first of the disputed hearings. She came armed with evidence that the changes being aired will benefit growers and impede union organizing in almost every instance.

Huerta also was ready with long lists of complaints against growers that are on hold at the ALRB and are certain to remain there because of this new diversion of staff time and resources.

There was an especially bright moment for farm workers last Saturday at El Centro.

The UFW began distributing checks that will total nearly $1.7 million to workers who were deprived of their rights when the Abatti agribusiness corporation illegally refused to bargain in good faith.

A good demonstration of ALRB reluctance to redress worker grievances was provided. Abatti's illegal actions began 19 years ago and continued into the 1980s, after former Gov. George Deukmejian began appointing grower-friendly board members. The union had been fighting for the money ever since.

Rodriguez was in Visalia Tuesday on behalf of workers at the Nash De Camp vineyards who are trying to organize themselves and obtain a UFW collective bargaining contract.

Nash De Camp has been firing workers on the grounds that their performance does not measure up. However, those fired are union activists, and some of them have been working for the grower for years without complaints about their productivity.

Photo by Jocelyn Sherman, United Farm Workers

**Workers crowd into Visalia office of the Agricultural Labor Relations Board behind UFW President Arturo Rodriguez, center, who confronts Lawrence Alderek, right, with demand for immediate ALRB action on firings of union members.**

# Immigrants...

*(Continued from Page 1)*

bor Federation is unanimously on record opposing immigrant-bashing. The state AFL-CIO organization also is pushing legislation to crack down on underground economy operators who exploit undocumented workers and cheat the state out of hundreds of millions of dollars a year by pocketing payroll taxes.

Quan said APALA activists would present resolutions aimed at strengthening and broadening the federation's opposition to immigrant-bashing during the biennial convention of the state AFL-CIO July 25-27 at Sacramento.

The S.F. Chapter of APALA denounced the initiative as "shortsighted and divisive, wrongly blaming the undocumented immigrant population for our state's woes."

Rather than save money, the initiative would cost California taxpayers tens of millions of dollars to implement and even more in lost tax revenues and diminished economic prosperity, the chapter declared.

It would have a devastating effect upon education, denying enrollment to undocumented students and requiring teachers to become immigration agents to verify the status of students and parents. This would imperil federal funding, would divert resources away from teaching, and would create an underclass of illiterate persons, APALA said.

Children would not be immunized, and persons desperately ill would shun care for fear of being deported, creating threats to the health of the general population, Quan pointed out.

Because the initiative would require police officers to report to the Immigration and Naturalization Service any persons they suspect are undocumented, many witnesses to crimes would be afraid to come forward.

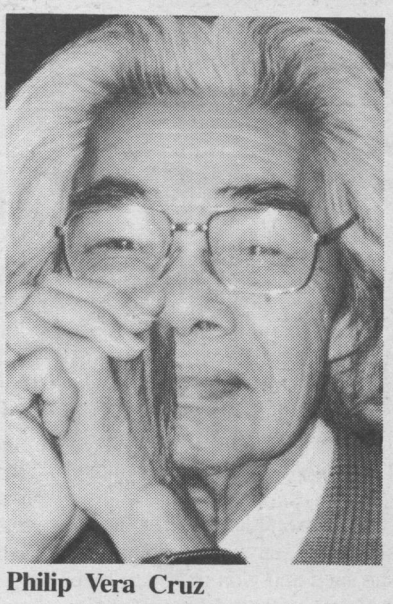
# Philip Vera Cruz Dies; Led Farm Workers

Philip Vera Cruz, a co-founder and former vice president of the United Farm Workers of America, died last Saturday in Bakersfield of complications following lung surgery. He was 89.

Born at Ilocos Sur in The Philippines on Christmas day of 1904, he came to the United States in 1926—one of more than 100,000 young Filipino men who arrived following a U.S. immigration ban on Chinese and Japanese workers.

In 1965 he joined the AFL-CIO's Agricultural Workers Organizing Committee and led successful strikes by Filipino farm workers in the Coachella and San Joaquin valleys.

That same year he joined forces with Cesar Chavez to unite Filipino and Mexican workers and form the UFW. The rest of his working life was devoted to union organizing. In the 1970s he spearheaded efforts to establish a retirement facility for farm workers on the UFW's 40 Acres at Delano. The complex, opened in 1975, was named after Paolo Agbayani, a Filipino farm worker who was killed on a UFW picket line.



**Philip Vera Cruz**

Vera Cruz left the UFW in 1977 but continued to speak out on university campuses and to community organizations about labor issues and justice for the workers who sustain California's multi-billion-dollar agricultural industry.

In 1987, he returned to the Philippines after an absence of more than 60 years to receive the Ninoy Aquino Award from President Corazon Aquino for his contributions to the Filipino community.

He became interested in the Asian Pacific American Labor Alliance, traveling last year from his home in Bakersfield to attend the APALA national convention at Los Angeles.

Kent Wong, national president of APALA and a close friend, remembered Vera Cruz this week.

"Philip Vera Cruz was a man of principle, compassion and humility," Wong said. "I hope that the legacy of struggle that Philip has left behind will be embraced by generations to come."

Vera Cruz is survived by his companion, Deborah Vollmer; his sister, Leonor Tetota of Vallejo, and his brother, Martina Vera Cruz of Pagadian in the Philippines.

A memorial service is scheduled at 10 a.m. July 1 at Hillcrest Mortuary Chapel in Bakersfield. Other services are planned in Los Angeles and San Francisco with the dates yet to be determined.

Donations in his memory can be made to the Philip Vera Cruz Memorial Trust Fund, UCLA Center for Labor Research and Education, 1001 Gayley Ave., Los Angeles 90024.

## Datebook

**Executive Council pre-convention meeting:** July 20-22, Radisson Hotel, Sacramento.

**Biennial Convention of the California Labor Federation:** July 25-27, Radisson Hotel, Sacramento.

**National Membership Meeting, Labor Council for Latin American Advancement:** Aug. 4-6, Fairmont Hotel, San Jose.

**Publisher's Notice**

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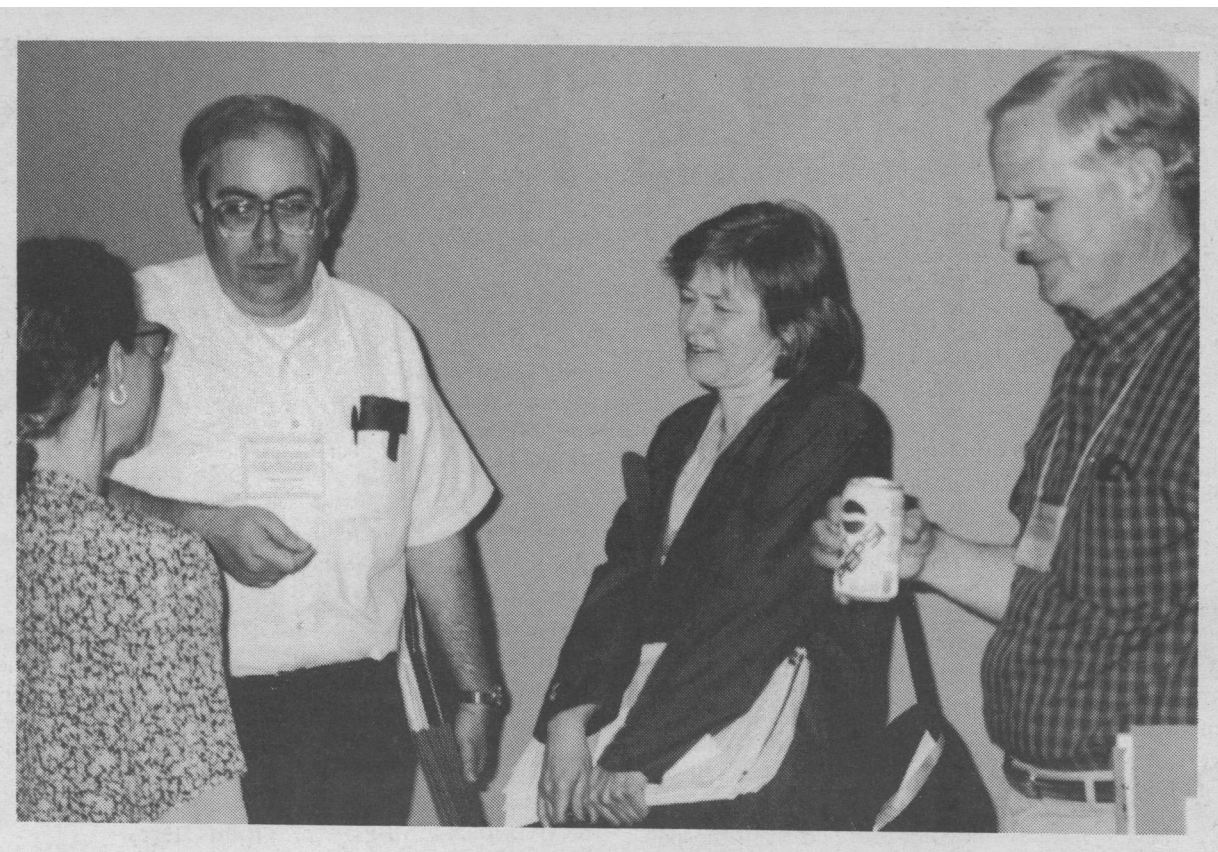


Tom Nagle, far left, keynotes conference. From left in group photo, SEIU Local 707 member Kendall Smith, representing Mendocino Private Industry Council, questions panelists Sheldon Friedman, AFL-CIO Economic Research Department; Kathy Gillespie, California Rural Legal Assistance, and Ed Chiera, management consultant.

# Job Training: Exploring the Options

Job training resources available in California to meet the challenges of defense conversion, changing technology and NAFTA job loss were explored in depth last week during the second annual Building Partnerships Conference of the California Labor Federation's Workers Assistance Program.

Labor, government and business were represented during the three days of sessions held Wednesday through Friday at Palm Springs with the Job Training Partnership Division of the State Employment Development Department and California Employment Training Panel co-sponsoring along with the state AFL-CIO federation.

Tom Nagle, director of the Employment Development Department, keynoted the opening day with an address emphasizing the necessity for involvement of a strong union movement in the state's job training system.

Nagle reported that he intended to nominate half labor and half management members for the new panel that will put the Clinton Administration's school-to-work program into effect in California.

Executive Secretary-Treasurer Jack Henning of the California Labor Federation responded in his second-day keynote speech with praise for policies that Nagle has instituted at EDD. Henning said the state federation's Workers Assistance Program was established because Nagle recognized the importance of exploiting organized labor's job training experience.

**Participants include, from left, Martin Flores, San Bernardino Private Industry Council; Roy Down, Riverside PIC; Allyne Hammer, Santa Cruz PIC, and Tim McCormick, Santa Cruz County Central Labor Council.**

Henning said that realizing the benefits of labor participation in job training and other vital activities requires a labor movement strong enough to meet management on equal terms.

He cited the recent report of the President's Commission on the Future of Worker-Management Relations—the so-called Dunlop Commission—which documented the need for comprehensive labor law reforms to make possible genuine partnerships between labor and management.

"Management cannot, by its nature, give anything to labor that labor is not strong enough to secure for itself," the state AFL-CIO leader said.

The conference was preceded by a training workshop for labor representatives on local Private Industry Councils (PICs) conducted by Ken DeBey, national coordinator of the AFL-CIO's Human Resources Development Institute.

Tony Castillo, director of the Workers Assistance Program, opened with the first day's session. Dave Sickler, AFL-CIO Region VI director, and Frank Mott, Riverside-San Bernardino Central Labor Council, welcomed participants. Mike White, assistant director, opened the second day's program.

Jerry Weintraub of the U.S. Department of Labor reviewed the Clinton Administration's Re-employment Act of 1994. Judy Turner of the California Trade and Commerce Agency presented an analysis of the California Employment Training Panel.

A general session presentation on school-to-work partnerships featured two successful models. One uses local businesses as a "community classroom" with business, educators and labor cooperating to teach at-risk youths job skills and applied academics at job sites. The other, a collaboration among Berkeley Schools, Miles Laboratories and Peralta Community College District, was explained by John Brewster and Mary Alice Bynum for Miles and Local 6 of the ILWU.

A general session on job creation through conversion was led by Ed Chiera, president of Chiera and Associates; Sandra Burton, Verdugo Private Industry Council, and Jason Donovan, International Association of Machinists and Aerospace Workers.

Leading a session on military base closures were Ron Boyer, Napa PIC; Wendy Therrian, Solano PIC; J.T. Miller, Napa-Solano Central Labor Council; Patti Castro, Alameda PIC; Craig Peebles, Oakland PIC, and Gil Velasquez, Joint Training Partnership Division.

Alternative training and placement for dislocated workers was led by Lane Hart, Sequoia Institute; Dan Cahn, Mainstream Access, and Claudia Finkel, Career Transitions.

Rick Sawyer, regional representative for Secretary of Labor Robert Reich, reported on the Re-employment Act and the National Labor Market Information System.

There was a session on obtaining help through so-called Transitional Adjustment Assistance for workers whose jobs are lost because of NAFTA. Panelists were Sheldon Freidman, AFL-CIO Department of Economic Research; Bill Burke, EDD, and Kathy Gillespie, California Rural Legal Assistance.

# Marriott Retreats From Carmel Debacle

Marriott Corporation has retreated in failure from an attempt to operate non-union at a Carmel restaurant and bar from which a union work force had been fired.

Victory at the Pine Inn came because Carmel residents overwhelmingly rejected Marriott's union-busting and rallied to support the fired members of Hotel Employees and Restaurant Employees Local 483, according to Secretary-Treasurer Leonard O'Neill.

Pine Inn, long a union house, gave notice last October that its contract covering 50 restaurant, kitchen and bar employees would be terminated because it was leasing those parts of the business to Marriott. Other Pine Inn employees remained covered by their union contract.

Marriott representatives then interviewed bar, restaurant and kitchen employees and told 12 of the 50 that they could keep their jobs at significantly reduced pay and benefits.

Fired workers and their union immediately launched a boycott and mounted a picket line at the landmark establishment in downtown Carmel, a seaside community so quaint that nobody's house has an address and street lights are eschewed.

In addition, more than 1,500 Carmel residents signed pledges to remain out of the Pine Inn restaurant and bar as long as Marriott's union-busting continued.

"Marriott's arrogance incensed the community," O'Neill observed this week. "Local residents kept their pledges and stayed away in droves. Tourists declined to cross the picket lines once the issues were explained, and the cash register stopped ringing."

Meanwhile, the 40 workers still on Marriott's payroll were getting their fill. Thirty-five of them signed cards saying they wanted representation by Local 483, and the union was ready to petition the National Labor Relations Board this week for a representational election.

The prospect of a union election it was certain to lose apparently was too bitter a pill to be contemplated by Marriott, which has dozens of hotels and restaurants on the California Labor Federation's "We Do Not Patronize" list. (The Marriott Inn at Fisherman's Wharf in San Francisco is the company's only California facility that isn't being boycotted.)

Sunday, without notice, trucks backed up to the Pine Tree and a crew began hauling out liquor and other Marriott-owned supplies for transfer to the non-union Marriott Hotel in nearby Monterey.

Surprise quickly turned to jubilation on the picket line as the news spread and union members hurried down to applaud the evacuation.

"We are happy to see them go, but we also are disappointed because now there won't be a representational election and we won't have the opportunity to force Marriott to come to the bargaining table to talk about reinstating the fired workers," O'Neill said.

# Alarm on Health Care Taxation

A move to add taxation of benefits to the Clinton Administration's Health Security Act prompted an emergency call this week for grassroots lobbying of members of the House Ways and Means Committee.

Californians on the committee are Democrats Pete Stark and Robert T. Matsui and Republicans William M. Thomas and Wally Herger.

The amendment calling for taxation of workers' benefits was being prepared by Rep. Mike Andrews, a Texas Democrat. Tom Owens of the AFL-CIO Department of Legislation told labor leaders, "Please contact those members from your state who serve on this committee and urge them to vote 'no' on the Andrews amendment and any other amendments that seek to tax health benefits."

Meanwhile, one of three single-payer health care bills before Congress, was approved by the Labor-Management Subcommittee of the House Education and Labor Committee.

"This is a major step forward for a bill that millions of Americans have indicated they would like Congress to adopt," said Rep. George Miller, D-California, a sponsor of the measure, H.R. 3960.

# Reich Backs Fairness Bill

*This article by U.S. Secretary of Labor Robert B. Reich on the need for passage of S.55, the Workplace Fairness Act banning permanent replacement of strikers, was offered to newspapers around the country this week for publication on their commentary pages.*

**By Robert B. Reich**
**U.S. Secretary of Labor**

The U.S. Senate is not often at a loss for words, but this week — on an issue vital to America's working men and women — the principal noise emanating from this august body is the sound of silence. Legislation to prohibit companies from hiring permanent replacements for striking workers has passed the House of Representatives, and is ready for a debate and vote in the Senate. But a handful of Senators, wielding the threat of a filibuster, stands in the way, shouting down a sorely needed national conversation.

The country's economic arrangement has changed considerably since 1935, when the Wagner Act codified the collective bargaining system as the foundation of American labor law. International trade and new technologies have reconfigured the once steady mass production economy, intensifying competition and imperiling profits for companies in nearly every industry. These transformations have led firms to explore new strategies for boosting productivity. Companies have mapped two diverging paths towards this goal.

One strategy, which flourishes at many of our best companies, is to treat workers as assets to be nurtured and developed. The guiding principle of this strategy is that employees — their skills, their talents, their capacity to work together — are the mainspring of long-term growth. Workers are considered partners, so companies invest in their education and training, and empower them with a range of responsibilities. In return, employees work hard, remain loyal, exercise their judgment in the service of efficiency, and thus boost their company's bottom line.

Yet some companies opt for the other path. In this strategy, workers are viewed not as assets to be developed, but as costs to be cut. Founded on the premise that labor and management are engaged in a struggle in which one side must "win" and the other must "lose," this strategy treats workers as adversaries. They are dropped from the payroll during hard times, and denied an effective voice in company decisions — practices that inevitably poison the workplace with hostility and distrust.

Since President Reagan replaced striking PATCO workers in 1981, a small but ominously growing number of companies have locked themselves into this second route by hiring new workers to permanently replace striking employees. Some of these companies even advertise for permanent replacements *before* labor-management negotiations begin, stockpiling potential new employees like raw materials. The practice of replacing strikers, simply put, repudiates rights unionized workers have enjoyed for more than a half century. When organized workers are viewed as expendable entries on a corporate balance sheet, they are less likely to cooperate and negotiate, and more likely to be forced to strike to preserve their jobs and wages. And when workers do strike, research has shown, hiring permanent replacements prolongs the strike.

But the consequences of this practice reach beyond the companies who indulge in it. Although only a small portion of employers have used permanent replacements, the effects ripple to companies with more enlightened workplace practices. Distrust seeps into all corners of our economic structure, weakening workplace relationships even where managers and unions have invested in an ethic of cooperation.

The Workplace Fairness Act, by reestablishing the balance in collective bargaining, strengthens the bonds of trust between employers and employees. Strikes are a last resort, an option most unionized workers choose reluctantly at great risk to themselves and their families. Yet having this option available is so fundamental to our notions of fairness that only the most radical union busters would challenge its legitimacy. The legislation now bottled up in the Senate would preserve the right to strike, while allowing management to continue to operate if that right is exercised.

But the Workplace Fairness Act, which President Clinton strongly supports, does more than restore fairness. It also fortifies the American economy. When trust breaks down, both workers and management seek more costly avenues for settling their differences. For example, instead of resolving disputes at the work site, employers and employees have been marching to court in ever greater numbers. According to a just-released report by the Commission on the Future of Worker-Management Relations, a task force headed by former Labor Secretary John Dunlop, employment cases in federal court increased by more than 400 percent between 1971 and 1991. By contrast, the same report also found that labor-management cooperation — in the form of quality circles, employee ownership, self-managed teams, and health and safety committees — improves company performance.

America's best companies understand that true cooperation requires granting employees a voice. The prospect of permanent replacement stifles that voice. Without the Workplace Fairness Act, employers can simply dissolve the workplace team whenever a dispute arises. This brutal fact is a roadblock on the cooperative path to high productivity. When teams can be so casually shattered the entire notion of teamwork — so important for competititve success — is rendered hollow.

Two generations after federal law gave American workers a say, a small group of federal legislators is attempting to smother the right that gives that say contemporary meaning. Workers and their representatives are struggling for a voice in the workplace. And a majority of the Senate supports the bill and wants action — not the silence imposed by an obstinate minority.

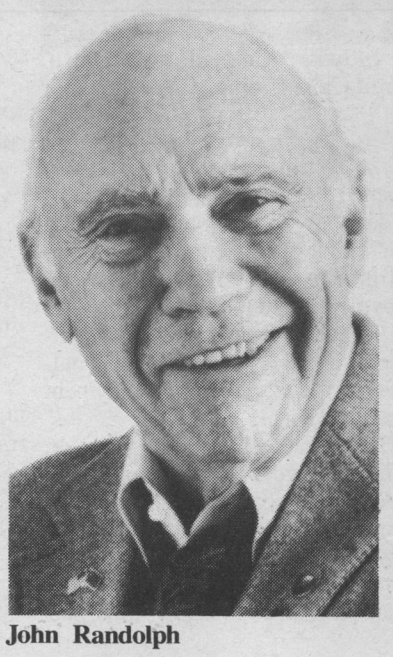
Let the voices of the Senate, and the voices of American workers, be heard.

# Crystal Awards Draw Stars

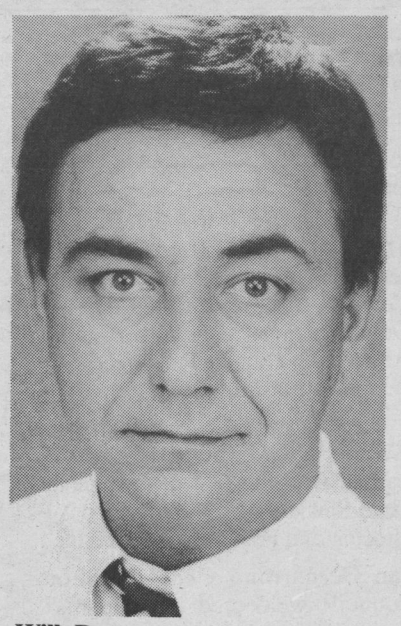
Actors Richard Masur and John Randolph and comedian Will Durst are among the celebrities who'll appear at the first Crystal Lee Sutton Awards Reception 6 to 9 p.m. Wednesday, June 29, at the Los Angeles Biltmore Hotel.

The awards benefit "We Do The Work," the national public television series about workers and workplace issues. They are newly established under sponsorship of the Los Angeles County Federation of Labor as the Southern California counterpart of the Joady Awards benefit held annually in San Francisco.

The "Crystals" will honor individuals and organizations who have demonstrated commitment to social justice and community progress. They are named for Crystal Lee Sutton, the textile worker who was the true-life inspiration for the movie "Norma Rae."



**John Randolph**



**Will Durst**

Sutton herself will come from South Carolina to speak and receive a special award.

"Crystals" will go to Bill Press for his defense of working people as a TV commentator and chair of the California Democratic Party, California Immigrant Workers Association for efforts on behalf of newcomers in the work force, and several locals of the Communications Workers of America for community service throughout Southern California.

Durst provides regular commentaries for We Do The Work. Randolph received the We Do The Work Lifetime Achievement Award last year. Masur has taken time from his acting career to campaign for health care reform.

# News Unions...

*(Continued from Page 1)*

and the publishers' efforts to divide and conquer the unions.

- The Conference of Newspaper Unions continues to amass thousands of signed cards canceling subscriptions to the two newspapers for presentation to management at an advantageous moment. Union speakers addressing community organizations and clubs are adding cancellation orders daily.
- Carrier boys and girls, their parents and community workers organized as the Coalition to Save the Youth Carrier Program continue their campaign to preserve the part-time employment of some 600 youngsters the Newspaper Agency intends to dismiss and replace with minimum-wage adult delivery persons.

Pickets appear regularly outside the home of Examiner Publisher William Hearst to remind him that the two newspapers are the largest employers of youths in San Francisco and that firing the youngsters will devastate the campaign—espoused on his editorial pages—to provide youngsters with jobs as an alternative to gang activities.

Unified, multi-union joint bargaining, which has provided profits and industrial peace for the San Francisco publishers since the last strike in 1968, was shattered when the publishers brought King & Ballow into negotiations a year ago, eight months after bargaining opened.

Progress immediately ceased as union-killing demands and extensive takeaways were heaped upon the table. Employer demands include a two-tier wage and benefit structure for many unions, abolishment of union shop, an end to dues checkoff, and staggered contract expiration dates.

Union charges of failing to bargain in good faith are pending before the National Labor Relations Board.

The Conference of Newspaper Unions includes, besides the Newspaper Guild and janitors, Teamster drivers and mailers, GCIU press operators, paper handlers and plate makers, vendors, and CWA typographers.

# L.A. Rally...

*(Continued from Page 1)*

level without health care or other benefits.

"The county has been promising us health benefits for a long time, but that's just lip service," said Sam Cleary, a janitor at Harbor/UCLA Medical Center and one of hundreds employed by contractors at L.A. county hospitals. "I work at a county hospital, but I still don't have any health insurance. And on the wages I earn, I can't afford to pay the medical bills if anybody in my family gets sick."

Even worse, county and city officials ignore harassment of workers and rampant violation of labor laws by their contractors.

"We haven't been able to persuade the county to terminate the contract of a law-breaking firm at the L.A. County Museum of Art, much less set fair standards for subcontracted employees," said Stilwell of Local 399.

Nationwide, the Top Trash award and the title of "No. 1 Enemy of Justice" went to LEGO Systems, Inc., the Danish manufacturer of snap-together toys.

LEGO was picked because the company "continues to condone mistreatment of the men and women who clean its North American headquarters in Enfield, Conn., a suburb of Hartford, the national Justice for Janitors campaign announced.

"The janitors who clean LEGO's offices are employed by Adams and Adams, a stubbornly anti-union contractor," the announcement states.

"These hard-working men and women are paid wages at or below the poverty line and have virtually no benefits. They have no health care plan, pension or even paid vacations. Many routinely have their hours slashed to three and a half a night, making it difficult for them to survive."

# Court...

*(Continued from Page 1)*

that state minimum labor standards must be enforced on behalf of union members as well as non-union employees, the only possible exception being where the union and employer agree "clearly and unmistakably" to exchange this right for some explicit quid pro quo obtained from collective bargaining, according to attorneys Richard G. McCracken and Michael T. Anderson of the San Francisco firm of Davis, Cowell & Bowe, who represented Livadas.

"The decision is of immense practical value to union members in California and those considering...union representation," the attorneys said.