

2008

SECURING the MIDDLE CLASS

Proceedings of the
27TH BIENNIAL CONVENTION



California Labor Federation

JULY 22-23, 2008 • OAKLAND MARRIOTT CITY CENTER, OAKLAND, CA

Art Pulaski, Executive Secretary-Treasurer • Connie Leyva, President



Securing the Middle Class

Summary of the Proceedings of the
27th Biennial Convention

**CALIFORNIA
LABOR
FEDERATION**

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Reports Distributed to Delegates

All delegates received relevant Convention
materials in their packets prior to the opening
ceremonies.

Included were: Reports of the Executive
Secretary-Treasurer, Auditors and the Member-
ship Per Capita Report.

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Original transcripts: COPE





Day One Proceedings

Summary

Convention Opening Ceremony Raises Money and Awareness for Striking Workers

The convention kicked off with the presentation of colors by the Color Guard from Firefighters Local 55. Striking workers from Operating Engineers Local 3 lead the Pledge of Allegiance, and shared the story of their struggle for union recognition. Hats and buckets were passed to support the strikers, and delegates generously contributed nearly \$5,000 toward the strike fund.

Oakland Mayor Ron Dellums and San Francisco Mayor Gavin Newsom inspired the audience as they shared their visions for the future of California. California Labor Federation President Connie Leyva delivered a forward-thinking address with eyes on the November election, and Executive Secretary-Treasurer Art Pulaski emphasized the importance of passing the Employee Free Choice Act.

Convention Approves Committee Appointments, Rules and Credentials

The delegates voted on and approved Vice President Rob Feckner's motion to approve the committee appointments, and Vice President Nancy Wohlforth's motion to adopt the Convention Rules. Credentials Committee Chair Dorothy Fortier made a motion to adopt the partial report of the Credentials Committee, which was approved by the convention delegates.

Delegates Re-Elect California Labor Federation Officers

In a unanimous vote, convention delegates re-elected the Executive Council of the California Labor Federation yesterday morning. A motion was made and seconded to cast the unanimous ballot vote, which was approved by the convention body. The 48 Executive Council members were sworn in by President Emeritus Tom Rankin.

Convention delegates acted on the following motions on July 22, 2008:

★ Executive Secretary-Treasurer Art Pulaski made a motion to accept all late resolutions received by the noon deadline, and refer them to their appropriate committees. The motion was seconded and approved. Executive Secretary-Treasurer Art Pulaski also nominated San Diego to be the host city for the next Biennial Convention in 2010, which was seconded and adopted.



Passing the hat for striking workers

The chairs of the Legislation Committee, Ron Lind and Courtni Pugh, delivered a partial report, and the convention body acted on the following matters:

- ★ The Committee recommended concurrence on Resolution 1, as amended. There was a motion and second to adopt, followed by debate in support of the Committee's recommendation. The motion passed.
- ★ The Committee recommended concurrence on Resolution 4, as amended. There was a motion and second to adopt, followed by debate in support of the Committee's recommendation. The motion was approved.
- ★ The Committee recommended combining Resolutions 5 and 17, as amended. There was debate in support, and a motion to adopt was made and seconded. Following additional debate in support, the motion passed.
- ★ The Committee announced that Resolution 7 would be taken up during Wednesday's COPE Convention.
- ★ The Committee recommended concurrence on Resolution 10, as amended. There was a motion and second to adopt, followed by debate in support of the committee's recommendation. The motion was approved.
- ★ The Committee recommended concurrence on Resolution 13. There was a motion and second to adopt, followed by debate in support. The motion passed.

Continued

The chairs of the Resolutions Committee, Jim Gordon and Sonia Moseley, delivered a partial committee report, and the convention body acted on the following matters:

- ★ The Resolutions Committee recommended concurrence of Resolution 2, as amended. There was a motion and second to adopt, followed by debate in support. The motion was adopted by the convention body.
- ★ The Committee recommended concurrence with Resolution 3, as amended. A motion and second to adopt were made. A motion to amend the recommendation by reinserting “and Afghanistan” was made and seconded. There was debate in support and opposition to the motion to amend. The motion to amend the committee’s recommendation failed. The motion to adopt the committee’s recommendation passed.

Strategic Planning Committee Reveals Plan to Win in November

The California Labor Federation’s Strategic Planning Committee unveiled its two-pronged strategy to win at the ballot box in November.

The Convention recognized the hard work and dedication of Strategic Planning Committee Chair Mike Mowery, and Committee members Mike Garcia and Sherri Chiesa presented him with an award on behalf of the Labor Federation.

San Francisco Labor Council Executive Director Tim Paulson discussed the internal campaign to mobilize more union voters and get them out to the polls.

Vice President Willie Pelote outlined the “Million More Voters” campaign, which aims to reach out to non-union voters who are sympathetic to the issues that matter to working Californians.

In Support of Port Truck Drivers

Resolutions Committee Chair Jim Gordon recommended concurrence of Resolution 11, in support of port truck drivers. A motion to adopt was made and seconded, and the convention body approved the motion.

Teamsters General Secretary-Treasurer Tom Keegel rallied convention delegates to action in support of truck drivers at the Port of Oakland with a motivating speech, in preparation for the march and rally.

President Connie Leyva made a motion to recess the convention until the following day.

Thousands March For A Clean, Safe Port of Oakland

Upon recess, convention delegates joined thousands of Teamsters port drivers, union leaders and elected officials in a march and rally for good jobs and clean air at the Port of Oakland.

The current working conditions at the Port of Oakland are deplorable. Drivers sit in their idling trucks for hours in line, inhaling the heavily polluted air. Despite the drastically increased rate of cancer among those who live and work in West Oakland, the drivers have little or no health benefits, and earn as little as \$8 per hour.

The California Labor Federation and the Alameda Central Labor Council worked closely with the Coalition for Clean and Safe Ports, the Teamsters and Change to Win to orchestrate the largest action in Oakland since the General Strike of 1946.



Convention Committees

Sergeants-at-Arms

Chair: Keith Hunter, District Council
of Iron Workers

Rene Castillo, BCTU Local 125
Nick Segura, IBEW Local 569
Amy Coulter, AFSCME Local 2428
Terrence Dunnigan, Iron Workers Local 377
Phil Farias, IBT Local 542
Elizabeth Hoffman, SEIU Local 1983, CFA
Dave Purinton, CSEA
Gwendolyn Jones, AFSCME Local 575
Barbara Liddy, IBT Local 396
John May, UFCW Local 5
Cindy Parker, IATSE Local 134
Alphonso Pines, UNITE HERE Local 2
Tim Smith, IBT Local 0001
Cliff Smith, Roofers Local 36
Carlos Soto, UFCW Local 1428
Denise Soza, IBEW Local 551
Rhodessa Stinger, ATU Local 192
Stan Stosel, IBEW Local 47

Legislation Committee

Co-Chair: Ron Lind, UFCW Local 5

Co-Chair: Courtni Pugh, SEIU

Sharon Cornu, Alameda CLC
Nan Brasmer, CARA
Lillian Taiz, SEIU Local 1983, CFA
Lee Pearson, IAM
Levin Sy, IFPTE Local 20
Dan Hellevig, Iron Workers Local 377
Steve Tufts, IAFF Local 112
Armando Esparza, LIUNA Local 652
Jon Riley, Napa-Solano CLC
Carl Goff, IUOE Local 3
Gunnar Lundberg, SUP
Paul Kumar, United Healthcare Workers, SEIU
Ed Murray, AFT Local 2121
RaeLene Brown, Stanislaus/Tuolumne CLC
Adam Loveall, UFCW Local 8

Credentials Committee

Chair: Dorothy Fortier, IBEW Local 1245

Conny Ford, OPEIU Local 3
Mickey Harrington, Butte/Glenn CLC
Marilyn Valenzuela, Tri-Counties CLC
Barbara Blake, AFSCME Local 1199
Janelle Cranch, CSEA
Karen Lipney, AFTRA San Francisco
Marsi Newman, IBT State Council
Daisy Mera, UNITE HERE Local 49
Nadine Cox, Fresno/Madera/Tulare/Kings CLC
Za Zette Scott, UFCW Local 1428
Amber Parrish, San Francisco CLC
Lisa Maldonado, North Bay CLC

Resolutions Committee

Co-Chair: Jim Gordon, CWA

Co-Chair: Sonia Moseley, AFSCME

Bob Balgenorth, SBCTC
Jim Beno, IAM District 190
Thom Davis, IATSE Local 80
Lorena Gonzalez, San Diego-Imperial CLC
Marty Hittelman, CFT
Dennis Kelly, AFT Local 61
Shelley Kessler, San Mateo CLC
Dave Kins, USWA
Ivana Krajcinovic, UNITE HERE
Larry Mazzola, UA Local 38
Lou Paulson, CPF
Tim Paulson, San Francisco CLC
Willie Pelote, AFSCME
Tom Rankin, CARA
Clyde Rivers, CSEA
Al Shur, IBEW Local 569
Buffy Snyder, IATSE Local 705
Leo Valenzuela, LIUNA Local 585
Nancy Wohlforth, OPEIU

Continued

Rules and Order of Business Committee

Chair: Nancy Wohlforth, OPEIU Local 3
Bob Balgenorth, SBCTC
Jim Beno, IAM District 190
Tom Dalzell, IBEW Local 1245
Thom Davis, IATSE Local 80
Rose Ann DeMoro, CNA
Maria Elena Durazo, LA County Federation of Labor
Rob Feckner, CSEA
Enrique Fernandez, UNITE HERE Local 19
Mike Garcia, SEIU Local 1877
Jim Gordon, CWA
Jack Gribbon, UNITE HERE
Shelley Kessler, San Mateo CLC
Dave Kins, USWA
George Landers, UFCW
Jacques Loveall, UFCW Local 8
Barry Luboviski, Alameda Building Trades Council
Chuck Mack, Teamsters Local 70
Larry Mazzola, UA Local 38
Michael F. Miller, IATSE
Jose Moreno, Laborers, Northern California
Sonia Moseley, AFSCME
Oscar Owens, ATU
Lou Paulson, CPF
Lee Pearson, IAM
Willie Pelote, AFSCME
Clyde Rivers, CSEA
Sal Rosselli, United Healthcare Workers, SEIU
Allen Shur, IBEW Local 569
Joe Standley, District Council of Iron Workers
Leo Valenzuela, LIUNA Local 585
William Waggoner, IUOE Local 12

Constitution Committee

Chair: Chuck Mack, Teamsters Local 70

The Executive Council met as a committee of the whole on July 21, 2008.

Ballot Measure Advisory Committee*

Chair: George Landers, UFCW
John Beaumont, NALC
Jim Beno, IAM District 190
Bill Camp, Sacramento CLC
Sharon Cornu, Alameda CLC
Tom Dalzell, IBEW Local 1245
Jack Gribbon, UNITE HERE
Jay Hansen, SBCTC
Rusty Hicks, LA County Federation of Labor
Barbara Howard, CSEA
Marsi Newman, IBT State Council
Courtnei Pugh, SEIU
Alex Rooker, CWA Local 9400
George Swift, Cal/Neva OE

*Not a Convention Committee



Report of the Committee on Rules & Order of Business

Nancy Wohlforth, OPEIU Local 3 and chairperson of the Rules and Order of Business Committee announced that the committee had met June 21, 2006 and presented the rules to the convention. Her motion to adopt the Standing Rules as published in the materials received by the delegates was carried.

1. Robert's Rules of Order. The Convention shall be governed by Robert's Rules of Order on all matters not provided by the Constitution or specified in these rules.

2. Rules-Adoption of Standing Rules. The adoption of the standing rules shall require an affirmative vote of a majority of the duly qualified delegates to the Convention, present and voting. When once adopted, such standing rules shall remain in effect, unless suspended or amended as provided in these rules.

3. Amendment of Standing Rules. No standing rule of the Convention shall be amended except by an affirmative vote of a majority of the duly qualified delegates to the Convention, present and voting. No such amendment shall be considered until it shall have been referred to and reported by the Committee on Rules.

4. Attending the Convention: This is a private meeting for those authorized to attend and is not open to the general public. Authorized delegates may bring guests to the convention only with prior approval of the Federation. Elected officials, candidates, their staff or members of the public press will not be pre-approved. Space for guests will be reserved on a first come, first served basis.

5. Convening the Convention. The Convention shall convene at 10 a.m. the first day, July 22nd, 2008, and shall recess from 12:15 p.m. to 1:30 p.m. that day. The Convention shall recess at 3:00 p.m. or later that afternoon unless the delegates agree to extend the sessions or to call a special night session by a two-thirds vote of those present and voting.

Thereafter, on the second day, July 23, 2008, the Convention shall convene at 9:00 a.m. and shall adjourn at the close of Convention business. That same day, at the close of Convention business, a separate session of the Convention will be held, the business of which will be devoted to a Pre-General Election Convention, the business of which shall be confined to consideration of endorsement of candidates and statewide propositions and to appropriate resolutions pertaining to political action as provided in article

XIV(a), Section 2(b) of the Federation's Constitution. The business of the Pre-General Election Convention shall proceed until completed without recess.

6. Resolutions Defined. Whenever the word "resolution" is used in these rules it shall include Constitutional amendments.

7. Committee Reports. All committees shall report on all resolutions submitted to them.

8. Committee Quorum. A majority of any committee shall constitute a quorum for the transaction of its business. At least a majority of all members present and voting shall be required to adopt a recommendation on a resolution.

9. Passage of Resolutions and Committee Reports by Convention. A majority of the delegates present and voting shall be required to act on a committee report or a resolution except the Constitutional amendment, which shall require a two-thirds vote of the delegates present and voting. No motion shall be acted upon until an opportunity to speak has been given the delegate making or introducing same, if he or she so desires.

10. Roll Call Vote. At the request of 30 percent of the delegates present and voting, any motion shall be voted on by roll call per capita vote of the delegates. When a roll call has been ordered, no adjournment shall take place until the result has been announced.

11. Precedence of Motions During Debate. When a question is under debate or before the Convention, no motions shall be received but the following, which shall take precedence in the order named:

First, to adjourn; second, to recess to a time certain; third, for the previous question; fourth, to set as a special order of business; fifth, to postpone to a stated time; sixth, to postpone indefinitely; seventh, to refer to, or re-refer to committee; eighth, to divide or amend; ninth, to lay on the table.

12. Motions in Writing. Upon request of the Chair, a motion shall be reduced to writing and shall be read to the Convention by the Chair before the same is acted upon.

13. Contents of Motions. No motion, whether oral or written, shall be adopted until the same shall be seconded and distinctly stated to the Convention by the Chair.

Continued

14. Motion to Reconsider. A motion to reconsider shall not be entertained unless made by a delegate who voted with the prevailing side; such motion shall require a two-thirds vote to carry.

15. Motion to Table. A motion to lay on the table shall be put without debate.

16. Recognition and Decorum of Delegates.

(A) Delegates, when arising to speak shall respectfully address the Chair and announce their full name and identity of the organization which they represent.

(B) In the event two or more delegates arise to speak at the same time, the Chair shall decide which delegate is entitled to the floor.

(C) No delegate shall interrupt any other delegate who is speaking, except for the purpose of raising a point of order or appealing from a ruling of the Chair.

(D) Any delegate may appeal from a decision of the Chair, without waiting for recognition by the chair, even though another delegate has the floor. No appeal is in order when another is pending, or when other business has been transacted by the Convention prior to the appeal being taken

(E) Any delegate who is called to order while speaking shall, at the request of the Chair, be seated while the point of order is decided, after which, if in order, the delegate shall be permitted to proceed. The same shall apply while an appeal from the Chair is being decided.

(F) No delegate shall speak more than once on the same subject until all who desire to speak shall have had an opportunity to do so; nor more than twice on the same subject without permission by a majority vote of the delegates present and voting; nor longer than 5 minutes at a time without permis-

sion by a majority vote of the delegates present and voting.

(G) Any delegate may rise to explain a matter personal to himself or herself and shall forthwith be recognized by the Chair but shall not discuss a question in such explanation. Such matters of personal privilege yield only to a motion to recess or adjournment.

17. Voting Not to be Interrupted. When once begun, voting shall not be interrupted. No delegate shall be allowed to change his or her vote, or have his or her vote recorded after the vote is announced.

18. Recommendations from the Floor During Pre-General Election Convention. (As provided for in the Constitution of the California Labor Federation, AFL-CIO—Article XIV, F, Section 4) No recommendation may be presented from the floor of the Convention for action on any office unless the recommended action concerning such office has already been rejected by Convention action.

19. Two-Thirds of Majority Vote: All endorsements shall be by at least a two-thirds majority vote of the delegates present and voting, in accordance with the per capita formula specified in the Constitution of the California Labor Federation, AFL-CIO-Article XIV, F, Section 5

Welcome Remarks



Sharon Cornu

Alameda Labor Council
Executive Secretary-Treasurer
July 22, 2008

SISTER CORNU: I'm supposed to call it a long, hot summer with 90 contracts covering more than 50,000 workers expiring this year and some tough fights, great fights for health care, retirement, living wages and a voice at work, our unions are taking it to the streets every day. We've marched, we've rallied, we've struck. Some of us have even found time to go to the bargaining table.

We know that when we fight, we win. When we stick together, we win. Union members are making sure that the picket line is packed and the hardship fund is healthy for our brothers and sisters.

This year we are organized in our unions and organized in our Labor Movement. This year we are dedicated to the radical notion that someone else's fight is as important as our own. We welcome you to our city and our fight. Now we'll hear from workers.

SISTER SONARIS: Hi. My name is Mara Cruz Sonaris, and I work at U.C. Berkeley, and I'm also working with Local 3299 AFSCME. And we welcome you today to Oakland.

You just missed it. We have just had a long week of strike against U.C. because we are trying to get our workers a fair contract. And U.C. hasn't been able to settle a contract after 10 months of negotiations. So they keep saying that they don't have money, and so we ask for your support for the workers at U.C. system statewide.

BROTHER DOAN: Hi. My name is Eric Doan, and I'm an Intercon Security worker. We are contracted with Kaiser. And I'm also a non-union worker.

We've been fighting for three years, and in April and May we had strikes. And with our voice, Kaiser has spoken and said that anybody who gets a new contract has to be a union company and retain all their workers.

Now, this week we are going to delegate at Kaiser because Intercon is still a non-union company. I'm proof of that, because I'm still a non-union worker. And we're going to ask Kaiser, why is Intercon still at the bargaining table. And we're going to see how history makes Intercon workers fight for more for this, for you guys. Thank you.

SISTER STEFFENS: Hi. I'm Sara Steffens from CWA Local 39521. I'm a reporter for the Contra Costa Times and the Oakland Tribune. And I was never more proud than when our newsroom voted in our new unit June 13th.

Unfortunately, on July 11th the company laid off 29 workers, 20 of them union supporters, including some of our most active and visible organizers. So as we fight for our first contract trying to maintain worker standards and promote quality journalism, some of us, myself included, are fighting for our jobs back as well. Thanks.

BROTHER ZOMRU: Hi. I'm Michael Zomru. I work at the Oakland Airport for 18 months now. Oakland Airport has been union for over 40 years now. However, when the new company took over, the old workers fought for a card-check union in order for me to have a union.

We've been negotiating with the company for over 11 months now, and they've been canceling negotiation dates. They've been dragging their feet. And they want to create two standard policy of the airport like a non-union and a union worker for the subcontract workers.

We're trying to fight for the subcontract workers for them to have the right to have a union, and we're going to have a rally on August 8. And please come and support us. Thank you.

City Welcome



Ronald Dellums

Mayor, Oakland, CA

July 22, 2008

My distinguished colleagues on the dais and sisters and brothers of the Labor Movement, first I'd like to thank Sharon Cornu for a very kind introduction.

My responsibility is to welcome you to Oakland so, I do so. Welcome to Oakland, a city that is daring to become a model city.

Secondly, welcome to a union-friendly community, because it is. Sharon mentioned some things that we have done, because I had been asked by a number of people to take some credit. It's not who I am. Too damned old.

But I do have something that I want to say. And I hope that in my -- what is in my heart and is on my mind will come out in the few moments that I have.

I started out earlier today with 10 minutes, I'm down to seven. So Art, when that's up, grab me by the coat, and that will have to do. Down to four and a half?

As mayor of a city on the ground, I want to say to all of you in this room that this is a critical moment in the history of this community, of this state, of this nation, of this world. You and I all in the quiet recesses of our mind know that. Our world is changing rapidly. Some of us are in denial about it, some of us understand it, but this world is changing.

And as a mayor on the ground who has to deal with the immediacy of life and death every day, I want to say to you that during this period of election, my hope is that every one of you will rise up, not based on narrow self-interest, but rise up as human beings who are mothers and fathers and sisters and brothers and workers and consumers and people who live here.

The first thing I'm asking you to do at this election is to stand up and say that we are spending billions and billions and billions of dollars in a war that never should have been started. And we need to say that. It was counter-intuitive, counter-productive, unnecessary, wasteful, dangerous and unpredictable. And we cannot allow ourselves to dance around the winds of subtlety and nuance. The workers in this country need to stand up and say, "We are distorting our priorities. We are building a nation thousands of

miles away where our cities are deteriorating. What is wrong with that picture?" So I'm asking you to do that.

Secondly, someone much brighter than this person said, "It's the economy stupid." Well, it is. And I want to say this in the few moments I have left. Consider this thought. If people are working, people can feed their families and move forward in the quality of their lives, they pay taxes and they move, society goes forward.

So how do we generate jobs? Jobs are not created in a vacuum. Jobs are the byproduct of a society's commitment to solve other problems.

Green is not a new color. Global warming threatens the life of our children and our children's children. It is an absolute necessity that we step forward aggressively and address the issue of global warming. That will generate thousands and thousands of jobs going forward.

Secondly, you're in Oakland, California. Pull up the rug of Oakland and you will see a hundred-year-old, rapidly-deteriorating infrastructure. That is true in every city in California, every city in the nation. And if we challenge the federal government to come to our aid and to be our partner and to create a multi-billion-dollar infrastructure development, you will have the greatest public works project in modern history in America, and you will put people back to work.

This should not be a campaign about personalities. This should be a campaign rooted in issues, and you have to work with me to say that and say it powerfully.

Health care. Every time we get in a room and talk about health care, the debate deteriorates into how you pay for it. If you're that plan, you're single-payer. If you're middle of the road, you're double-payer. If you're on the right wing, somebody else pays.

But the point of it is, what are we debating about? What should the system look like? And if we create health care in this country that brings in the 48 million people who stand outside of health care, we're going to generate employment, because you need people to service that 48 million.

Children. Education. I just learned that if every third-grade child read at the third-grade level, you could predict how long they live, how much money they make, and how successful they would be. If we embrace that simple idea, you would generate significant employment, because we would expand the quality of education in America.

I know my time is rapidly coming to an end but let me say this to you. I've been up since 3 o'clock this morning in great pain. Because I see all the problems, and I feel all of the issues that everybody feels. You have a significant number of mayors speaking to you today. Why? Because it's the mayors who are on the front lines with no resources.

And you have got to stand up and say to the State of California and say to the nation, our priorities must change: end the war, deal with priorities that speak to the humanity of our people, and tell the federal government that walked away from the cities of America, you have got to walk back and save our children and our children's children. I need you. We need each other. Stand up during this election and change the goddamned world of history.

“The first thing I'm asking you to do at this election is to stand up and say that we are spending billions and billions and billions of dollars in a war that never should have been started. And we need to say that. It was counter-intuitive, counter-productive, unnecessary, wasteful, dangerous and unpredictable.” ~Ron Dellums



City Welcome



Gavin Newsom
Mayor, San Francisco, CA

Thank you all very much for this generous applause, and thank you, Art, for the generous introduction. And let me thank each and every one of you for the opportunity to say a few words and to follow one of my heroes, the mayor of Oakland, Ron Dellums. I want to just again acknowledge his sacrifice and leadership for a generation.

People need to be reminded of that sometimes. You know, it's difficult to run a city. It's difficult to deal with conditions that a lot of us are facing as it relates to the declining federal and state resources and investment. And for guys like Ron Dellums who have done so much for Labor, who have done so much for working people and working families, and to be in a position where now he's expected to do miracles is very challenging indeed.

And so it's a wonderful thing always to follow on and to work with him day in and day out and try to reconcile all of the challenges we face.

Art I think framed what I wanted to say quite well. I'm very proud of my city. I'm very proud to live in a city not just of dreamers, but to live in a city of doers. I'm proud to be in a city that doesn't just point fingers and abdicate responsibility for solving problems. I'm proud to be a mayor of a city and a citizen of a city that steps up and tries to solve problems.

I think the greatest challenge we have today is the unwillingness of elected officials to take responsibility for conditions that exist in our respective cities in the country. I don't think it's any longer good enough to state the obvious. You all have been to these speeches too many times, you've heard too many politicians state the obvious. And we're very good at assessing who's to blame. But we're not very good at determining what to do.

The challenge now is to find a different type of leadership, and a different type of accountability and responsibility to move away from who's to blame, to what to do.

In San Francisco, that's exactly what we have done. We have the highest minimum wage of any city, not only in the state of California, but any other city in America. San Francisco.

We were the first city to create a framework in the state of California for sick leave. It is a model for the state of California. It exists and is working in the City And County of San Francisco.

We're proud to have one of the strongest card-check agreements of any city in the United States of America. We're proud of the work Mike Casey and UNITE and Local 2 and others have done to establish a framework for the rest of this state and the nation as well.

And it is working in our city. We're proud at a time where we're all facing budget deficits, some historic budget deficits, that we were able to work together across our differences, as Art just referenced, and put on the ballot an opportunity to reconcile a disparity that existed for a generation as it relates to retiree benefits for miscellaneous employees. And it won overwhelmingly in spite of the budget climate just a few months ago, Proposition B.

This city is moving in a different direction. We're not just pointing fingers and talking about the way the world should be, as Art was saying, about health care. We all know that everybody deserves the fundamental, basic right for quality access and quality health care.

We all know that the numbers get worse each and every year. We know that it was 35 million people that were uninsured when Michael Dukakis was running for President; then it was 40, 42 million when Bill Clinton was President; it's 45 under George Bush, and today it's 46 million Americans. You know that, I know that.

Democrats and Republicans stand here and say, "It's time for universal health care," but every single year more people are uninsured. We've got 6.5 to 7.2 -- depends on how you want to analyze it -- Californians without health insurance. But we're not getting the kind of leadership that's producing the results to reconcile this.

“We're proud to have one of the strongest card-check agreements of any city in the United States of America. We're proud of the work Mike Casey and UNITE and Local 2 and others have done to establish a framework for the rest of this state and the nation as well.”

~Gavin Newsom

That's why in San Francisco, as Art said, we said enough. You know, it's just no longer good enough to blame Governor Davis or Governor Schwarzenegger or President Clinton or President Bush. What are we going to do about it?

Everybody says, "Well, we can't afford it." That's nonsense. The money is out there for universal health care today. The money exists in the system. You know this. This is the most talked about, least acted upon issue in the United States of America.

So we decided to do something about it. We started by providing universal health insurance to every child, not just zero to 18, but zero to 25. No city in America had ever done that. We did that four years ago.

But you know what? That's not good enough, and we know it. What about everybody else with preexisting conditions, HIV or AIDS, or prostate cancer, cervical or breast cancer? What about folks that just came here, whether they're legal residents or not? What about the folks in the emergency room that don't have access to quality health care?

Well, in San Francisco, we decided to come together, again, across every conceivable difference: the business community, the academic community, the nonprofit community.

And yes, most significantly, the Labor community. With Tim Paulson's leadership; with the leadership of Mike Casey; with the leadership of one of the great heroes of the Labor Movement in our city, Walter Johnson, and others, we came together.

We came together, and we decided to do something about it. And right now we can lay claim to being the only city in the United States of America, in spite of a \$300-plus million budget deficit, that is enrolling up to a thousand people every single week in the quality comprehensive health care in San Francisco. Over one third of the previously uninsured are now enrolled in our program. We have proven that this can be done. We're not talking about it, we're doing it.

So don't for a second allow those politicians in Sacramento, let alone Washington, D.C., tell you it can't be done. Don't for a second accept someone saying, "It's time for universal health care," to get a standing ovation, and then walk away when it comes time to figure out how to do it.

You deserve better, you deserve more. It's time for a different kind of leadership, one that takes responsibility for solving problems, not just identifying and walking away from problems.

We've done it as well in education. And I'm so proud of what we're doing in San Francisco. I don't know that you know this. We're the top performing urban school district in the state of California. Six years in a row improved textbooks.

We have a partnership with Labor. We have a partnership with our school board. We're not trying to take over school boards. We're not trying to tell everybody it's Labor's fault. We're not trying to sit there and explain away No Child Left Behind that's left behind 56, \$58 billion of money. We know that. We know that.

What are we going to do about it? Yes, we want to change No Child Left Behind. Yes, we want to reconcile and fight back on the Governor's precipitous tax. Of course. But what are we going to do now to educate your children, our children and to reconcile these problems?

San Francisco is the only city in the State of California, one of just two or three cities in America, that not only values public education K through 12, but decided that's just not good enough.

When Rob Reiner failed to get Labor support in California a number of years ago to provide a comprehensive early-childhood education, rather than rolling over and giving up, we decided to step up and step in. And just in a few months we'll have completed a four-year implementation to provide comprehensive early-childhood education for every child. Universal preschool is a reality in the City and County of San Francisco. We are doing it, not just talking about it.

A partnership we call a Partnership for Achievement with our public schools. When our teachers got those pink slips, we decided not just to roll over and protest, we decided to step up to express our discontent and to do something about it. Working with Dennis Kelly, working with our school board, working across our differences with our city councils, our board of supervisors, we decided to do something that no other big city in the state of California had done. We decided to send the money over from our general fund to support our teachers so there would be no layoffs, absolutely none, so that our teachers don't have to worry about their children and their jobs. We did something about it.

And then working with Dennis and others as Art just said, we said, you know what? It's time we move away from the rhetoric of how we value our teachers. Again, standing ovations we get all the time. "It's time to value our teachers."

Well, what are you going to do? See, we're usually out the door by that time. How do you pay for it? "Well, it's time to do something about the" -- okay, I got that. "It's time to change it" -- I got that. What are you going to do about it?

We decided to put an initiative that would require two-thirds. Two-thirds. There are few things San Francisco agrees on at 50 percent let alone two-thirds. And we organized a proposition called Proposition A. We decided it's time to do more than talk about valuing our teachers; it was time to pay our teachers. And it passed overwhelmingly as well just a few months ago.

We have given all of our teachers a raise in San Francisco at a time when they're cutting those salaries in the state.

Arts education. I remember they said, "It's time we do something to reconcile" -- when I was a kid, we used to be able to go in, have a dance class, a music class, an arts class. Not every one of them was going to excel, and I was one of them, with a pretty severe learning disability: dyslexia. I wasn't going to excel in engineering, math and science, and I could barely read.

And don't think for a second I'm exaggerating. That's why you never see me read a written speech. So I know that which I speak.

But it was art and music, it was those after-school programs, those sports programs, that developed a little bit of self-esteem so that I could get through the day despite the fact that people were laughing at me when I got up and had to read in front of the teacher and the class.

So in San Francisco, again, rather than sitting there and pointing fingers about the lack of arts education in all our high schools and the good old days, we stepped up, stepped in, and we're providing comprehensive, quality arts education to every child in every classroom K through 12. We have an Arts Master Plan. We have funded it and sent that money over to the school district. We have brought the arts back into all of our public schools in San Francisco solving a problem.

We have done the same thing with health care. Remember the days when you used to find a nurse or a doctor in your public schools? Good luck today. And it's not just physical health, and you very well know this. It's mental health for kids, living in some of these communities where there's gun shots every single night; family members that have been gunned down; 15-year-olds killing 16-year-olds with the same weapons of war in Iraq. And these kids are going to middle school. They need help. They need support.

And so what we decided to do, Dennis Kelly and others, is we put together a plan and we implemented and funded it, again, with historic budget deficits. It's a question of priority and leadership. We call them Wellness Centers. In every one of our high schools we have put Wellness Centers in, and now we're putting them in every middle school.

We can do more in this state. We can do more in this country if we're committed to doing more than just identifying problems and explaining them away. That's an important message for all of us.

“And right now we can lay claim to being the only city in the United States of America, in spite of a \$300-plus million budget deficit, that is enrolling up to a thousand people every single week in the quality comprehensive health care in San Francisco” ~Gavin Newsom

Universal after-school. We're doing it. 77 percent of every elementary and middle school students in San Francisco, 77 percent of all those students today have an comprehensive after-school program. Stepped up and stepped in.

I know my time is limited, and I want to conclude by just saying a few extra things. A Partnership for Achievement that's producing results on {inaudible}. A universal health plan that is reconciling what other cities fail to do. A higher minimum wage, a higher living wage, strong card-check agreements, a project labor agreement that is the envy for the State for our Public Utilities Commission.

Work we've done with Local 2 when those workers were locked out. Standing there in the cold winter months into the holidays with the hotel folks that helped get me elected were saying to stay out of this, we decided there is right and there is wrong. It is wrong to lock out workers and to force them out on the sidewalks and the street to lose their health care, their dignity. We walked that picket line with Mike Casey, with Local 2, with UNITE HERE, and we did something about it. We could do more. And we could do better.

Final point. We all talk about global warming and this environment. And it's a standard applause line. What are we going to do about it? I challenge all of us in this room to think about Labor five, 10, 15, 20 years from now. We know what's going on with globalization. We know what's happened to our manufacturing base.

Bob Morales, my friend, is here from the Teamsters. We had a big press conference with Jimmy Hoffa, with Dean Tenants, to reconcile what was going on with United Airlines and all the outsourcing and off-shoring of those mechanics' jobs.

And we talked about it, and we mentioned NAFTA. We talked about NAFTA, we talked about CAFTA, we talked about all these free-trade agreements, we talked about trying to fix them.

But in the interim, we need to begin to prepare for this new reality. And the opportunity for Labor to partner in a new way to create the jobs of the 21st Century, those green-collar jobs that can lock in those that have been locked out of the industrial economy is in front us. Frankly, it is inside of us.

Labor, this is our opportunity of a lifetime: to begin to reconcile the environmental injustice, the social inequalities, and begin to lock in opportunities in these green tech sectors.



And I look forward to working with all of you, I am committed to working with all of you to begin to change the dialogue, to move in a different direction; to step up and step in, to not just talk about things but begin the process of solving our problems. To take leadership; to make mistakes, sure. But to fail forward and fast, because we don't have time to waste.

I look forward to working with all of you. I thank each and every one of you for the opportunity to be here. I thank you for your leadership, your constancy, for your willingness to step up and step in to help working families and to protect and support and strengthen the middle class.

President's Address



Connie Leyva

President, California Labor Federation
July 22, 2008

Respect, dignity, justice, unity, solidarity; to some, these are just words, but to those of us in the Labor Movement, they're words to live by. They're the words that define who we are and what we do.

Workers today are confronted by many daunting challenges. These challenges will be passed down to our children and grandchildren if we don't solve them. If we fail, we will be the first generation to leave our children and grandchildren worse off than we are.

In cities across our nation, Americans are losing their homes, unable to meet the terms of mortgages that they never fully understood. Banks are open one day, and their doors are closed the next.

Record level gasoline prices are forcing us to make painful economic choices that could lead to inflation, bankruptcy and job losses.

Food prices are going up because so much of our corn is being diverted to fuel.

Middle class families continue to be squeezed and misguided by tax policies that favor the rich and encourage outsourcing.

The prospects look grim and dark for millions of working people in California and across the country who just want to feed their families, maintain a roof over their heads, keep themselves healthy, and send their children to good schools and colleges.

Who's looking out for these people? In the past eight years it certainly hasn't been our government who philosophically doesn't even believe in government. And it certainly isn't the giant corporations led by CEOs who are only interested in bottom-line profits to justify their outrageous salaries.

These days, more than ever before, the Labor Movement is alone and proud in fighting for the interests of working people. And that's us, all of us in this room, our staffs and our members.

Labor Unions do more than negotiate the best possible contracts for our members. Working together, we help put hope on the national agenda for everyone. We have hope in the form of a Million More Votes program being established by the California Labor Federation.

In this program we will mobilize more than one million voters who think like us: who believe in a livable wage, affordable health care, and a secure retirement.

We have hope in the Employee Free Choice Act. Studies show that 60 million Americans would join a union if they could, but they can't because current labor laws don't stop employers from using lies, propaganda and threats to keep unions out. When it's passed by Congress and signed by the next president, the Employee Free Choice Act will change the rules and give workers a fair chance to organize.

Unions across the country have started or will soon be starting programs to mobilize their members on the Employee Free Choice Act. At the UFCW our international president, Joe Hansen, has set a goal of 25 percent of our membership for each local union. My own local is at 30 percent and still counting. One of our unions has already signed up 48 percent of their membership. Way to go UFCW Local 324 in Orange County.

I challenge all of you to sign up today if you already have not, and to start signing up your members. Imagine the kind of contracts that we could negotiate for our members if we had 16 million more union members throughout the country.

Of course our best hope on the horizon is the soon-to-be-official nominee of the Democratic Party for President of the United States, Senator Barack Obama.

He is the real deal, and his background is as diverse as the country he aspires to lead. Making sure he is elected will not be easy, but we can do it and we will do it. No other candidate in recent history has inspired so many young people to get involved and to vote. No other

“Respect, dignity, justice, unity, solidarity; to some, these are just words, but to those of us in the Labor Movement, they're words to live by. ~Connie Leyva

candidate in recent history has inspired us to have the courage and hope, and inspired us to demand a better future for ourselves and for our children.

As many of you remember, back in April at the legislative conference I told you that there was a little division in my family. I was supporting Senator Obama, and someone very close to me, someone who's never given me anything but support and good advice throughout my life, my mom, was sporting Senator Clinton.

And you may remember that we had a deal. And the deal was that whoever the ultimate nominee was, her candidate or mine, we would support that candidate wholeheartedly.

So my candidate won. And when I called her, I resisted the urge to gloat because even though my candidate had won, she was still sad that her candidate had not won. But it's been a few weeks, and she's on board just like she said she would be.

So part of our job is to bring along our friends and coworkers and families to support Senator Obama even if he wasn't originally their first choice.

Senator Obama is the best hope to turn this country around. It will be a big, big job, and he won't be able to do it alone. He will need a good staff, and he will need all of us.

Over the next months and years it will be our job to show Senator Obama we understand and embody the meaning of solidarity, show him what it means when Labor's got his back.

A few minutes ago I talked about the tough times we face in California and across the country, and it seems like a daunting and almost impossible task to overcome these challenges.

But I also talked to you about hope. Now I want to talk to you about perseverance. I want to take you back to 2003 and 2004 when the UFCW faced the biggest challenge in our history. With 65,000 of our members on strike and lockout for four and a half months trying to feed their families and not lose their homes, they marched picket lines night and day in sweltering heat and drenching rain. They marched even when the air was dense with smoke and ash. They marched to keep their health care and retain their dignity and respect, things the company was trying to take away from them.

There were many days when we felt exhausted by the corporate forces aligned against us. There were times when we wondered if we would actually prevail. But we stayed together. And with the support of the public and the allies in the Labor Movement, we pushed on. The strike and lockout of 2003 and 2004 cost the UFCW a hundred million dollars and pushed us to the brink. But we survived. And today the UFCW is a leaner, meaner, more effective union than we have ever been. In the last 12 months we've negotiated some of the best ever contracts for our food members and our drugstore members. If our members -- yep, you can clap to that.

If our members hadn't had the courage and the hope for a better future, if they hadn't been willing to fight for themselves and for all workers, if they hadn't had the support of the entire Labor Movement, things would have turned out very, very differently. But they had all of those things thanks to good, old-fashioned solidarity.

Today I stand before you as the president of the largest organization in America's state where our movement is engaged in a resurgence of historic dimensions. I congratulate you for making that resurgence happen and for making California the envy and role model of every state in the country.

But I ask you today to still do more. I ask you to put respect, dignity, justice and solidarity into action for the cause of a better California and a better America. I ask you to support a Million More Votes, to support the Employee Free Choice, and to win Senator Obama's election to the presidency. Our state and country need your heart, your soul, your feet and your pocketbook so we can again be the greatest state and the greatest nation anyone has ever seen. Yes, we can, and yes, we will.

Executive Secretary-Treasurer's Address



Art Pulaski

Executive Secretary-Treasurer,
California Labor Federation

July 22, 2008

This convention is going to decide the future. It's going to elect officers; it's going to set their guiding light of policy for the actions that we take over the next couple of years. It's going to endorse candidates for office tomorrow.

And it's going to create a plan to win a — new plan we're going to have a discussion about later today and also tomorrow — a plan to build a stronger Labor Movement internal with our members and external with like-minded workers across the state.

The best way to predict the future is to invent it. 50 years ago, we bridged a wide divide among Labor as we came together and built a more powerful movement. The California Labor Federation of that name began with its first convention across the bay as it marked locally the official national merger of the AFL and CIO unions. Side by side they defeated Proposition 18, the right-to-work scheme hatched by a rich Republican candidate for governor.

William Noland, the right-wing owner of the Oakland Tribune, was determined to crush unions across California. Labor's well-waged campaign to stop Prop. 18 also put an end to the political career of Noland. And it also catapulted Pat Brown to office as only the second Democratic governor in that century thus far. He won by a million votes.

The unions at that convention united not just with a view of what should be for the men and women in that convention hall that day, but with a vision of what could be for the men and women in this hall today.

A perspective: In 1958, when the delegates gathered in the hall, there was not a single organized city employee anywhere in this state. Today more than half of all public employees are organized across the state, but we still have half to go. And we find that there are cities that are searching for ways to renege; to renege on the wages and the pensions and the promise to public service.

Then, workers were discriminated against by race, by creed, by gender, by origin. But with all the new broad

protections today, women still earn 82 cents on a man's dollar. And more civil rights yet to protect. More about that tomorrow.

50 years ago, we won an impressive 25 percent increase in the minimum wage. We went to a dollar. It's now \$8.00, and the wage gap is even wider now than it was then. And every new economic trend brings bad news for families. The Bush-McCain economy rewards wealth, not worth.

Every time we get a little militant in Sacramento to push hard on the issues that are important to our folks, we get a little feedback, we get a little word that says, Well, don't get too militant now, because you're creating class warfare.

Warren Buffett himself declared: "There is class warfare all right, but it is the super rich that are declaring it, and we're winning."

George Carlin said: "It's called the American Dream because you have to be asleep to believe in it."



“All of us -- all of our focus and our fight must be the strategy to secure a middle class for every worker.” ~Art Pulaski

In 1958, they awakened that giant of Labor who found new ways to win. They mobilized their members en masse, but they knew that wasn't enough to stop right to work. And so they reached out to non-union voters in what may be one of the interesting first efforts at targeting non-union voters. They had special flyers that were meant to give to the people who were walking in to the county fairs. Different kind of targeting in those days.

But in 2008, our slumbering masses are beginning to stir. Just as the Republicans use new ways in the Digital Age to create new ways to win for themselves, we're learning from our opponents about those new technologies. They used it in Ohio in 2004 for Bush. They targeted voters, they swung the state, and they stole the presidency again.

Now we have that method. Million More Voters plus in California. Not union members, but how do we reach non-union but union-friendly voters? That's the latest targeting technology. It's about the shared issues that we all have together and that bind us together. And our future, our future is linked to our capacity to connect with those people.

Imagine with me for a moment what we would do with a million more votes. If we had a million more votes in 2003, we would have stopped the recall, we would have saved the governor, and we would have spared California from Arnold Schwarzenegger. Really.



In 2004, a million more votes would have won Prop. 72, Labor's effort at health-care reform. Imagine that. And if we had that, we would now have an employer-paid health care mandated as the law of the land in California.

A million more union-friendly voters now – soon, 2 million more union-friendly family voters in the toughest regions, the swing areas of the state, to help us elect the next pro-worker governor, pro-Labor legislator, and Barack Obama as the next president. That's the way that we're going to win.

It's time to retire the old Bush-McCain machine with war and belligerence abroad, and fear mongering, free trade and a free ride for the wealthy at home. McCain is like Ground Hog Day all over again. We would be doomed to re-live the Bush nightmare day after day, every day for eight more years. That inspires us to be sure that we make change now. And it is with that clear sense of urgency that we chart a new path to right the wrongs.

Robert Kennedy inspired us when he said: "Our choice is not whether change will come, but whether we can guide that change in the service of our ideals and the social order shaped to the needs of our people."

All of us -- all of our focus and our fight must be the strategy to secure a middle class for every worker. But that means a commitment here to reach and inspire every member and then help us to reach 2 million more non-members.

That is the cause that gets us up in the morning and sustains us through our long days. Just as a generation was lifted 50 years ago, we lift again. We strive, we seek, we deliver, and we never yield. We never yield to restore the promise and the spirit of the California dream.

50 years from now, when the next generation sits in this room, may it be said that no one could rival our fight nor our faith, and that we seized the moment to guide the future.

And so we remember, as we begin this battle for this November and for the next, that we are the only hope for every worker. This is the moment for change. We have to make that change. Be the voice. Tell the truth. Carry the message. Move the votes. Guide the people. And lead the drive to win. And that's what we begin today.

Thank you very much.

Guest Speaker



Antonio Villaraigosa
Mayor, Los Angeles, CA
July 22, 2008

It's great to be here with all of you. And, you know, whenever I get introduced by a lifetime friend and ally, family, if you will, you have to take with a grain of salt all the good things she says about me.

But let me say this about her. I've known her, Maria Elena Durazo for almost 30 -- 37 years I think it is. You do the math. 35 years, 1973. And I can tell you, during the entire time that I've known her as a college student on a college campus speaking out for immigrant workers, over the years, whether speaking out on issues of social justice and as a labor leader, the one thing about Maria Elena Durazo is this is a woman of passion, of conviction; a woman who will fight for what she believes in. I think that's why wherever she goes she's considered one of America's preeminent labor leaders. Give her a big hand, Maria Elena Durazo.

And I see Art Pulaski looking at his watch, so let me just say something about Art Pulaski who I've known since 1995 or '6, first met when I was in the California legislature. And I'll tell you, you couldn't have a tougher negotiator, someone who will get in your face when he thinks that's what he needs to do to get the business of his membership completed and consummated. And we've developed a good friendship over the years.

And I shake everybody's hand here on the dais because I know virtually everybody, and some of them for decades. So it's great to be here with you.

And I was asked to say a few things about the Clean Truck Program, about our effort to really address the issue of pollution, but also the issue of growth and health at our port.

And let me just start out by saying whether it was in the California legislature, as a council member, whether it was -- it's been, in the three years that I've been mayor, or frankly the 30 some odd years before that as an activist in the community and the Labor Movement, I've always be-

lieved that we have not always fully understood that our strength comes in numbers. That our strength comes in organization. That our ability to make change comes with our ability to make friends and coalesce and to build consensus.

And early on, when I first campaigned in 2001 for mayor, I talked about greening the port. Because as you may know, the Port of Los Angeles and Long Beach is the largest port in the United States of America. Just so that you understand that we move 44 percent of all the seaborne goods that enter the United States of America come through these ports.

With the growing economies in the East, I can tell you that the number of goods that we move is only going to grow. It's expected to triple in the next 30 years.

For the longest time, particularly a Republican mayor in Los Angeles, but mayors have been advocates of growing the port. Well, we should be. We have a gateway to the east and the south. And L.A. and Long Beach are uniquely poised to move the vast majority of goods that enter the United States of America.

But I can tell you that at every turn, whenever we tried to grow the port, we were sued. We were sued by the families that live around the port; we were sued by the communities that, you know, some of whom families work in the port have also been affected by the pollution of the port.

So you understand the pollution at ports, something like 26 percent of the carcinogens in the L.A. basin come from the port. 2000 premature deaths, more than a million lost school days for kids because of port activity. The number of respiratory illnesses and diseases around the port, three and four and five times higher than areas far away from the port.

“The fact of the matter is, what we're showing is something that we demonstrated when I was in the California legislature. We can grow the economy and grow good jobs. We can protect the environment and protect the public health and protect the health that comes with having health-care benefits and a pension and a good wage.” Antonio Villaraigosa

So historically it's been rough. There's been this fight. Well, I've been in a lot of fights, kind of like this guy right here. I got one of these, just remember that. I've been in a lot of fights, and the one thing you get, it's better to fight when you've got a few friends on your side.

And so we put together an effort that is the most far-reaching effort to grow and green the port in the United States of America.

Early on, my own staff, a lot of people said that the way, that the path that we had chosen was going to be a path fraught with lawsuits, conflict; that the shipping companies were going to challenge us at every turn. And they have.

But I said that steady was the course and that we had to maintain our course. Because I fully believe, as you do -- and I know the theme of today's conference is -- convention rather -- and I think the theme of your conventions for some time has been some variation of securing the middle class. Sometimes you have maintaining the middle class or reaffirming the middle class.

It really is what it's about. It's about connecting this idea that what's good for the middle class is good for America. What's good for working families is good for the country at large.

And here this initiative -- and I'm going to speak out there with a little more agitation, but so that you understand why it's so important. We're going to grow this port. A lot of people are going to do very, very well.

If that's all we did, that might not be such a bad thing. Except that, as I said, so many people are losing their lives as a result. Kids are being impacted.

What we want to do is grow the port, but we're going to green it. And in greening it, we're going to protect the public health. We're going to ensure that the families who live around this port are able to enjoy that paycheck at the end of the day.

And importantly, we're going to ensure that because we're shifting the responsibility for cleaning the port from individual truck drivers to companies that capitalize and can afford the retrofitting of engines, we're going to do a big thing

in that we're going to grow the port and we're going to green it.

If we remove 16,000 dirty diesel trucks -- just so that you understand -- from the port, we're going to clean up -- we're going to reduce carbon emissions in the next five years by 45 percent, carbon emissions generated by port activity.

We're going to reduce carcinogens by 80 percent in the next five years. And, very importantly, those truck drivers that are currently independent contractors who make 11 and 12 bucks an hour, they're going to be working for companies now, and they're going to be making 17 to 20 dollars and beyond.

And this initiative on our part is a great thing. If L.A. was the only place where it happened -- Long Beach hasn't joined yet, but I can tell you it will; I've said that for the longest time when everybody said, you know, that we were going to get sued by the American Truckers Association because we went to an employee-based model and they wouldn't.

Well, just two months ago they got word that they're going to get sued too. Because these guys don't want anybody to tell them what to do. And we understand that we have a responsibility for the public health, we have a responsibility to grow our port in a smart way and a way that respects the public health.

But if L.A. was the only place that did it, it would be a great thing. But I'll tell you something, and this is what you got to understand. If we're the only one that does it, the impact of what we're doing is breaking ground that we're engaging in, just we'll have lost an opportunity.

The fact of the matter is, Long Beach is going to join Los Angeles at some point. The fact of the matter is, Oakland and Seattle and Baltimore and New York and Miami have to join in this effort as well.

The fact of the matter is, what we're showing is something that we demonstrated when I was in the California legislature. We can grow the economy and grow good jobs. We can protect the environment and protect the public health and protect the health that comes with having health-care benefits and a pension and a good wage.

We have always stood -- and those of you who know me well know that I've always stood for the idea that it's a false dichotomy when we say that we can't be for good jobs and for a good economy as well.

And that in fact the model of capitalism that we chose early on was a model that said that the man or the woman that built a refrigerator or washing machine should be able to make enough to buy a refrigerator or a washing machine; that in a country that says we want people to -- we want to respect and nurture the values of working, that you got to reward work. And when people work hard and play by the rules, they ought to be able to have a piece of that dream.

And that really is, or those really are the values behind the Clean Truck Program. I'm here today -- the Teamsters asked me to come, even though I got a lot of work to do in Los Angeles -- but I wanted to be here because we're going to need a united Labor Movement with a united environmental movement with a united community and religious movement -- you know, to begin to take advantage of the trade that sometimes is very contentious in the Labor Movement. But the plus side of the trade ought to be something we ought to be able to take advantage of.

And here there's a great opportunity. We know these economies are only growing. The logistics center, including trucking, is the new manufacturing. Labor has to get involved.

And we believe the Clean Truck Program is a great program for the environment, it's a great program for the public health, it's a great program for working people because it essentially sells the idea that when we grow the economy, we ought to grow together and not leave people behind.

So I wanted to come to talk up the Clean Truck Program. We're getting sued, that's true, but it's not the first time I've been sued, it won't be the last time. We intend to win that lawsuit, and we expect that what we're doing in Los Angeles -- think about this -- 16,000 truckers making 11 bucks an hour, now with the possibility of making a lot more, a wage that they can raise a family on, an effort that does social good as well, and the only way to truly grow a port at this time is the way to go.

And I wanted to come by and acknowledge the Teamsters for their coalition work and the Labor Movement and of course the County Fed, which has been an incredible asset to this effort. So thank you so much. I'll wax a little more agitational when I go outside. Thank you





Day Two Proceedings

President Leyva and Executive Secretary-Treasurer Pulaski welcomes delegates to Day 2.

Constitution Committee report

The Constitution committee meet 7/21 with two resolutions

Resolution 18: Resolution in Support of Strengthening the Federation's Resources and Strategic Capacity

and

Resolution 19: Resolution in Support of the Federation's Strategic Flexibility.

Motions for resolutions were carried.

Partial Report of Credentials Committee

An updated list of delegates was was posted. The Convention adopted the preliminary report of the credential committee

Resolutions committee

(See Policy Statements tab in this report for final documents).

Organizing to Win slideshow presentation shown

Credential Committee final report

Moved, seconded and carried

Video: Battle in Seattle



Organizing to Win slideshow presentation

In Memoriam

Paul H. Blackwood, IBEW Local 569

Thomas E. Looney, IBEW Local 569

Neil E. Ricketts, IBEW Local 569

Glen J. Sanders, IBEW Local 569

Norman L. Smith, IBEW Local 569

Neil Sullivan, IBEW Local 569

Dallas Jones, Secretary-Treasurer -
California Professional Firefighters

Tom McAleer, IV, IATSE Local 33

Willie Gholar, SEIU 1021/CARA Executive Board

Roy Huntington, IBEW Local 441

Mark Heers, IBEW Local 440

Bruce Gerometta, Iron Workers Local 416

Don Holmes, Iron Workers Local 416
Edward “Kelly” Anschultz, Plumbers and
Steamfitters Local 159

Chuck Quesenberry, Roofers Waterproofers
and Allied Worker Local 36

Charles “Carlos” Nieto, Iron Workers
Local 416

Billy Joe Douglas, Cement Masons’ Local 400

John Hall, United Association Local 78

Art Martinez, Sr., Cement Masons Local 500

Vincent Aloise, Teamster Local 315

Richard “Dick” Simon, Teamsters Local 315

2008 COPE Endorsements

The California Labor Federation AFL-CIO made the following endorsements for the election of candidates to the offices of the United States House of Representatives, State Senate, and State Assembly and positions on the statewide ballot propositions in a statewide general election on Nov. 4, 2008

UNITED STATES REPRESENTATIVES IN CONGRESS

1	Mike Thompson (D)	28	Howard Berman (D)
2	Jeff Morris (D)	29	Adam Schiff (D)
3	Bill Durston (D)	30	Henry Waxman (D)
4	Charlie Brown (D)	31	Xavier Becerra (D)
5	Doris Matsui (D)	32	Hilda Solis (D)
6	Lynn Woolsey (D)	33	Dianne Watson (D)
7	George Miller (D)	34	Lucille Roybal-Allard (D)
8	Nancy Pelosi (D)	35	Maxine Waters (D)
9	Barbara Lee (D)	36	Jane Harman (D)
10	Ellen Tauscher (D)	37	Laura Richardson (D)
11	Jerry McNerney (D)	38	Grace Napolitano (D)
12	Jackie Speier (D)	39	Linda Sanchez (D)
13	Pete Stark (D)	40	Christina Avalos (D)
14	Anna Eshoo (D)	41	No Endorsement
15	Mike Honda (D)	42	Ed Chau (D)
16	Zoe Lofgren (D)	43	Joe Baca (D)
17	Sam Farr (D)	44	Bill Hedrick (D)
18	Dennis Cardoza (D)	45	Julie Bornstein (D)
19	No Endorsement	46	Debbie Cook (D)
20	Jim Costa (D)	47	Loretta Sanchez (D)
21	Larry Johnson (D)	48	Steven Young (D)
22	No Endorsement	49	Robert Hamilton (D)
23	Lois Capps (D)	50	Nick Leibham (D)
24	Marta Ann Jorgenson (D)	51	Bob Filner (D)
25	Jackie Conaway (D)	52	Mike Lumpkin (D)
26	Russ Warner (D)	53	No Endorsement
27	Brad Sherman (D)		

CALIFORNIA STATE SENATE

DIST.	CANDIDATE	DIST.	CANDIDATE
1	Anselmo Chavez (D)	21	Carol Liu (D)
3	Mark Leno (D)	23	Fran Pavley (D)
5	Lois Wolk (D)	25	Rod Wright (D)
7	Mark DeSaulnier (D)	27	Alan Lowenthal (D)
9	Loni Hancock (D)	29	No Endorsement
11	Joe Simitian (D)	31	No Endorsement
13	Elaine Alquist (D)	33	Gary Pritchard (D)
15	No Endorsement	35	Ginny Mayer (D)
17	No Endorsement	37	Arthur Bravo Guerrero (D)
19	Hannah Beth Jackson (D)	39	Christine Kehoe (D)

CALIFORNIA STATE ASSEMBLY

DIST. CANDIDATE

1 Wesley Chesbro (D)

2 Paul Singh (D)

3 Mickey Harrington (D)

4 No Endorsement

5 Dan Leahy (D)

6 Jared Huffman (D)

7 Noreen Evans (D)

8 Mariko Yamada (D)

9 Dave Jones (D)

10 Alyson Huber (D)

11 Tom Torlakson (D)

12 Fiona Ma (D)

13 Tom Ammiano (D)

14 Nancy Skinner (D)

15 Joan Buchanan (D)

16 Sandre Swanson (D)

17 Cathleen Galgiani (D)

18 Mary Hayashi (D)

19 Jerry Hill (D)

20 Alberto Torrico (D)

21 Ira Ruskin (D)

22 Paul Fong (D)

23 Joe Coto (D)

24 Jim Beall (D)

25 Taylor White (D)

26 John Eisenhut (D)

27 Bill Monning (D)

28 Anna Caballero (D)

29 Humberto Avila (D)

30 Fran Florez (D)

31 Juan Arambula (D)

32 No Endorsement

33 Robert Cuthbert (D)

34 Desmond Farrelly (D)

35 Pedro Nava (D)

36 Linda Jones (D)

37 Ferial Masry (D)

38 Carole Lutness (D)

39 Felipe Fuentes (D)

40 Bob Blumenfield (D)

DIST. CANDIDATE

41 Julia Brownley (D)

42 Michael Feuer (D)

43 Paul Krekorian (D)

44 Anthony Portantino (D)

45 Kevin DeLeon (D)

46 John A. Perez (D)

47 Karen Bass (D)

48 Mike Davis (D)

49 Mike Eng (D)

50 Hector De La Torre (D)

51 Curren Price (D)

52 Isadore Hall (D)

53 Ted Lieu (D)

54 Bonnie Lowenthal (D)

55 Warren Furutani (D)

56 Tony Mendoza (D)

57 Ed Hernandez (D)

58 Charles Calderon (D)

59 Don Williamson (D)

60 No Endorsement

61 Norma Torres (D)

62 Wilmer Amina Carter (D)

63 No Endorsement

64 No Endorsement

65 Carl Wood (D)

66 Grey Frandsen (D)

67 Steve Blount (D)

68 Kenneth Arnold (D)

69 Jose Solorio (D)

70 No Endorsement

71 No Endorsement

72 John MacMurray (D)

73 Judy Jones (D)

74 Brett Maxfield (D)

75 No Endorsement

76 Lori Saldana (D)

77 No Endorsement

78 Marty Block (D)

79 No Endorsement

80 Manuel Perez (D)

CALIFORNIA BALLOT PROPOSITIONS

NUMBER

1A: Safe, Reliable High-Speed Passenger Train Bond Act	Vote YES
2: Treatment of Farm Animals	No Recommendation
3: Children's Hospital Bond Act	No Recommendation
4: Waiting Period and Parental Notification Before Termination of Minor's Pregnancy	Vote NO
5: Nonviolent Offenders. Sentencing, Parole and Rehabilitation	Vote YES
6: Criminal Penalties and Laws. Public Safety Funding	Vote NO
7: Renewable Energy Statute	Vote NO
8: Elimination of Same-Sex Marriage	Vote NO
9: Criminal Justice System. Victims' Rights.	Vote NO
10: Bonds. Alternative Fuel Vehicles and Renewable Energy	Vote NO
11: Redistricting	Vote NO
12: Veterans Bond Act	Vote YES

Policy Statements

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- Executive Summary
- Secure Jobs
- An Enforceable Right to Organize
- Living Wages and a Strong Social Safety Net
- A Fair Economy
- An Equitable, Sustainable Budget and Tax System
- High Quality, Accessible Education
- High Quality, Universal Health Care Coverage
- Strong Protections for Worker Health and Safety
- Sound Public Investments
- Environmental Protection
- Good Government and Accountable Corporations
- Rights of All Working Families

2008 Policy Statements

The social contract between employers and America's working families is broken. There used to be an agreement that workers who put in their time and paid their dues would be secure in their jobs, benefits and retirement. When illness struck, company health care coverage would make sure families were covered. When companies prospered, they recognized the contributions of their workforce, and corporate prosperity would benefit executives and line workers alike. When retirement came, solid pensions would give workers financial security.

That same compact between working families and the government is in danger of breaking as well. In the first half of the twentieth century, we enacted a crucial set of safety net protections, guaranteeing that in times of poverty and old age, economic downturn and turmoil, workers would have a backstop to keep them from sliding down the economic ladder. From Social Security and unemployment insurance to Medicare and Medicaid, our commitment to a social safety net is failing on all fronts.

While the commitment to these principles is alive and well within America's labor movement, it has all but vanished from the corporate ethos and our government's priorities. Instead of honoring commitments to retirees, companies are filing for bankruptcy to evade their pension obligations and Congress is trying to privatize Social Security. Rather than sharing the wealth when business is booming, executives are reaping the benefits of outrageous compensation packages while the wages of the rank and file stagnate. We are backpedaling on our promises.

Union by union, industry by industry, we have seen the evidence of the broken social contract. The hard numbers show us this is more than a smattering of anecdotes – it is a nationwide reality. In 2005, only 14% of non-union workers had a defined benefit pension. Today, fewer than half of all Californians get health care coverage through an employer. While worker productivity has nearly doubled since the 1970's, worker wages have remained flat. We are now the most productive work force in the world, and American workers have been rewarded with wage takeaways and retirement insecurity.

This breakdown of the American dream is not merely a side effect of an economic slowdown. Many of its most pernicious components – the proliferation of independent contractors, attacks on the eight-hour day, and the privatization of public pensions – are top tier priorities for powerful business and anti-government groups. They have found a ready ally in the White House for the past eight years, and too many willing accomplices in Sacramento.

The turn away from social insurance programs and corporate responsibility toward workers is part of a great risk shift. Right-wing activists in the government and corporate bosses are doing everything they can to shift the risks – of rising health care costs, economic instability, market volatility, and more – away from themselves and onto the backs of working families. The impact on our pensions, our health care and our jobs is increasingly evident and painfully real. Under this regime, working families aren't just slipping through the cracks – they're being swept there.

This shifting of risks is made worse by all the other storms buffeting the middle class. Gas is now at a record high. Food prices are soaring. Unemployment numbers continue to rise. Foreclosures are happening at rates not seen since the Great Depression. Nearly every single indicator of economic progress and financial security for working families is pointing in the wrong direction.

We need to turn America around. It's time to invest in our schools, our safety net programs, our infrastructure and our work force. It's time to make corporations accountable to the workers that make them run. It's time to elect leaders willing to stand up and fight for workers. America's unions have always stood for these principles, and our voices are needed now more than ever.

The California Labor Federation will continue to make sure those voices are heard. We endorse these policy statements as the roadmap to securing the middle class and restoring America's social contract with working families.

Executive Summary

1 ~ Secure Jobs

All workers deserve to know that their jobs will still be around tomorrow, but the economic downturn, changing federal trade policy, and bad employer behavior are all working against job security in California. From misclassification of workers to the growth of the underground economy and the steady stream of jobs headed overseas, California's workers and their jobs are less secure than ever.

We need to crack down on employers that intentionally misclassify their workers as independent contractors, depriving them of nearly every worker right we've fought to protect. We need better funding and enforcement of state and federal labor laws to stop the swelling underground economy and catch employers who violate workers' rights.

2 ~ An Enforceable Right to Organize

We know that good union jobs are the best way to secure the middle class, but for too many American workers, the right to join a union exists only on paper. Increasingly ruthless employer opposition to organizing efforts has contributed to slipping unionization rates and increased the challenge of organizing new workers.

Tireless work by California's unions has countered this national trend, even as we have confronted anti-worker gaming compacts and attacks on our right to make union members' voices heard in the political process. We will continue to defend workers' right to organize, a right we can make real by passing the federal Employee Free Choice Act. We support the creative, cooperative and successful organizing work being done by our affiliates.

3 ~ Living Wages and a Strong Social Safety Net

Workers' wages are failing to keep up with the rising cost of food and gas, the state's unemployment insurance system is predicted to go into the red by the end of next year, worker's compensation benefits have been slashed and our right to a basic lunch break is under attack. California's unions have fought hard for these protections, but they need constant defense.

We need to raise our minimum wage to meet the needs of working families. We must shore up our social safety net programs. We will continue our defense of workers' basic rights to lunch breaks, adequate workers' compensation benefits and retirement security. We won't just fight back attacks – we'll continue to push forward by enacting legislation to guarantee paid sick days for all California workers and fighting for a federal extension of unemployment insurance benefits.

4 ~ A Fair Economy

As the Bush Administration's devastating policies continue to take their toll on the housing market, the slumping economy and the shrinking job market, California's workers find themselves in increasingly dire financial straits. The foreclosure crisis is jeopardizing the most valuable asset of millions of Amer-

ican families. All these domestic troubles are worsened by the Bush Administration's continual advocacy of bilateral trade agreements that fail to protect workers' rights here or abroad.

We need an economy that works for all, not just for the wealthy few. We need to rein in the bad behavior of predatory mortgage lenders and to protect affordable housing for all Californians. We need a trade policy that protects workers' rights and jobs. We call for continued rejection of the proposed U.S.-Colombia Free Trade Agreement and others like it that are based on the failed NAFTA model.

5 ~ An Equitable, Sustainable Budget and Tax System

Between California's supermajority requirement to pass a budget or raise taxes, its long history of voter-approved spending limits and requirements, and its increasingly dated tax base, the state's fiscal house is in continual turmoil. Annual budget fights have serious impacts on California's working families in every sector of the economy. Years of deep cuts have strained the state's systems to the breaking point.

We need a budget and tax system that's fair to working families. We reject budget "reform" proposals that are thinly disguised power grabs or simplistic formulas that cut vital services. To meet the needs of all Californians, we must re-evaluate tax breaks and loopholes, improve enforcement of current tax laws and develop new revenue sources.

6 ~ High Quality, Accessible Education

California's education system lies at the heart of the state's economic future. Without appropriate investment at all levels of the system, we won't be able to train the workers our state needs. Persistent state budget problems threaten this investment, and have led to increasing challenges for both workers and students.

We call for full funding of California's entire education system. We support universal access to public higher education and we recognize that affordability is a key component of access. We need to expand the state's investment in career technical education and workforce development for workers of all ages. We will continue our ongoing work to defend labor education efforts across the state.

7 ~ High Quality, Universal Health Care Coverage

For years, California's unions have led the fight for better, more affordable health care in California. The need to continue this work is more pressing now than ever before. Fewer than half of all Californians receive health coverage through their employers and for those that still do, prices are rising at an unsustainable rate. The state's health care safety net is falling into disrepair. Without a clear and coherent strategy for health care reform, the health care crisis will only grow worse.

We need to tackle the rising cost of care by taking on the insurance and pharmaceutical industries. We need to make sure that all employers meet their basic responsibility to provide coverage for their workers. We reject false solutions to the health care crisis that place the burden of coverage unduly on the shoulders of working families. We need to protect the state's ailing safety net institutions and to improve the quality of the care we receive.

8 ~ Strong Protections for Worker Health and Safety

All workers deserve a safe and healthy workplace, yet an average of 16 American workers are fatally injured at work every day. Immigrant workers are particularly vulnerable to workplace injuries and death. These problems are made worse by under-funding of state health and safety enforcement efforts.

To really take worker health and safety seriously, California must increase funding for enforcement efforts as well as penalties for violators of the state's health and safety laws. Fines must never become

just another cost of doing business. We need meaningful regulations on indoor and outdoor heat exposure to protect vulnerable workers. To protect workers at home and on the job, we need better regulation of dangerous chemicals.

9 ~ Sound Public Investments

California is already in desperate need of public investments, long before our population increases by more than 25%, as it is predicted to do by 2030. Our roads and levees need repair. Our hospitals need retrofitting. Our schools need modernizing. Our prisons are bursting at the seams. Our public infrastructure needs serious, immediate attention.

We must have a comprehensive strategy for making those investments and a sustainable, equitable way to finance them. We need to invest in our public transportation systems as well as our roads and highways. We need to continue support for California's maritime trades and the vast economic engine they fuel through the state's ports. We must preserve the people's right to control the state's water. As the state makes new investments, we must also defend our existing assets from privatization efforts.

10 ~ Environmental Protection

As workers and as residents of California, we all deserve clean air, clean water and safe energy sources. Protecting the environment is both socially responsible and a key component of future growth for organized labor. The decisions we make now about adapting to global warming and the ways we generate energy will impact the economy, environment and infrastructure of California for decades to come.

As we adapt to climate change and new energy sources, we must fight to ensure that the new jobs of the green economy are union jobs with a future. We recognize that the future stability of our energy supply depends on renewable energy sources and we support efforts to move in that direction. We endorse the principles of the national Apollo Alliance and continue our steadfast opposition to deregulation of the energy market.

11 ~ Good Government and Accountable Corporations

As Californians, Americans, consumers and unionists, we deserve government that works for the people and we deserve fair dealing and accountability from corporations. Without a healthy democracy in which public participation is allowed and encouraged, the voices of union members will be drowned out by the influence of powerful corporations.

We support public participation in the political process and defend the right of workers to make their voices heard. We believe that government bodies must uphold promises made to their workers. We believe that corporate accountability starts in the boardroom and must continue in the community. Transparency in corporate behavior and government decision making are vital to the health of our economy and our democracy.

12 ~ Rights of All Working Families

Union members are more than just workers. We are also family members, consumers, community members and neighbors. The labor movement defends the rights of working people in different areas of our lives, not just the workplace. The Bush Administration's policies of pre-emptive war, violations of civil liberties and persistent harassment of immigrant workers has made our work in this area more important now than ever before.

We support consumer rights to product safety, financial privacy, and regulation of public goods. We support policies that help workers balance work and family lives. We respect the contributions of immigrants to all aspects of American life and call for humane immigration policies. We are unflinchingly devoted to the protection of civil rights and liberties, and abhor discrimination in all its forms.

1 ~ Secure Jobs

All workers deserve to know that their jobs will still be around tomorrow. Unfortunately, the economic downturn, changing federal trade policy, and bad employer behavior are all working against job security in California. As the state budget faces looming deficits, many of California's public servants have received lay-off warnings. Declines in the newspaper industry have impacted every newsroom in the state. Recently announced mass layoffs at General Motors, United Airlines and other blue chip companies have threatened our members' jobs. Competition from international labor markets with weaker worker protections continues to pull jobs away from the United States.

Both the types of jobs and the nature of work in California are changing. Employers are taking steps to sever the employer-employee relationship. They are hiring more contingent and temporary workers. They are contracting out more work and increasingly misclassifying their employees as independent contractors. These arrangements free employers from providing any real protections for their employees. Contingent workers are unlikely to qualify for basic health and welfare benefits and, in some cases, are legally barred from organizing a union. Workers who are misclassified lose all employee rights, from minimum wage protection to the right to organize, leaving them with little hope of making a better life.

Workers in the underground economy receive the fewest protections of all. Employers in the underground economy can and often do leave their workers bare of all their legal protections. With few resources, remedies, and protections, these workers toil in some of the state's most difficult, dangerous, and worst paying jobs.

Job insecurity can silence our voice at work, the voice that is so critical to a strong union movement. When workers are discriminated against, denied overtime pay, or forced to work in a dangerous environment, they are less likely to speak up if they think their job might be on the line.

The Federation will continue to fight for job security for all California workers. We are working to prevent jobs from being offshored. We are pushing for more effective labor law enforcement. We are fighting to stop contingent work from eroding the quality of our jobs. And we are dedicated to reducing the underground economy.

Contingent Labor

The last decade has witnessed an explosion of non-standard work in virtually every sector of the economy: service, farm, garment, construction, entertainment, high-tech, education, health care and the public sector. Temporary jobs have grown far faster than the overall number of jobs in the state. Women, people of color, immigrants and young people are disproportionately represented in the contingent workforce.

Contingent work generally means lower wages, fewer benefits, unsafe working conditions and less job security. Contingent workers are less likely to receive benefits or pensions. Job insecurity is a particular problem for contingent workers, who are easy to eliminate in an economic downturn because of the very nature of their employment. While these new work arrangements may make it easier for big businesses to dispose of workers at will, these jobs are not meeting the needs of workers. Most temporary and part-time workers report that they would prefer to be employed in a full-time and permanent job.

Contingent work also presents new barriers to unionization. Some contingent workers, because they are technically self-employed, aren't eligible for unionization. High job turnover, frequent changes in job sites, and the disconnect between a worker's technical employer and his functional employer make organizing these workers extremely challenging. Some employers may choose contingent arrangements for their workers precisely to thwart unionization efforts.

The Federation supports policies that would eliminate the economic advantage that employers gain by keeping their workers in a marginal status.

We support strong enforcement of requirements mandating temporary employment agencies and other brokers of contingent labor to pay for workers compensation for their employees. Independent contractors should be held to the same credentialing, security, safety, and other standards that apply to other employees, and employers should pay pro-rated benefits to part-time workers. We support the right of temporary workers to know how much an employer is paying for their services so they can bargain more effectively for higher wages.

When businesses hire temps and part-timers to save money, they don't eliminate the costs. They merely externalize those costs, passing them on to the state, other employers, private charities or the individual. Contingent workers deserve the same rights as traditional workers: wage and hour protections, health and welfare benefits, the right to a voice at work, and assistance in times of an illness, layoff, or workplace injury.

INDEPENDENT CONTRACTORS

One of the most rapidly increasing forms of non-standard work arrangements is the use of independent contractors. In theory, independent contractors are hired by employers under contract to complete specific work. Often they are paid by the job rather than by the hour. Since they are considered "self-employed," these workers are not eligible for state-mandated employment-related benefits. Those who hire them save considerable sums by not paying Social Security and unemployment insurance taxes and workers' compensation insurance premiums.

Nationally, more than ten million workers are classified as independent contractors, but simply calling a worker a contractor does not make it so. If an employer still maintains control over the worker and his or her working conditions, that worker is an employee, entitled to important benefits like workers compensation coverage, minimum wage and overtime protections, and access to family medical leave. Over 75,000 California workers were misclassified as independent contractors in 2003.

The Federation recognizes that the misclassification of workers as independent contractors is one of the greatest threats to worker rights that we face today. It represents the severing of the traditional employment relationship and the shifting of all risk – of illness, injury, economic slowdown – onto the worker. We are committed to finding effective tools to fight misclassification of workers. In 2007, we worked with the Teamsters to pass legislation to increase penalties on employers for intentional misclassification. In 2008, we sponsored three bills to hold consultants liable for promoting misclassification schemes to employers, to give workers information about the rights they lose as independent contractors and how to get help if they are misclassified, and to subject independent contractors in the telecommunications industry to greater scrutiny and oversight.

The Federation will continue to fight alongside our unions for these policies and others to curb employer abuse of independent contracting arrangements. The Federation opposes any effort to erode job quality through the abuse of independent contractor classification.

The Federation believes that all workers deserve basic workplace rights, whether they are temporary workers, part-timers, independent contractors or sub-contracted employees.

Volunteer Labor

Toxic oil spills, raging wildfires and other disasters frequently spark big-hearted responses from Californians ready to step in and help wherever they can. The Federation supports civic engagement and volunteerism and our members are often the first on the scene to lend a hand. At the same time, we recognize that volunteer labor should not be relied on to replace or eliminate jobs that should be filled with trained professionals.

The proper staffing of emergency responder positions, environmental clean up crews and other disaster-response teams is vital for worker, public and environmental safety. In cases where volunteer labor is appropriate, volunteers should be provided with all necessary legal protections, including workers' compensation insurance, as well as the proper level of training, protective clothing, and equipment for the tasks to which they are assigned. Volunteer worksites should always follow all worker health and safety standards for volunteers, including applicable standards for the use of a respirator.

Off-shoring

The lack of enforceable worker protections abroad puts tremendous pressure on the California economy. Workers in our state must now compete with workers around the globe who earn less than a dollar an hour. We have seen the steady bleeding in the manufacturing sector over the past few decades, but in the last few years, a wave of service sector jobs have also been lost to the global economy. Today, it seems that almost no job is safe from threat of globalization.

Over 14 million service sector jobs in the U.S. are at risk of being off-shored, as functions from paper-work to word processing to telephone answering are moved to lower-wage countries. Software and other technology jobs are increasingly being relocated to India, where highly skilled and well-educated workers can replace U.S. employees at a fraction of the cost. An increasing number of U.S. patients are even going abroad to have medical procedures done at a lower price.

The Federation has worked to prevent corporations from using public funds to export good jobs overseas. We support proposals to stop taxpayer dollars from being used to create jobs overseas. We support requiring corporations to report the number of jobs they are shipping outside the state and the country as well as the amount of work they are sub-contracting away from California.

The Federation will continue to fight for job security and to prevent employers from shopping around to other states and other countries to find the lowest common denominator when it comes to wages, working conditions or worker rights.

The Underground Economy

California's vast underground economy continues to swell. According to a California Employment Development Department analysis of IRS data, California's underground economy is worth between \$60 and 140 billion a year. An estimated two million Californians – 15 percent of the total workforce – work in the underground economy. Because business in the underground economy is conducted outside the bounds of state law, businesses operating there are able to gain an unfair advantage over their law-abiding competitors by flouting labor laws and ignoring their tax obligations to federal, state and local governments.

Workers in the underground economy pay a high price. Many don't earn fair wages or overtime pay. Some are never paid at all. They are often forced to work in unsafe work environments. If they are hurt, they can't receive workers compensation. If they lose their jobs, they don't get unemployment insurance. In the construction industry, the underground economy remains a critical problem, resulting in

lower wages and appalling safety conditions. Workers in the underground economy are the victims of unscrupulous employers who take advantage of workers with few choices, and then intimidate them into silence about these abuses. Undocumented workers are most likely to be trapped into these no-win situations.

Workers in certain industries are particularly vulnerable. In the Los Angeles garment industry, fewer than 40 percent of employers were in compliance with labor laws during the 1990s. A 2005 survey of raisin workers by the California Rural Legal Assistance Foundation found that more than 70 percent of raisin workers failed to receive the state minimum wage when they worked for piece-rate wages. A *Los Angeles Times* exposé of Southern California car wash workers found that two-thirds of employers investigated since 2003 were out of compliance with state labor laws. Many were found to be paying workers less than half the minimum wage. Some workers receive no wages at all – their only compensation comes from sporadic customer tips.

Labor Law Enforcement

The Federation has fought for stricter enforcement and tougher penalties for scofflaw employers. We support coordinated enforcement and investigations between tax and labor law enforcement agencies. The Federation has supported legislation to increase the penalties for employers that pay unfair wages or illegally withhold wages, but those penalties still remain far too low. The state should maintain a public database of labor law violators to bring needed scrutiny to these employers.

Many employers punish and retaliate against workers who report violations to deter other workers from filing complaints. Current protections against retaliation are inadequate and thousands of retaliation cases filed with the state have yet to be acted upon. We support legislation to curb retaliatory actions by employers, such as requiring employers to prove they are not retaliating if they fire workers who have filed labor claims.

In 1999, the Federation won a landmark piece of legislation that guaranteed joint liability for garment manufacturers and their subcontractors. That legislation has made employers liable for the wage and hour violations of their subcontractors. We support extending joint liability to all businesses that profit by using middlemen to accomplish work in agricultural, construction and janitorial industries. The Federation also continues to support efforts by the United Farm Workers and California Rural Legal Assistance Foundation to establish that every farm operator is jointly and severally liable for violations of housing, transportation, wage and hour and health and safety laws as they relate to agricultural workers. No employer should be able to hide behind an unscrupulous subcontractor to escape liability for the working conditions of employees.

Funding for labor law enforcement has failed to keep pace with the growth in the state's workforce. We support all efforts to increase state funding for labor law enforcement, through the Labor Commissioner, Cal-OSHA, the Public Employment Relations Board, the Employment Development Department, district attorneys, and the Attorney General's office. Even Governor Schwarzenegger recognized labor law enforcement positions as revenue generators and they should continue to be protected from state budget cuts. We support empowering unions to take legal action on behalf of aggrieved workers. The Federation also supports labor-management labor law compliance funds, which have proven useful in combating scofflaw employers in the construction and janitorial industries.

Finally, we support all efforts to make enforcement avenues more accessible and responsive to workers. We support the elimination of barriers to collecting due wages after the labor commissioner or the courts pass judgments. We also believe that enforcement will not be effective unless workers can communicate with public agencies in their own languages. The Federation will continue to work for better resources, including increased bilingual staffing, for labor law enforcement.

2 ~ An Enforceable Right to Organize

No one fights harder for a fair wage and decent working conditions than California's labor unions. Maintaining our right to organize workers and fight for the rights of working families is vital to the health, safety, and economic security of all Californians.

Despite one of the most anti-worker presidents in history and the unrelenting efforts of large employers like Wal-Mart, organizing efforts in California are gaining steam. The state is now home to 2.4 million union members, more than any other state in the nation. California has bucked a national trend of declining union membership and saw union membership as a percentage of the workforce rise a full percentage point – from 15.7 to 16.7 – between 2006 and 2007.

California's unions continue to lead the country in unionizing public sector workers. Nearly 53% of California's public employees are union members, compared to just 36.5% nationwide. This growth in public sector union representation can be credited to successful legislation sponsored by the Federation and our public sector unions that gave public sector workers the right to organize through majority sign-up cards, or card check. California has also seen recent progress in private-sector unionization. In 2005, there were 80,000 more private-sector union members in California than in 2004.

But a union job is still getting harder to find in the private sector for workers across the U.S. and here in California. Fewer than one in ten private-sector workers in California is a union member. Nationwide, fewer than one in twelve belongs to a union.

Increasingly ruthless employer opposition is largely to blame for slipping unionization rates. Harassment, intimidation, threats and firings are more common than ever during an organizing campaign. According to a recent survey, employers illegally fire workers in at least 25 percent of all organizing drives. In nearly 80 percent of drives, management forces workers to attend one-on-one anti-union meetings with their own supervisors. Captive audience meetings, another common management ploy, further intimidate workers. Even when workers overcome these obstacles to win union recognition, employers frequently refuse to agree to a first contract. Federal labor law has failed miserably to protect workers' right to choose a union.

Supporting Organizing Efforts

The Federation applauds the workers and unions who continue to successfully organize in such hostile anti-worker climates. We congratulate the workers at the Lancaster Rite Aid warehouse who, in March 2008, won representation with the International Longshore and Warehouse Union (ILWU) after an extremely difficult two-year fight. For these workers, union representation will mean an end to mandatory overtime shifts, meaningful benefits and better job security. We continue our support for other workers, like those in the St. Joseph Health System, who persist in their fight for representation.

The Federation recognizes the vision and commitment of California's unions in their efforts to organize entirely new sectors of workers including child-care providers and car wash workers. Like the groundbreaking campaign that helped 300,000 homecare workers go from independent contractors to unionized employees, these efforts bring together some of California's most vulnerable workers to demand and

win better pay and working conditions.

From FedEx to Fresh & Easy, the Federation supports our unions as they continue the fight against anti-union employers, old and new.

The Federation embraces new and creative campaigns like the ongoing effort to organize truck drivers in California's ports. The port campaign is aimed at explaining the social and environmental costs of worker misclassification for communities across the state. This landmark campaign has already achieved incredible success in improving workers' rights, cleaning up some of the state's most polluted communities, strengthening ties with environmental allies, and creating job opportunities in the neighborhoods around the ports.

While we work for stronger labor laws at the state and national level, the Federation also supports innovative organizing strategies that our unions have adopted in place of the outdated and ineffective NLRB process. The current NLRB process is so slanted toward employers that there is virtually no opportunity for a fair election. We support the use of neutrality agreements with employers, card-check and community elections, and other ways to win union recognition that respect the will of the workers. Likewise, we continue to support organizing tactics like civil disobedience, corporate campaigns, community mobilizations, alliances with community-based organizations, Construction Organizing Member Education and Training (COMET), boycotts, strikes, salting and other forms of direct action to win recognition and contracts. We urge the co-operation of affiliates in multi-union efforts, which can effectively pool resources and eliminate jurisdictional disputes.

Standing Up for All Workers

The Federation strongly supports the rights of all workers to organize and to have their voices heard in the political process. Unfortunately, those rights have come under attack time and again through the efforts of right wing anti-union activists.

The Federation unequivocally opposes paycheck deception measures like Proposition 75 from 2005. These efforts would unfairly restrict uses of union dues and make union members play by different rules than big corporations when it comes to participating in the political process. These efforts to silence union voices are used by politicians like John McCain and Arnold Schwarzenegger, both prominent backers of Prop 75, to quash union opposition to their anti-worker agendas and to strip workers of their ability to make their voices heard.

We call for the extension of full collective bargaining rights to all public employees, including the inviolate right to strike and the right to use dues deducted from wages for political purposes. For public employees not permitted to strike, we recognize the need for binding interest arbitration to level the playing field and ensure fairness in bargaining.

The Federation opposes the decision of the Bush-appointed dominated National Labor Relations Board in the Kentucky River cases. That decision stripped millions of lead workers of their right to organize by reclassifying them as supervisors. The Federation supports the federal RESPECT Act, which would restore Congress' original NLRA intent, allowing those workers to organize and collectively bargain for better wages, benefits, and working conditions. In 2007, we sponsored and passed a state resolution putting the California Legislature on record in support of the RESPECT Act.

In 2007, the Federation stood up for the fundamental right to organize by opposing four new gaming compacts, negotiated by Governor Schwarzenegger, that had no enforceable right to organize. These multi-decade agreements granted new gambling rights to four of the state's wealthiest tribes and represented the largest expansion of gambling in American history. Unlike the compacts negotiated in 2004, these compacts failed to provide a real right to organize for low-wage casino workers. While we supported a

new compact for the San Manuel tribe, who had signed a collective bargaining agreement with the Communication Workers of America, labor launched a tireless effort to stop the legislative ratification of the other compacts and then worked to overturn them on the ballot. While those efforts were ultimately unsuccessful, the Federation will remain steadfast in its commitment to ensuring that all future compacts include an enforceable right to organize and will continue to hold individual legislators to account for their votes against such workers' rights.

Giving Workers the Tools They Need to Organize

The Federation calls for comprehensive labor law reform to ensure that workers can organize a union without risking their job. Employers that fire workers for union activity or use other tactics to interfere with workers' free choice deserve severe and immediate penalties. Banning permanent replacements for strikers is essential for equitable labor relations. We back prompt resolution of representation questions; union certification based upon determination of majority support through card check; arbitration of unresolved first contracts at the request of the union involved; and the prohibition of corporate reshuffling, including double breasting, bankruptcy and ownership changes, which are used to evade contractual rights and end union representation. California unions must continue to pursue state and local level reforms to support organizing.

The Federation's top federal legislative priority is fighting for the enactment the Employee Free Choice Act (EFCA). EFCA will put many of these needed changes in place and will pave a path for the millions of American workers who want to join a union but continue to be stymied by anti-union employer campaigns. The Employee Free Choice Act would allow union certification with a majority of signed cards, provide mediation and arbitration for first contract disputes, and establish stronger penalties for violations of employee rights. The AFL-CIO, Change to Win and their affiliated unions across the country have stood together to demand passage of the Act and we call on all elected leaders to join us in support of this legislation.

The Federation has actively worked to both build support for EFCA specifically as well as educate opinion leaders and the public about majority sign-up generally. We've sponsored and passed two legislative resolutions putting the California Legislature on record in support of EFCA. In 2007, every Democratic member of the legislature, minus one, signed a letter to Congress in support of EFCA. The Federation will continue these efforts as part of its ongoing fight to win the right to majority sign-up for all workers.

3 ~ Living Wages and a Strong Social Safety Net

As the economy enters into a recession once again, California's working families are in an increasingly precarious position. The minimum wage doesn't meet the basic living needs of working families, the state's unemployment insurance system is predicted to go into the red by the end of next year, job-based health care is eroding, workers' compensation benefits have been slashed by nearly 70%, our basic right to meal and rest periods is in jeopardy, and our retirement systems are under attack.

California's unions have fought hard to guarantee living wages and a dignified retirement for workers and create a strong social safety net, but much more needs to be done to both defend our existing rights and to win new protections.

Fair Compensation

All workers should expect to receive a fair wage for the work they do, but the hourly wage needed to support a family remains out of reach for millions of Californians.

Those working at the minimum wage are most in need of a raise. But it's not only low-wage workers who need a hand. The Federation supports living wages and prevailing wages to make sure that public dollars subsidize good-quality jobs. The Federation also believes that overtime, compensatory time, paid sick leave and meal and rest period breaks are all part of fair compensation for a day's work. We know that good jobs with fair wages and a decent retirement are what preserve California's middle class.

Too often, employers not only fail to pay their workers a living wage, but do so with government support. For just one store in Tulare County, Wal-Mart received state tax credits worth up to \$31,500 per employee, more than twice the average salary of a Wal-Mart associate. The Federation supports efforts to review and reconsider the use of tax dollars, both through enterprise zones and other tax breaks and incentives, to ensure that they are helping lift workers out of poverty rather than keeping them there with taxpayer support.

The bottom line is simple: all workers deserve to earn a fair wage for a hard day's work.

MINIMUM WAGE

California's economic slowdown will hit the state's lowest earners the hardest. Our high cost of living already makes supporting a family on a low-wage job nearly impossible. An October 2007 report from the California Budget Project found that, to make ends meet with a very basic budget, an individual worker in California would need to earn \$13.62 an hour. To support a family, a household with two working parents would need each parent to earn \$17.39 an hour, and a single parent would need to earn \$28.72 an hour – more than three and a half times the state's minimum wage.

In 2006, the Federation sponsored successful legislation to raise the state's minimum wage from \$6.75 to \$8.00 an hour over two years. While this increase concretely helped the 1.4 million Californians working at or near the minimum wage, it is not enough to sustain California's working poor families.

With the price of gas now well over \$4.00 a gallon and the cost of basic foods rising, working families need a lasting solution to make sure their wages keep pace. The Federation supports indexing the minimum wage to the cost of living so that workers have a fighting chance to meet their financial obligations as prices for household essentials rise.

Increasing and indexing the minimum wage will benefit not only low-wage workers, but also taxpayers and the economy as a whole. The lowest-paid workers are the most likely to spend new disposable income, stimulating economic growth. As that money is spent on taxable merchandise and services, revenues to the state also increase.

The Federation also supports strong oversight over employers that are allowed to pay workers with disabilities less than the minimum wage. Programs designed to increase workforce participation among the developmentally disabled through the payment of sub-minimum wages must be carefully constructed, reviewed, approved, and monitored to both ensure the protection of the workers and to mitigate the downward pressure on wages for other workers.

LIVING WAGE ORDINANCES

The Federation also strongly supports local living wage ordinances. These laws require employers who receive funds, contracts or tax breaks from government to provide decent pay and benefits to their employees. Over 120 communities across the country have living wage ordinances. Living wage campaigns have succeeded in close to two dozen California cities, including Los Angeles, San Francisco, Santa Cruz, San Jose and Oakland.

San Francisco's living wage ordinance stands out for its breadth: it covers a variety of ways that the government interacts with employers, from direct service contracts to leasing agreements and other arrangements. The law guarantees decent wages and benefits for airport employees and human service workers, including homecare workers.

More than a decade after the first living wage ordinance was passed in California, the evidence suggests that these laws substantially raise pay and benefits, reduce pay inequality and improve services, all at minimal costs.

The Federation will continue to support living wage laws at the municipal, county, regional, state and national levels. We also support the efforts of local unions to use living wages and other area wage standards as bargaining tools. These wage standards are not always adequate to support a family, but they can create a floor from which unions can negotiate for higher wages and benefits.

PREVAILING WAGE

In California, prevailing wages are at the heart of our state's prosperity. Far more than a slogan, prevailing wage laws are a vital policy tool to improve the economy of the state and the standard of living for working families. The Federation agrees with the State Building and Construction Trades Council of California (SBCTC) that public funding for construction and development projects should go to employers who pay prevailing wages to their workers, guarantee health and safety on the job, and provide high quality training and apprenticeship programs. Prevailing wage laws put us on the high road of economic development.

The failure to pay prevailing wages and benefits doesn't save money: it shifts other costs to taxpayers. Workers without health care or pensions end up drawing on public programs. Workplace injuries resulting from poorly trained workers also shift costs to taxpayers and other employers. Indeed, the failure to pay prevailing wages often increases construction costs, reduces tax revenues, forces skilled workers to migrate to other areas, and harms the overall economy.

The Federation joins the State Building and Construction Trades Council of California in opposing all efforts to undermine prevailing wage laws, such as President Bush's attempt to suspend prevailing wage requirements during Hurricane Katrina relief efforts and California charter cities' increasing disregard of state prevailing wage requirements.

The Federation will continue to support the SBCTC efforts to protect prevailing wages and level the playing field for union contractors in California.

OVERTIME AND COMP TIME

In 2004, the Bush Administration jammed through a series of anti-worker changes to federal overtime regulations. The new rules reclassified millions of workers as "exempt" from overtime rights. Although the rule changes had limited impact in California, because of higher standards that labor has won here, the regulations set a troubling precedent nationwide. The changes also followed a cynical attempt by Congressional Republicans to erode overtime rights by allowing employers to offer comp time instead of overtime.

When workers put in extra hours, they deserve to be compensated. The Federation opposes any efforts to infringe on workers' right to overtime pay. Overtime pay protects workers from dangerously long shifts. In the current jobs crisis, overtime pay also creates an incentive for employers to hire the appropriate number of employees rather than piling more hours on fewer workers.

Each year in Sacramento, legislators introduce Chamber of Commerce sponsored bills to take away overtime protections. We have successfully opposed those bills, but as we approach another year of budget negotiations, Republican lawmakers have again demanded concessions on the 8-hour day as part of a budget deal. We will resist any such efforts and continue to vigilantly defend the eight-hour day in California. We continue to oppose unnecessary mandatory overtime policies, and we support policies that curb abuse by supervisors and managers.

MEAL AND REST PERIODS

No workplace right is more basic than a lunch break. The Federation will staunchly defend workers' rights to take meal and rest periods during the workday.

In January 2006, after a yearlong battle from unions and our community allies, Governor Schwarzenegger retreated from proposed regulations that would have severely weakened the right of California workers to a lunch break.

The regulation would have made it easier for employers to coerce workers to forgo their meal breaks. It also would have reduced the statute of limitations on meal break litigation from three years to one year, giving a free pass to companies like Wal-Mart who deny lunch breaks to their employees.

In August 2007, newly appointed Labor Commissioner Angela Bradstreet raised the issue again in a series of public hearings. Swift action and vocal opposition from labor stalled any action, but attacks on lunch break rights continue in the legislature.

The Federation is sponsoring legislation to clarify the law with respect to on-duty meal breaks and timeframes for meal breaks as well as to guarantee the flexibility our unions want to bargain for the breaks that best meet our members' needs. We will continue to oppose all efforts to take away or weaken our fundamental right to a lunch break.

Social Safety Net

Workers need protection against unexpected interruptions in their work lives, such as workplace injuries or layoffs. Workers' compensation, disability insurance, and unemployment insurance all provide vital safety nets to working people.

The labor movement will continue to fight to preserve and expand safety net programs for working people. We will push for better funding for our strained unemployment system. We will work to preserve benefits for workers on state disability. We will fight to help injured workers get the care and benefits they deserve in the workers' compensation system. The Federation will continue to fight to support these programs as a basic component of workers' rights in California.

UNEMPLOYMENT PROTECTIONS

California's Unemployment Insurance (UI) system provides temporary benefits for laid-off workers who lose their job through no fault of their own. The Federation believes that all laid-off workers deserve a way to support their families until they can find another job.

These benefits are not only necessary for California's families, but they can provide an important stimulus to the overall economy in times of financial downturn. Studies have shown that every dollar spent on UI benefits results in a \$2.15 boost to the economy.

Unfortunately, California's unemployment insurance benefits have failed to keep pace with rising inflation in the cost of gas and household staples and, as the economy worsens, nearly half of all California workers receiving UI benefits reach the end of their maximum 26-weeks of benefits before finding another job.

The Federation supports better UI benefits for laid-off workers. California should join more than thirty-five states that index their maximum weekly benefits to the average weekly wage. The Federation also supports extended UI benefits at the federal level, and urges Congress and the President to enact an immediate 13-week extension of benefits, with an additional 13-week extension for high unemployment states like California. California should create a dependent's allowance that would supplement weekly unemployment benefits for claimants with a dependent child.

The Federation supports expanded eligibility standards for UI recipients. Fewer than half of the jobless in California actually receive unemployment benefits because of delays in counting earnings toward eligibility and lengthy periods of unemployment that result in the exhaustion of benefits. The Federation supports an alternative base period, which would allow workers to include their most recent quarter of earnings toward UI eligibility. People also deserve unemployment benefits if they leave their place of work because of an inability to obtain childcare or because of mandatory overtime.

Inadequate employer payments and an illogical payment structure have created persistent fiscal crises for the state's UI system. The system is currently projected to be running a deficit by the end of 2009. A long-term solution to UI financing is needed.

The Federation calls for financing reforms to the out-of-date UI system. The current system requires employers to pay higher tax rates when the UI Trust Fund balance falls. This structure charges employers more during economic recessions, but does nothing to prepare for downturns in advance. California must move from the current "pay-as-you-go" system to a "forward-funded" UI system. A "forward-funded" system would allow the Trust Fund to build reserves in times of prosperity so that businesses could avoid higher tax rates in rough times.

Re-financing the UI system must also include an increase in the taxable wage base. Federal law requires that employers pay UI taxes on the first \$7,000 of wages at a minimum. While at least forty other states have adopted higher levels, California has remained at the federal minimum for taxable wage base since 1983. Maximum tax rates in California should be increased to ensure that the experience rating provisions of the program have an impact on high cost employers, especially those in the agriculture, construction and film industries.

Employer attempts to avoid responsibility for the payment of UI benefits should not be tolerated. When employers misclassify workers as independent contractors or form a shell corporation to qualify for a lower tax rate – a fraudulent practice known as “SUTA dumping” – they should face serious penalties. The Federation opposes employer fraud and opposes attempts by employers to roll back benefit increases won in 2001. We also oppose the increasing use of professional employer organizations (PEOs) as a tool for evading UI and other employment responsibilities. Using a PEO allows employers to mask their true unemployment responsibilities and gives them a backdoor way to offload higher, but deserved, UI costs while forcing the rest of the participants in the UI system to pay the price.

Finally, the Federation supports a strong worker layoff notification system and increased state and federal investment in retraining. In 2002, the Federation sponsored legislation to create a California specific version of the Worker Adjustment and Retraining Notification (WARN) Act, obliging businesses that lay off 50 or more workers to give 60 days notice. In order to get at employers who ignore or simply work around the WARN Act, the Federation is sponsoring a bill to strengthen the WARN Act by reducing the number of layoffs necessary to trigger a notice to 25 and increasing notice time for employees and state agencies to 90 days. The legislation also requires notification of layoffs due to off-shoring of work, and requires businesses that intend to close plants to bargain over alternatives. In cases of closure, companies should provide ample severance pay and income maintenance programs, extended health benefits, high quality retraining for real jobs, and early retirement options.

DISABILITY INSURANCE AND PAID FAMILY LEAVE

California’s State Disability Insurance Program (SDI) was created to compensate workers for wage loss when they are unemployed because of illness or injury that is not job-related. California’s groundbreaking paid family leave program is also housed in the SDI program. California is one of only five states with a state disability program, and the only state with a comprehensive paid family leave program.

The worker-funded family leave program provides an essential financial bridge for more than 150,000 families each year. Because of paid family leave, these workers are able to care for a new child or sick family member without entirely foregoing their income. Outreach efforts are spreading the word about paid family leave benefits as widely as possible. Recognizing the diverse family structures of California’s workers, the Federation supports a broad interpretation of which family members a worker may care for while on paid family leave.

The Federation supports the inclusion of all public sector workers in the SDI program, which can be done through the bargaining process. The Federation also believes that all workers who have paid into the disability fund, regardless of their citizenship, should be entitled to receive SDI.

The Federation supports protections that guarantee no worker will be fired for taking family leave or for using SDI. Employer retaliation against workers who make appropriate use of them is simply unacceptable.

The Federation supports fair benefit levels for SDI recipients. The Federation passed legislation in 1999 that pegged SDI to workers' compensation temporary disability benefits. The rationale is simple: employees who cannot work deserve equivalent benefits, whether they become disabled on or off the job. This reform immediately increased SDI, which had lagged behind workers' compensation benefit levels for years. More recent legislation increased maximum weekly workers' compensation temporary disability benefits and indexed them to increases in the state's average weekly wage, so maximum weekly SDI benefits are now indirectly indexed.

The SDI system allows employers to substitute their own private insurance plan for the state-administered system and allows self-employed individuals to apply for their own disability insurance coverage. The Federation opposes the proliferation of voluntary disability plans that weaken the overall state plan. When PG&E went bankrupt, its voluntary plan ran out of funds. Special legislation was required to provide disability insurance benefits for disabled PG&E employees and others in a similar situation.

WORKERS' COMPENSATION

A workplace injury can be devastating. The loss of an arm or leg changes a life forever, and no level of compensation makes up for such a loss. But when health and safety programs fail to prevent injury on the job, workers' compensation is a critical safety net. Workers' compensation is a negotiated deal between employers and employees. In exchange for workers giving up the right to sue for workplace injuries, workers' compensation is supposed to provide for adequate wage replacement and medical care. That safety net has frayed in California, and the Federation is determined to restore it.

Even after significant reforms of the workers' compensation system at the beginning of the decade, insurers refused to lower premiums and employers continued to urge changes to reduce their costs. In 2004, Governor Schwarzenegger, while backing a draconian anti-worker ballot measure on workers' compensation, introduced a harsh legislative proposal to change the system. He promised that the reform would cut costs by improving consistency and decreasing friction and litigation in the system, not by reducing injured workers' benefits.

Despite that commitment, the regulations implementing the compromise have slashed benefits for workers, delayed and denied medical treatment, and failed to provide a significant increase in the number of injured workers returning to work. Since the Schwarzenegger changes, permanently disabled workers have had their benefits slashed by nearly 70%.

Employers have enjoyed significant savings in workers' compensation costs, and insurers are making record profits. In 2006, insurers paid out only 36 cents on every dollar in workers' compensation benefits, while they took home 37 cents of profit on each premium dollar. The pendulum of workers' compensation reform has swung too far, and injured workers are paying the price.

To restore balance and fairness in the workers' compensation system, the Federation supports the following policies:

- ~ **Increase benefits to workers with permanent disabilities and improve return-to-work policies.** The Federation is proud of its long history of fighting for the rights of injured workers, and will continue to fight until injured workers receive the benefits they need and deserve from the system. We also support changes to the permanent disability ratings system so that ratings correspond to diminished earning capacity using the method suggested by the Commission on Health and Safety and Workers' Compensation. We support indexing of workers' compensation benefits so that they keep up with rising costs elsewhere in the economy.

- ~ **Guarantee that injured workers receive timely and appropriate access to medical care.** Ensure that medical treatment guidelines used by utilization review doctors are comprehensive.
- ~ **Protect injured workers' right to see their own doctors.** The right to see your own doctor is fundamental to a fair workers' compensation system. Workers who have group health insurance have the right to "predesignate" their own doctors to treat them if they get injured at work. If workers do not predesignate, they are required to see an employer-chosen doctor. Thousands of union members have completed predesignation forms so that they may maintain their right to see their own doctors. Without legislative action, this right will end on December 31, 2009. The Federation supports permanently deleting the sunset date on the right to choose our own doctors.
- ~ **Re-regulate the workers' compensation insurance system.** The Federation supports re-regulation of the workers' compensation insurance industry. Deregulation of workers' compensation was the change that destabilized the industry for nearly two decades. Regulation would stabilize costs and stop insurance industry profiteering. The Insurance Commissioner should have the authority to set the rates charged for workers' compensation insurance.
- ~ **Create a publicly accessible database of employers' workers' compensation coverage.** A searchable database will assist injured workers, other employers, medical providers and government agencies to file claims and enforce the law.
- ~ **Improve standards for medical provider networks.**
- ~ **Work for the long-term integration of group health and workers' compensation medical care.** The Federation supports the long-term integration of the workers' compensation and standard medical insurance systems. An integrated system would eliminate duplication and provide more unified care for injured workers.

Until the workers' compensation system is fixed through legislation, regulations, and ongoing litigation, unions and unionized employers have the opportunity to make it work better through collectively bargaining "carve out" programs. In 1993, the State Building and Construction Trades Council and the Federation succeeded in including a provision in a broader "reform" bill to allow union construction employers to negotiate modified workers' compensation programs with union bargaining representatives. These programs cover several elements of the workers' compensation system, while leaving intact its basic protections. Labor and management can negotiate alternative dispute resolution systems generally consisting of an ombudsperson, mediation and arbitration; an agreed upon list of medical providers and evaluators; joint labor-management safety committees; and rehabilitation and return-to-work programs.

In 2003, we won the ability to negotiate carve outs in any unionized industry and in most of the public sector. We also expanded the scope of bargaining to include the integration of temporary disability benefits with state disability insurance benefits, and the integration of workers' compensation medical treatment benefits with employer provided health benefits.

Carve outs have proven to provide both better treatment for injured workers and significant cost saving to union employers. The Federation encourages unions to consider negotiating for them.

PAID SICK DAYS

Six million California workers – more than 40% of the workforce – do not have the ability to take the day off when they or someone in their family is sick. Current law does not require their employer to provide paid sick days. Low wage workers, including food service and hotel workers, childcare and nursing home workers, and retail clerks disproportionately lack paid sick leave.

The Federation believes that all workers deserve time to care for themselves and their sick family members without fear of losing their jobs or their wages. We support policies, like the ordinance adopted by San Francisco, which allow all California workers to earn paid sick days based on the number of hours they work. We are sponsoring legislation to win paid sick days for all workers and will continue to fight until all workers are guaranteed this basic right. The Federation opposes employers' increasingly abusive use of "absence control policies" which unfairly punish workers who take the time they need to care for themselves or their families.

RETIREMENT

All workers deserve to retire in dignity and economic security. Unfortunately, retirement security is fast becoming a goal beyond the reach of most Americans. Our private pension system is fraying, Social Security is under attack from Wall Street profiteers who want to privatize it, and families just can't save enough to make up the difference. Companies, and now even city governments, are using bankruptcy as a tactical maneuver to eliminate pension obligations and even healthy businesses are renegeing on their decades-old commitments to provide their workers with a secure retirement.

Moreover, individual savings like 401(k) plans and IRAs, in their current form, cannot offer all the benefits of real pensions. Defined benefit pension plans are the only ones that can offer real retirement security. They provide benefits for all covered workers, a predictable and reliable lifetime retirement income, valuable survivor and disability protections, possible early retirement benefits, and post-retirement benefit increases. By contrast, individual savings plans, or defined contribution plans, require workers to bear all the risk and provide no guarantee of an adequate retirement income. These plans are often insufficiently diversified, suffer from poor returns and market volatility, and typically carry very heavy fees and administrative expenses.

The Federation seeks to reverse the trend away from retirement security by supporting real solutions including:

- ~ **Strengthening Social Security.** The bedrock of retirement security for America's working families is Social Security. While we successfully defeated the Bush Administration's attempt to privatize Social Security in 2005, we must continue to fight all such efforts. Similarly, we must oppose attempts to switch public employee defined benefit pensions to defined contribution plans. Beyond this, we need to work for improvements in Social Security, at least to provide above poverty-level benefits for workers who put in a full career at low-wage jobs and to improve the retirement security of women.
- ~ **Resisting efforts to privatize public pensions.** Governor Schwarzenegger's 2006 proposal to privatize public employee pensions was met with intense opposition from our members. It would have jeopardized the secure retirement benefits our members have fought for and sacrificed wage increases to preserve. It even would have eliminated death and disability benefits for police and firefighters. We know that efforts to undermine defined benefit pension plans in the public sector would only accelerate the corporate push to eliminate secure retirement for private sector union members as well.
- ~ **Ensuring employer responsibility.** All employers should be required to fund retirement benefits on top of Social Security, as an essential part of every worker's pay. The most effective and efficient way to do this is through a defined benefit pension plan. Private-sector employers that don't provide such a plan should be required to contribute into either a supplementary Social Security plan or a government-sponsored annuity plan that builds on existing programs, e.g., state employees' pension systems.

- ~ **Curbing abuse of the bankruptcy process.** All workers should have a claim in bankruptcy court for lost pensions, just like unpaid wages. Today, only the Pension Benefit Guarantee Corporation (PBGC) can pursue such a claim, and regardless of what it realizes, the PBGC will not pay pension beneficiaries more than the PBGC-insured limits. Companies should be precluded from selling assets to escape their pension obligations. Today, companies in bankruptcy will sell their assets “free and clear,” leaving nothing but shell companies to fund employee benefits. No employer should be able to follow the example of United Airlines, which entered bankruptcy proceedings for the purpose of shedding the pension obligations it had made to thousands of long-time employees and retirees, leaving them with a small fraction of the retirement income they had been promised and depended upon.
- ~ **Improving defined contribution plans.** Employers should be given the flexibility to provide benefits through qualified defined contribution plans, but not as a substitute for their contribution to the existing defined benefit system. The design of worker savings plans should be improved to make worker contributions to employer-provided defined contribution the default option for workers. Requiring employer contributions to worker savings plans, like defined contribution plans, should also be considered.
- ~ **Making all retirement savings vehicles effective and efficient.** Many 401(k) plans and IRAs are not operated in the best interests of Americans straining to save for retirement. Reducing the big fees paid out of workers’ retirement accounts can yield both enormous aggregate savings and meaningful improvements in individual workers’ retirement security. Making sure plans are structured and operated so that saving, investment and distribution decisions are simple also will improve retirement security.

4 ~ A Fair Economy

We need an economy that works for all, not just for the wealthy few. The past eight years of the Bush Administration have continued a decades long trend of concentrating wealth, power, and privilege with an ever-dwindling number of individuals and corporations. In 1980, CEO pay was roughly 42 times the average blue-collar worker's pay. By 2006, CEO pay was 364 times the average blue-collar worker's pay – by far the widest gap in the world.

As the Bush Administration's "capitalism run amok" policies continue to take their toll in the housing market, the slumping economy and the shrinking job market, American workers find themselves in increasingly dire financial straits. California now has the third highest unemployment rate in the country. Over the last six months, more than 200,000 California families reached the end of their 6-months of unemployment benefits. Another quarter million California families are expected to run out of benefits in the next six months.

The housing crisis is putting the biggest – and in too many cases, only – asset of working families in peril. California home foreclosures rose an astounding 665% between 2006 and 2007. While legislators have done little to help out middle class families at risk of losing their homes, the federal government has recently agreed to bail out Wall Street powerhouses like Bear Stearns who bet big on the sub-prime real estate market and went bust.

At the same time, the Bush Administration has continued to push for a steady stream of bilateral trade agreements with countries that have long track records of labor and human rights abuses. From Colombia to Oman, the recent spate of free trade agreements pushed by the Administration is woefully inadequate when it comes to protecting worker rights here and abroad. Most of these agreements are built on the failed model of the North American Free Trade Agreement (NAFTA) and Central American Free Trade Agreement (CAFTA). This model has accelerated job loss and lowered living standards in the United States while exacerbating poverty and social disparities in the developing nations with which we trade.

Economic Growth to Benefit All

The Federation supports real economic stimulus programs to create jobs and get our economy moving. We believe that public investment in California fuels economic growth while making important investments in our people and infrastructure.

We support investment in education, which not only provides jobs, but also helps build a skilled workforce for future economic growth. We back targeted investment in the public health system, transportation, energy production and supply, and the water system. Government spending on these building blocks laid the foundation for California's tremendous post-war boom in the 1950s and 1960s. Without this sort of spending, our economy will continue to languish. Spending today will create jobs and improve the overall quality of life for generations to come.

We also support policies that fuel the economy by putting more money in the pockets of working families. Economic stimulus packages should be economically progressive in benefit and directly targeted

toward those most in need of assistance.

We oppose the right-wing's failed economic "growth" agenda of tax cuts for the rich and Big Business. If made permanent, the disastrous Bush tax cuts for the rich will cost \$4.4 trillion over the next decade. Because the cost of those cuts will add to the nation's soaring budget deficit, that total includes \$700 billion – roughly six times the California state budget – worth of interest payments.

We do not support tax breaks for big corporations or millionaires. It's time that big corporations and millionaires paid their fair share. We support closing tax breaks that provide extravagant benefits for the wealthy and nothing for working families. If we want tax cuts, let's give them to those who are most likely to spend them and really stimulate the economy – low and moderate-income working families.

Affordable Housing

The dramatic burst of the national housing bubble is reverberating throughout the economy. Falling home prices are wreaking havoc on local governments. The U.S. Conference of Mayors reports that the foreclosure crisis will result in a loss of \$4 billion to California cities in declining tax revenue, jeopardizing the jobs and services our members depend upon. As home ownership declines, the cost of renting has increased.

The Federation supports policies to keep California's working families in their homes and to make housing affordable and available for all. The foreclosure crisis has exposed widespread abuses in the lending market, and we endorse legislation that would ban predatory mortgage lending, regulate lenders, brokers and servicers, help tenants living in foreclosed properties, and provide immediate aid to families at risk of losing their homes.

We strongly support efforts to prohibit discrimination against single parent households, students, families with children, the elderly, minorities, and people with disabilities.

To spur quality economic growth and keep housing affordable for working families, we also support the following policies:

GUARANTEE AFFORDABLE HOUSING

- ~ **Revive rent control.** In California, rent control laws are weakening. With the notable exception of the 2002 Just Cause eviction victory in Oakland, rent control ordinances are eroding under pressure from property owners seeking more control over their rental units. Attacks on rent control are also coming under the guise of eminent domain reform, most recently in Proposition 98, which voters soundly rejected on the June 2008 ballot. We support local efforts to restore rent control. We also support legislation to provide just cause eviction, longer eviction notice requirements, and more regulation of landlord use and return of renter security deposits.
- ~ **Increase state and federal funding for low-income housing.** We support the establishment of a Statewide Housing Trust Fund with a dedicated stream of revenue that will produce rental and homeownership housing for low and moderate-income workers throughout the State. When affordable housing units are destroyed by natural disaster or demolished for new construction, we support policies that require replacing those units with an equal number of affordable housing units.

USE UNION LABOR TO DEVELOP HOUSING IN THE RIGHT PLACES

- ~ **Build with union labor.** Governor Davis signed legislation in 2001 applying prevailing wage rates to all government subsidized housing construction. We believe that the women and men who build affordable houses deserve a living wage, and we support this law.

- ~ **Pursue high-road housing partnerships.** Union construction workers have teamed up with affordable housing advocates to build nearly a thousand units of affordable housing in California in the last decade. The AFL-CIO's Housing Investment Trust is a successful partnership of unions, government and private contractors. It requires the payment of prevailing wages so those people who build the houses can actually afford to live in them. In the last ten years, the Trust has provided over \$128 million of funding for housing in California. This is a model high-road economic project: creating housing that working people can buy or rent, while creating high-quality jobs for workers.
- ~ **Pursue smart growth development.** Economic development activity should seek to create healthy communities and "smart growth" development. The Federation supports zoning ordinances that design residential areas close to mass transit, retail establishments and businesses. We should develop our urban areas more densely (in-fill development) rather than turning pristine green hills into faceless suburbs that are miles from a downtown. This development model reduces commute times, sprawl, traffic congestion and air pollution. It preserves open space for recreation, habitat preservation and agriculture. And it reduces economic inequality, because low-wage workers can live where they work: no one need be locked out of a job because of lack of transportation.

Trade Policy That Works for All Workers

America's decisions about trade and economic policy have significant impacts on workers both here and abroad. Ill-conceived International Monetary Fund (IMF), World Bank and trade policies have weakened the economies and labor protections in many developing countries. IMF policies have caused many public-sector workers to lose their jobs and union protections. NAFTA-style trade agreements have undermined agricultural economies in developing countries, leading workers to leave the fields and consider moving north. Without raising living standards abroad for workers and the poor, the pressure for immigration to the U.S. will continue and escalate.

The Federation supports international trade and rejects protectionism, but we also oppose so-called "free trade" arrangements like NAFTA (the North American Free Trade Agreement) and CAFTA (the Central American – Dominican Republic Free Trade Agreement), the FTAA (Free Trade Area of the Americas), as well as the "free trade" policies of the WTO (World Trade Organization) and the World Bank. Multilateral free-trade regimes serve the interests of multinational corporations in gaining access to markets – labor, suppliers and buyers – but not the needs of workers for good jobs, consumers for safe products or people around the world for clean air and water. In free trade competition, only the corporations win: the rest of us are pitted against each other in a desperate race to the bottom.

The benefits of trade should be distributed fairly, so that economic integration benefits workers, consumers and the environment, not just large corporations. We call for more meaningful connections across borders, like global unionism and international solidarity.

Industrial unions have long understood the effects of unregulated trade on their members. When production is shipped overseas in search of cheap labor and lax environmental standards, manufacturing workers lose jobs. Today, workers in the service sector are learning the same hard lesson.

The globalization of services opens the door further to privatization in the public sector. Health care, K-12 education, postal work and many other industries could all be pried open by foreign corporations, with disastrous outcomes for workers and unions in those industries. We reject plans to expand the General Agreement on Trade in Services and to include similar language on services in future trade agreements.

FIGHT THE FAILURES OF FREE TRADE

Labor's opposition to free trade began with the fight to stop NAFTA. After ten years of the trade agreement, it is clear that the unions were right all along. In the first decade after its enactment, NAFTA cost more than one million American workers – 123,000 Californians – their jobs. Real wages in Mexico are lower today than before NAFTA went into effect in 1994, and the number of people in poverty grew from 62 million to 69 million through 2003.

NAFTA was supposed to increase U.S. exports to both Mexico and Canada, but instead, the maquiladora plants on the Mexican side of the Rio Grande have boomed, luring manufacturing away from U.S. workers, environmental standards and unions. Today, our trade deficits with Canada and Mexico are soaring.

Since labor's defeat on NAFTA, unions and their allies in the battle against free trade have learned from their fights. In 1999, fair trade activists shut down the World Trade Organization in Seattle in a spectacular citywide demonstration that brought together union members with young people, environmentalists, consumer groups and others. In September 2003 the WTO met another setback as developing countries walked out of talks in Cancun.

But CAFTA did pass Congress in 2005. CAFTA expands the disastrous NAFTA model through Central America and the Caribbean. Wages in Central America are even lower than in Mexico, giving corporations an even more powerful lever to reduce the cost of production, and with it the pay, working conditions and environmental standards of the signatory nations. CAFTA will threaten workers' rights, drive farmers off land, and undermine democracy in those countries. It also includes provisions promoting the privatization and deregulation of fundamental public services.

The passage of CAFTA was a difficult defeat, but the final vote count did demonstrate how the politics of international trade have changed. CAFTA was approved by Congress with a narrow two-vote margin, a major reversal from the landslide NAFTA vote. None of the Democrats in the California delegation voted in favor, thanks to aggressive lobbying from a coalition of labor, environmentalists and other grassroots groups in the state.

The Federation supports Change to Win and the AFL-CIO's ongoing opposition to the Bush Administration's series of bilateral trade agreements, especially the proposed U.S.-Colombia Free Trade Agreement. This proposal would reward a government with an abhorrent human rights and worker rights record with unfettered access to American markets. The Federation stands in solidarity with our brothers and sisters in Colombia in opposition to violence against trade unionists, for justice and for the rights of workers in both Colombia and the United States to organize and bargain collectively without fear of firing, without fear of retribution and certainly without fear for personal safety. The Colombia Free Trade Agreement manifestly fails to protect those rights and to protect the rights of American workers.

Unions in California will continue to expose the myth of free trade and push for a more fair global economy. We recognize that "free trade" is synonymous with corporate free rein over the economy. The Federation rejects Fast Track, which allows the administration to negotiate trade deals in secret without congressional oversight or amendment. We believe trade agreements need more scrutiny, not less. We support the state legislature's efforts to expand public scrutiny of international trade agreements and the potential risks to state lawmaking authority.

USE UNION POWER TO PROTECT WORKERS' RIGHTS

We urge international solidarity, not the liberalization of trade laws, in the face of the global economy. We support innovative coalition efforts to transform the global economy, such as the unity between environmentalists, consumer groups and labor unions that fought against NAFTA and CAFTA. We support solidarity campaigns that use purchasing power to bring pressure to bear on companies that abuse worker rights, including the campaign to expose Coca Cola's human rights violations in Colombia. Multinational corporations can escape scrutiny only when we are divided.

We endorse cross-border organizing and international solidarity among workers. We believe that global unionism is the best answer to the system of global exploitation.

Here in California, we believe that workers that give a hard day's work should receive decent wages, benefits, job protections and other workplace rights. We strive for the same standards for workers around the world.

The Federation will continue to fight for an economy that works for all workers.

5 ~ An Equitable, Sustainable Budget and Tax System

Between California's supermajority requirement to pass a budget or raise taxes, its long history of voter-approved spending limits and requirements, and its increasingly dated tax base, the state's fiscal house is in continual turmoil. Annual budget fights have serious impacts on California's working families in every sector of the economy. Years of deep cuts to state-funded programs have strained our safety net programs to the breaking point, forced the state to renege on its promise of affordable higher education, allowed our infrastructure to crumble and threatened the jobs of hundreds of thousands of public sector employees.

These cuts do not only impact one part of the state or the economy. Higher education tuition hikes hurt all families trying to send their kids to school. Decrepit and inadequate infrastructure makes commutes longer and more dangerous. Underfunded government health care programs result in higher health care costs for workers with private coverage. When we neglect basic obligations of the state, all workers end up feeling the consequences.

Budget cuts and instability directly hurt the workers who provide the services on which we rely. From Unemployment Insurance claims processors to community college faculty members, the jobs of government workers are threatened when we fail to maintain the revenues the state needs to conduct its work. This is especially true of the state's home care workers, whose wages, hours, and benefits have been repeatedly attacked in Governor Schwarzenegger's budget proposals. We oppose balancing budgets by cutting vital services and union jobs.

At the federal level, the Bush Administration's tax cuts for the nation's wealthiest families have plunged the country further into debt with no measurable benefit to the economy. As the economy and corporate climate continue to increase the pre-tax income disparity between workers and their bosses, the regressive Bush tax breaks have widened the after-tax gap even further. The Federation supports policies to create an equitable, sustainable budget and tax system in California and in the nation. We believe in both horizontal and vertical fairness in the tax system.

Vertical fairness demands that those with the most money should pay the largest share of the taxes. That means working people will pay a reasonable portion of their income, but those who earn money without working (from capital gains, for example, or business ownership) or who have very high executive salaries will also pay a fair share. The greater an individual's income, the more he or she should pay. This principle – progressive taxation – is the cornerstone of a just tax system. Following its guidance, the state should avoid reliance on sales tax revenues, for example, which comes disproportionately from low- and middle-income taxpayers.

Horizontal fairness is crucial too. Taxpayers who are similar should pay similar levels of taxes. When some taxpayers escape taxation through loopholes or other mechanisms, the system is not fair. We call for the legislature to close loopholes that allow some taxpayers to avoid paying their fair share. Unifor-

mity is a hallmark of fairness.

Each year, California spends upwards of 4% of the state's General Fund to pay debt service on bonds that have already been issued, and that number continues to rise. The Legislative Analyst's Office predicts that the ratio will rise to 6% of General Fund dollars by 2010. The Federation has supported the use of bond measures for many specific purposes, but urges careful analysis of the state's overall debt load when considering future borrowing proposals.

Real Budget Reforms, Not Gimmicks

There is no doubt that California faces serious budget problems and there have been no shortage of proposals to address those problems, both real and imagined. The Federation supports real efforts to reform the system, but rejects plans, including Governor Schwarzenegger's thinly disguised power grab proposals and auto-pilot cuts, that disrupt the balance of power and unfairly blame working families for the state's budget problems.

The current supermajority vote requirement allows a small legislative minority to hold the state budget, and all the families that rely on it, hostage each year. This process is undemocratic and has exacerbated California's perpetual budget woes. When it comes to taxes, the supermajority requirement has stalled all recent attempts to raise new revenue through a progressive tax increase, and has forced legislators to fund vital programs through a hodge-podge of fees and ballot initiatives. The Federation supports putting an end to these unnecessary barriers and supports lowering the vote threshold for taxes and the budget.

The Federation opposes Governor Schwarzenegger's January 2008 budget reform proposal. This plan would give the Governor unprecedented authority to change state law without legislative approval and would impose an annual spending cap on the state, severely limiting the ability of lawmakers to respond to changing economic conditions.

The Federation also opposes measures that would enact so called "across the board" or autopilot spending cuts. These solutions are overly simplistic and deeply regressive in their impacts on the state's working families. They fail to prioritize state programs based on their value, the vulnerability of their constituencies or the other fiscal ramifications of cuts. When the state doesn't have the revenues it needs to fund its programs, the legislature, with public input, should make carefully measured decisions about increasing revenues and prioritizing programs rather than relying on crude formulas to implement cuts.

Revenues to Meet the Needs of All Californians

Californians want and deserve high quality, stable public services including schools, roads, public safety, higher education, parks, libraries and more. As the past several years of budget crises and the resultant budget cuts have amply demonstrated, California simply does not bring in enough money to adequately fund all those services. To meet the needs of our rapidly growing state, California needs to update, better enforce and enhance its current sources of revenue.

RE-EVALUATE TAX BREAKS AND CLOSE LOOPHOLES

- ~ **Close tax loopholes.** While the yacht tax loophole may generate the most headlines, it is not unique within the state's tax system. The Federation supports closing tax loopholes that do not provide obvious, necessary, and progressive economic benefit to the state economy.
- ~ **Reinstate the top income tax brackets.** When the state budget was flush in the 1990's, California cut tax rates for individuals and corporations. According to the California Budget Project, the combined tax cuts enacted since 1993 will cost the state \$12 billion this year alone. The state can no longer afford

these cuts, and the Federation supports reinstating the pre-1993 tax brackets.

- ~ **End the commercial property tax giveaway.** The current change-of-ownership rules for the re-assessment of commercial and industrial property cost the state billions of dollars a year in lost revenue. These rules should be changed to allow more frequent and fairer reassessments of the value of commercial property.

IMPROVE COLLECTION, ENFORCEMENT, AND TRANSPARENCY OF EXISTING TAXES

- ~ **Require public reporting of corporate tax information.** Individual taxpayers deserve to know how much California's companies are paying or not paying in state taxes. Without this information, lawmakers and the public have too little information to effectively participate in democratic deliberation about uses and abuses of corporate tax incentives and loopholes. The Federation supports transparency in corporate tax payments, including disclosure of any discrepancies between book income reported to shareholders and tax income reported to tax authorities.
- ~ **Make tax collection a top priority every budget year.** The State Controller's office estimates that 11% of all taxes owed in California go uncollected each year. Much of that money is owed by employers operating in the underground economy. The Federation supports policies that improve compliance with tax laws and encourage better coordination between the enforcement of tax and labor laws.

DEVELOP NEW REVENUE SOURCES

- ~ **Bring the tax code into the 21st century.** California's tax code does not reflect the significant changes that the state's economy has undergone in the past half-century. Items like internet music downloads and custom computer software packages represent big business in the state, but our tax codes don't include them. The Federation supports tax changes that expand the taxable base of goods to reflect the state's changing economy.
- ~ **Institute a meaningful tax on oil extraction and windfall profits.** California remains the only major oil producing state that does not tax oil companies for the oil they take from our land and water. The Federation supports oil severance taxes as well as taxes on windfall profits for oil companies.

Smarter Tax Policy for Economic Development

The Federation believes that tax policy should be used carefully and responsibly as an economic development tool. California spends billions in taxpayer dollars on economic development activities that are designed to fuel job creation and economic growth. Much of this spending has occurred on the tax side of the ledger: rather than give money to lure businesses to California, economic development officials have given them tax breaks and tax credits. In 2005, the state spent more than \$1 billion on the Corporate Research and Development tax credit alone.

Too often these funds are not accounted for. And too little attention is paid to whether these funds create quality jobs or meet other economic development goals. The Federation believes that economic development spending should produce measurable outcomes of good-quality jobs and other community benefits.

Two separate 2005 investigations highlighted how poorly tax credit programs can work. The reports looked at state enterprise tax zone credits distributed in Oakland. The enterprise tax zone program is intended to attract businesses and create jobs in economically depressed areas. But the investigations found that nearly the entire city of Oakland qualified as an enterprise zone due to outdated census figures. As a result, businesses in some of the most upscale parts of Oakland were pulling down millions in tax credits. According to the report, the city of Oakland handed out \$27 million in questionable tax credits over two-and-a-half years. The Federation urges caution in the use of tax credits to prevent public funds from being spent without clear, positive outcomes. With Wal-Mart receiving major enterprise zone job credits while providing virtually no health care for its rank and file workforce, the need to re-examine the entire enterprise zone program is clear.

The Federation also supports local efforts to negotiate community benefits agreements for redevelopment projects. These agreements demand that developers commit to provide certain community benefits – such as living wages or local hire arrangements – in exchange for receiving public subsidies. We support efforts to attach standards to any public funds used for economic development purposes.

Meeting the goals of smarter economic development requires a better accounting of how economic development dollars are spent. The Federation advocates better design, closer scrutiny and comprehensive evaluation of state economic development incentives. The Federation supports:

- ~ A unified economic development budget that provides a comprehensive picture of state economic development spending.
- ~ Disclosure of the type and number of full-time jobs created, and the wages and benefits they provide, for any corporations that receive tax breaks designed to stimulate economic development.
- ~ Accessible public information on all other economic development subsidies provided to foster job creation, technology development, a healthy business sector, and a skilled workforce.
- ~ Performance standards for economic development spending, so we can evaluate goals and compare them to outcomes.
- ~ The struggle to raise sufficient revenues for California's growing population will remain unless and until we are able to elect a two-thirds majority of legislators committed to the needs of working families or we are able to change the two-thirds vote requirement through the initiative process.

6 ~ High Quality, Accessible Education

A high quality, accessible education system is essential to California's working families. As an industry, education employs hundreds of thousands of workers across the state. As an investment in our state, nothing is more important.

Despite the crucial role that education plays in our future and its unwavering support from the public, California has ranked near the bottom in per-pupil spending for the past two decades, and teacher-student ratios are second highest in the nation. Salaries are often inadequate to allow teachers to own homes near the schools where they work. More than half of all new teachers leave teaching within five years. Each year, 150,000 California students drop out of school. Overall, less than 70% of California's high school freshmen will graduate high school.

Now, as the state faces another multi-billion dollar budget deficit, California's public education system is being targeted once again for devastating cuts. Governor Schwarzenegger's January 2008 budget proposed slashing school spending by more than \$4 billion, leading to pink slips for teachers and classified employees, which will result in bigger class sizes, fewer school services, and overall declines in the quality of California's education system. The Federation strongly opposes these proposed cuts to education and opposes using increased student fees to compensate for structural budget shortfalls.

The challenges that already confront California's educational workers are further compounded by distracting and damaging proposals to retool teacher pay and school performance standards. The Federation was proud to stand with our unions and with voters in opposition to Proposition 74, a Schwarzenegger 2005 special election measure that would have undermined job security for teachers and further weakened our education system.

We join California's educators in calling for broad changes to the federal No Child Left Behind policy, including more adequate federal funding to meet the needs of all students, an end to the plan's over-reliance on test results and a change in role for the federal government from enforcer to partner.

The California Labor Federation believes our education system lies at the heart of our economic future. We stand for full and equal access to all levels of public education for everyone who seeks that education and can benefit from it.

Public Schools

A quality public education system has always been a high priority for the labor movement in California and across the country. Public education is the foundation of a democratic society. It provides working people with the tools to participate in the political process and advance their interests culturally and economically. We reaffirm our strong opposition to vouchers, tax credits for private school tuition, and other privatization schemes based on the erroneous premise that market competition is the key to educational success.

The students of our state deserve the finest possible education. They deserve the best teachers and staff, the most up-to-date facilities and resources, and the best-maintained physical plant, in a completely safe and healthy environment.

Students perform best and teachers are most effective in human-scale schools where every student knows each teacher, and teachers know all the students. We need to build sixteen new classrooms and renovate another twenty-one every single day until 2012 just to keep up with the incoming student population. Yet school maintenance, let alone building new schools, lags far behind the need.

The Federation supports:

- ~ Raising educator salaries to a level that will attract and retain teachers and support personnel.
- ~ Staffing schools with fully certified instructional personnel.
- ~ Improving state and federal career ladder programs for education personnel.
- ~ Using union labor to build modern, appropriately sized schools.

Our public schools should provide resources for time away from the classroom so educators can share advances in the field. We must fully fund all services for students to achieve their learning potential, including child care, after school sports and cultural programs, health care, counseling, and libraries, on site or in easy reach of the school site. Programs that engage parent volunteers are crucial to the success of public education, and schools should be encouraged to support them. However, volunteers must never become a substitute for the employment of the appropriate number of full-time teachers, counselors, paraprofessionals, and classified school employees.

The Federation urges local Central Labor Council COPEs to participate actively in school board elections, monitor and expose candidates of the radical right, ensure that elected officials understand the educational needs of working people, and safeguard the rights of school employees. We support legislation integrating project labor agreements into bond expenditures, so that we build future schools with well-trained and efficient union labor.

All school employees must have the right to organize and bargain collectively, and all school reform programs should recognize the collective bargaining rights of school personnel. The Federation firmly opposes any and all public school employment discrimination. We seek further to eradicate forever all barriers of race, ethnicity, age, gender, gender identity, sexual orientation, economic status and geography in order to provide equality of access to education for every resident of the state.

Our system of public education should begin with high-quality early learning programs. The Federation supports the establishment of universal preschool programs, so that child development and enrichment are available to all.

In the long run, California should provide high quality state-subsidized childcare linked to the public school system. This is the best way to assure that working parents have good, affordable child care, and that childcare workers receive decent wages, benefits, and access to career ladders.

Higher Education

We support universal access to public higher education, including community college, the California State University, and the University of California systems. California has traditionally led the way in assuring that everyone who wanted to enroll in higher education could do so. But rising tuition and elimination of classes and programs due to ongoing state budget crises have limited access for many. We support tuition-free higher education, and, in the absence of that, we support vast improvements in the availability of financial aid.

In recent years, institutions of public higher education have come to rely increasingly on contingent academic labor. Administrators in California's community college, state university, and University of California systems have created an academic underclass: teachers and scholars employed as casual labor, paid less than regular faculty, with fewer benefits. Classified employees are in a similar situation, par-

ticularly at community colleges. These practices are designed to save money, but the immediate results are damaging: adjunct teachers have to struggle to earn a living wage and education suffers when teachers spend less time in the classroom than they do on the highways, shuttling from one campus to another to make a living. The Federation calls for the replacement of this casual labor system with full-time employment for academic and classified employees.

It is unacceptable that the University of California and the California State University system, which are dedicated to giving their students opportunities for better jobs and financial security, are some of the state's worst employers when it comes to giving those same protections to their own workers. A recent study found that 35% of UC service employees earn wages inadequate to meet the basic needs of a single adult, let alone a family. UC food service workers earn so little they are eligible for nine major publicly funded welfare programs. Faculty at the CSU continue to lag far behind their national peers in compensation while top executives in the system got a 23% raise over two years. The Federation joins its affiliated unions in calling upon all of California's institutions of higher education to make the promise of secure, living-wage jobs a reality for both their students and their own employees.

Career Technical Education and Workforce Development

A highly skilled, well-trained workforce is a key part of economic development. Without it, businesses will compete on the basis of cheap labor, and wages, benefits and working conditions will suffer. The Federation supports creative partnerships between schools or colleges, businesses, unions and the public sector to expand the skills of California workers.

The Federation joins the SBCTC in support of improving and expanding the state's role in training workers for the new economy and providing career technical education (CTE) opportunities. For well over a decade, California's high schools have been neglecting career technical education. Since 1997, there has been a 24 percent reduction in CTE courses and teachers, and a 30 percent drop in CTE enrollment, which stood at 868,265 in 1997 and had dropped to 610,856 by 2007.

With appropriate resources and focus on employment and training needs in high-skill, high-wage jobs, high schools and colleges can help train students to be workers through career technical education programs. These programs must consider local economic conditions and be developed in cooperation with the labor movement. The last two years of high school should include transition from school to work as an integral part of the curriculum. Unions should participate fully in planning and implementing local school-to-career programs and curricula to ensure inclusion of strong labor rights components.

Apprenticeship programs are crucial to quality workforce development. For students who don't complete four-year college degree programs, community college and California Department of Education-based apprenticeship programs can provide an alternative career path.

No educational program comes closer to fulfilling the ideal of training for the job than the apprenticeship programs sponsored by Building and Construction Trades unions. Apprentices learn by working, and they work alongside masters of the craft. Unlike many college and adult education programs that don't really prepare people for a future beyond school, building trades apprentices complete their training programs prepared for real work and ready to be hired in real jobs. Apprenticeship training programs make union workers far more valuable to an employer than their non-union counterparts, and ensure that graduates enjoy appropriate compensation for their high level of skills and productivity. Well-trained graduates thus earn more money, help their employers, and boost the state's economy.

California has over 250 union-sponsored apprenticeship programs. These programs invest an average of nearly \$9,000 a year per student. Unions spend \$200 million a year for apprenticeship programs in California. The Federation supports continued and increased state funding for apprenticeship programs, which, despite their value to workers and the economy, have been repeatedly threatened by budget cuts.

We also believe state resources should be spent wisely on apprenticeship programs. Incredibly, the state spends tens of thousands of dollars a year on programs that don't graduate any apprentices. We support legislation to limit state funding to apprenticeship programs that actually graduate apprentices. We also support broader accountability in apprenticeship programs.

The Federation's Workforce and Economic Development (WED) program assists unions in creating high-skill training programs and high-road partnerships to keep union workers well trained and competitive. The program helps affiliates make use of government programs such as the Workforce Investment Act, the Employment Training Panel and other economic development grants in order to improve the skills and lives of their members.

The WED program, in concert with the SBCTC, has worked with environmental justice groups and the Apollo Alliance to promote pathways out of poverty and into union apprenticeship programs with a future. We understand that worker training and union involvement are pre-requisites for creating sustainable jobs and a sustainable economy.

The Federation recognizes that the state and its industrial leadership are now at serious risk of losing the competitive advantage of a highly trained workforce. The governor and legislature must lead a strategic effort to forge the state's education and training infrastructure into an integrated system of skills development that addresses the needs of all California workers.

Labor Education

Labor education is crucial to the future success of the labor movement and to the defense of workers' rights. We endorse expanded teaching and learning at all levels of education about organized labor's contribution to American and Californian history, and to the contemporary economy. The Labor Federation supports events and resources related to the celebration of California Labor Education Week in April.

The state Board of Education should include labor history in K-8 instructional materials. We also encourage local school districts to incorporate labor history in their instructional materials for grades 9-12. All school-to-career related curricula should include a mandatory workers' rights component. We also support the Cesar Chavez Day of Service and Learning, which enables students to learn about the life and values of the founder of the United Farm Workers, and to learn about farm labor history.

The Miguel Contreras Labor Program stretches across the University of California system to carry out, through its affiliated components, research and education on issues of labor and employment. Unfortunately, the Labor Program has been the target of partisan attacks in the budget process and its budget has required vigilant defense year after year. Fortunately, in 2008, the UC Labor Program has escaped the targeting and is proposed to be fully funded at \$6 million. The Federation supports permanent funding for the program and opposes partisan attempts to deny funding for research on the important labor topics it covers.

The Federation is also represented on the Speaker's Commission on Labor Education. This commission was created by Speaker Hertzberg in 2001 and continues to meet quarterly to address the issues of labor education in California's public school system. Through the Commission and its diverse union membership made up of leaders and activists throughout California, the Federation has helped create the Commission's website. The site serves as a clearinghouse of labor information for educators teaching labor education in their classrooms. The Commission has also taken an active role in ensuring that labor history is adequately included in crafting standards for high school and middle school textbooks used in California.

7 ~ High Quality, Universal Health Care Coverage

For years, California's unions have led the fight for better, more affordable health care in California. From supporting single payer legislation to championing Proposition 72 and struggling for change through Governor Schwarzenegger's "Year of Health Reform", the Federation and its affiliates have fought to both secure the coverage of workers who have it and to expand coverage to those without.

The need to continue this work is more pressing now than ever before. More than 6.7 million Californians – nearly one in five state residents – go without insurance each year. Seventy-one percent of California's uninsured are in families with at least one full-time worker. Health care issues now rank near the top of voters' concerns in state and national polls and have been a key issue in the Democratic presidential primary.

For those with coverage, health insurance premiums have increased by at least twice the overall rate of inflation each year since 1999. In 2002 alone, premiums increased by 12.9% - eight times faster than overall inflation. Premiums for the average employer-sponsored family plan in California now cost more than \$10,500 a year.

When employers pay more for health care, working families end up bearing the brunt of cost increases either through higher cost sharing or by foregoing wage increases. Workers with employment-based coverage now pay an average of nearly one quarter of family premium costs, amounting to \$2,400 a year, more than twice the average family contribution in 1999. The dramatically rising cost of insurance has contributed to the steady erosion of employment-based coverage. In 2006, only 49% of Californians received coverage through employers, down from 57% in 2004.

The dramatic rise in costs has been fueled by insurance, hospital, and pharmaceutical industry profiteering coupled with inefficient purchasing because of a lack of price and quality transparency within the industry.

Even with the most expensive health care system in the world, California's working families still confront unacceptably low standards of care with respect to medical errors, hospital-acquired infections, and understaffed facilities and provider networks. Meanwhile, funding for our public health system is so inadequate that it is falling into disrepair and the state is facing an alarming shortage of hospital emergency rooms.

The Federation supports efforts to extend coverage, control costs, apportion financing equitably and protect the quality of care. We strongly oppose efforts to undermine the existing protections of health coverage and efforts to shift the costs and responsibilities of health care onto the backs of working families.

The Federation supports the right of patients and their health care providers to make their own health care choices, without interference from HMOs and insurance company bureaucrats. We will continue to fight to ensure that all Californians have the freedom to choose - and keep - their own doctor and have access to the care they need.

A Strategy for Comprehensive Reform

Without a clear and coherent strategy for health care reform, the health care crisis will only grow worse. Employers will continue to shift costs onto workers. The number of uninsured will continue to rise. Public health and finance systems will come under increasing strain. Cost pressures will further threaten the quality of care. And the cycle will continue.

The California Labor Federation believes that all Californians should have the health care they need when they need it. Our goal is a single public insurance system that provides high quality health benefits to every Californian. We recognize, however, that we cannot wait for such a system to take hold. Immediate steps should be taken to expand access, contain costs, and improve the quality of health care in California. Taken together, these steps will create the foundation on which a successful universal coverage program can be built.

The Federation supports efforts to protect and expand state programs to cover the uninsured. Medi-Cal and Healthy Families provide critical support for low-income Californians. The Federation supports full funding for these programs, and expanded eligibility to cover more of the uninsured, including immigrants. The Federation supports covering all children, regardless of their immigration status. We oppose attempts, like those offered by Governor Schwarzenegger and the Bush Administration, to unfairly limit enrollment in public programs by imposing unnecessary and unrealistic paperwork requirements on families.

The Federation continues to support the expansion of the employer-based health care system. Although employer-based coverage is shrinking in the U.S., it remains the foundation of our health coverage system. The Federation supports expanding this model to cover all working Californians. We support requirements for employers to make a contribution to the health care coverage of all workers, including low-wage, part-time, and seasonal workers. The Federation believes that health care coverage should be a shared responsibility between employers, individuals, and the government.

To this end, the Federation also supports greater transparency and public disclosure of information about employers who evade their responsibility to provide health care coverage for workers, leaving them either entirely uninsured or dependent on public programs. The Federation has sponsored several bills to identify employers that disproportionately rely on public programs while protecting the identities of the employees.

We support efforts to rein in the unacceptable behavior of health insurers and HMOs. While rising costs are the primary reasons that most of California's uninsured remain that way, many Californians cannot get coverage at any cost because of insurers' refusal to cover them. This is unacceptable. The Federation supports guarantee issue – requiring health plans and insurers to offer coverage to all Californians regardless of age, family history or previous illness – of health coverage.

The Federation supports changes to federal law that would clear any obstacles to strong mandates on employer provided coverage at the state or federal level. Without those changes, state level efforts to provide universal coverage will continue to be subject to litigation and policy proposals will be hobbled by the threat of court challenges.

The Federation also supports coverage expansion through the creation of a Coverage Between Work program. Such a system, funded through payroll contributions by workers, employers, or both, would provide a safety net source of health care coverage funding for California families during periods of job loss or transition. By allowing families to maintain their coverage even as they change employment, this system will help families through what can be extremely challenging financial and health circumstances.

False Solutions

The Federation rejects proposals that place the burden of coverage unduly on the shoulders of workers. Punishing workers for failing to obtain health insurance they cannot afford will do nothing to expand access to coverage. The Federation has actively opposed unaffordable “individual mandate” legislation in California. Californians should not be obligated to obtain health insurance they cannot afford. The Federation cannot support any such proposal without a guarantee of affordable, quality coverage and an option to purchase coverage through a public pool that aggregates risk and leaves no one standing alone.

The Federation strongly opposes efforts to lower health care costs by shifting the risk of care and coverage onto individuals. The national trend toward Health Savings Accounts, high deductible health plans, minimum benefit plans, discount health plans, and other “consumer driven” health care initiatives are not real fixes for the health care system. These plans and others like them undermine benefits, create disincentives to seek care and unfairly blame individuals for high health costs.

The Federation opposes federal and state attempts to tax the health care coverage that working families receive through their employers. Union members have fought hard and sacrificed tremendously to maintain coverage through work. Schemes like those offered by John McCain and George Bush to tax health benefits are designed to speed the decline of the employment-based health system and shift the burden of coverage onto individuals.

Meaningful Steps Toward Reform

As we strive for comprehensive reform of our health care system and universal coverage, the Federation supports the following policies to improve and expand our health care system:

PROTECT THE PUBLIC HEALTH CARE AND SAFETY NET SYSTEMS

- ~ **Fund public hospitals and community clinics at an appropriate level.** America’s health care safety net is currently frayed, as competition with HMOs, shrinking budgets, and rising numbers of uninsured are undermining access to care for the poor and uninsured. We call for policy makers to maintain a viable safety net.
- ~ **Fund hospital seismic safety retrofits.** The collapse of the health care system in New Orleans after Hurricane Katrina shows the need to ensure that California hospitals are able to care for the injured after a serious natural disaster. California’s landmark hospital seismic safety laws will play a key role in preserving hospital services after an earthquake. However, some hospitals that serve large numbers of people who are uninsured or who have Medi-Cal coverage need the help of a state seismic safety measure to enable them to retrofit their hospitals as soon as possible.

IMPROVE HEALTH CARE QUALITY

- ~ **Improve staffing standards in health care facilities.** Health care facilities often intentionally understaff their facilities to boost their bottom lines. But understaffing is directly tied to higher rates of medical errors and lower quality patient care. Staffing standards are needed at all staff levels to ensure that caregivers are able to manage their patient loads.
- ~ **Support efforts for the advancement and training of health care workers.** In an era of health care worker shortages, we urge the development of high-road partnerships to train more nurses and other health care workers, provide better career ladders, and guarantee better working conditions. This would allow us to pay health care workers more, provide better patient care, and reduce the shortage of skilled and qualified employees. Kaiser’s partnership with multiple health care unions is an outstanding example of a high-road partnership that meets the needs of workers, patients, and management.
- ~ **Improve systems for reporting health care cost and quality.** The Federation supports public, mandatory, and industry-wide requirements for health care cost and quality reporting to improve accountability and transparency in the system. Without this type of transparency, purchasers and consumers of

health care services will remain unable to gauge and reward high quality, cost effective care while rooting out low quality, inefficient care.

- ~ **Maintain the ability of patients to choose their own doctors.** Patients and their health care providers should be free to make their own health care choices, without interference from HMOs and insurance company bureaucrats. We will continue to fight to ensure that all Californians have the freedom to choose - and keep - their own doctor and have access to the care they need.

REIN IN HEALTH CARE COSTS

- ~ **Create an alternative to private insurance companies and HMOs.** Across the United States and the world, public health care systems have a proven track record of delivering high quality, cost effective care, while their private counterparts have proven unable or unwilling to control rising health care costs. The Federation supports the creation of a public insurance system that builds upon our existing public health infrastructure to offer individuals and employers a viable alternative to private insurers.
- ~ **Stop employers and HMOs from shifting costs to workers and their families.** Employers are shifting costs to workers every day, increasing co-pays, deductibles and other out of pocket costs. Many workers can no longer afford coverage on the job because the workers' share of the premium for themselves or their family is too high. High deductibles make coverage meaningless for many working families.
- ~ **Make prescription drugs more affordable.** The Federation believes in a more accountable, transparent drug industry that provides greater access to affordable medications. We support the reimportation of drugs from countries with strong safety records, restrictions on drug marketing, direct price controls on pharmaceuticals, improved evidence-based drug information, and broader access to generic medications. We support the repeal of Bush's Medicare legislation and its replacement with an affordable prescription drug benefit program for all seniors. We also support full funding of AB 2911, a Federation supported law that created the California Discount Prescription Drug program. Once funded, the law will enable the state to negotiate lower prescription drug prices for Californians without drug coverage.
- ~ **Utilize bulk purchasing power more effectively.** One of the primary failings of the Medicare Part D program is its statutory prohibition of bulk negotiation by the government on behalf of plan beneficiaries. This drug-company influenced provision keeps Medicare from utilizing its tremendous market leverage to lower prices and improve the quality of the program and we call for its repeal. Union families have tremendous purchasing power in the health care marketplace. The Federation supports efforts to use that power aggressively in all aspects of health care purchasing, to promote health plans that are good for us as consumers and as union workers.
- ~ **Use union health care dollars wisely.** The Federation supports efforts to pool Taft-Hartley funds and, in conjunction with fund administrators, to ensure that quality is a significant factor in making plan selections. The California Health Care Coalition (CHCC), founded by the Federation's California Works Foundation, has spearheaded a campaign to bring Taft-Hartley trust funds together with other major health care purchasers to demand greater accountability from the health care industry.
- ~ **Enact strong regulation for all aspects of the health care industry.** The health care industry places industry profits ahead of patient care, and patients and health care workers pay the price. The Federation supports regulations in the health care industry that would make the industry more transparent, expand access to care, restrain costs and improve quality. The Federation supports efforts to end the double-dealing of pharmacy benefits managers by requiring better transparency and corporate behavior within that industry. The Federation endorses proposals to regulate the rates charged by hospitals, health insurers and HMOs as well as policies, like mandatory minimum medical loss ratios, that direct health care dollars toward patient care rather than overhead and profit.

8 ~ Strong Protections for Worker Health and Safety

On May 16, 2008, 17-year-old Maria Isabel Vasquez Jimenez died, two days after she had collapsed in a Stockton field after an eight-hour day of pruning vines in the heat. Her fiancé, who had been working with her in the field, told investigators that temperatures in the field had passed 95 degrees, and that the workers were left with no shade and no training for how to cope with heat related illnesses. Workers were given only a five-minute break and the closest drinking water was a ten-minute walk from the workers. When Maria was finally taken to a clinic, ninety minutes after she had fallen to the ground, a supervisor told her fiancé to tell the clinic that she had become sick while exercising, not while working.

While the vast majority of California's employers are never visited by state inspectors, Maria's had been, just two years earlier. Cal-OSHA officials had cited Merced Farm Labor in 2006 for failing to provide employees with heat-stress training, for not having an injury-prevention plan for workers, and for failing to provide enough toilets for workers. They were fined \$750 for each offense and instructed to correct the violations before the end of the year. Cal-OSHA never returned to the worksite for a follow-up visit.

Maria's death makes her the most recent of a tragically long line of workers who have lost their lives to inadequate workplace protections and under-funded government enforcement agencies. As the Sago and Crandall Canyon mine collapses remind us, workplace catastrophes are not limited to California. An average of 16 American workers are fatally injured at work every day. In 2006, private sector employees across the country reported more than four million work-related injuries and illnesses. Latino workers, especially those born outside the U.S., have disproportionately high rates of workplace injury and death.

The Federation believes that a safe and healthy workplace is a right of all workers. While a good workers' compensation system is vital for injured workers, preventing workplace injuries and illnesses before they occur is even more important.

Inspections and Enforcement

Cal-OSHA is the backbone of workplace health and safety in California. Sixteen million California workers rely on the health and safety standards established by the Cal-OSHA Standards Board and enforced by Cal-OSHA. Recent reports indicate that Cal-OSHA could be more responsive to dangerous worksites.

Today, we have fewer Cal-OSHA inspectors than fish and game inspectors. In 2006, Governor Schwarzenegger line item vetoed an additional \$1.5 million augmentation supported by the Federation to fund more Cal-OSHA inspectors. The Federation strongly supports increased funding for the enforcement of worker health and safety standards. The Federation believes that general contractors should not be allowed to ignore the poor safety records of their subcontractors, but should instead be held jointly

accountable for their subcontractors' violations of worker health and safety laws.

The Federation believes that employer fines for workplace hazards should never be considered a mere "cost of doing business." In the Sago mine case, where mine owners had previously been cited for hundreds of safety violations, the highest proposed fine the government issued was \$440 for one of the ventilation violations. Many of the violations prompted \$60 fines. Fines must be high enough that employers find it worthwhile to clean up their workplaces. While California generally has a higher set of fines, they are still an inadequate deterrent because they are so frequently reduced or eliminated through the appeals process.

The Federation supports establishing mandatory-minimum payments for fines related to workplace hazards, prohibiting employers from negotiating away more than a specified percentage of fines they have been assessed. We also support directly funneling back employer-paid penalties for workplace violations into labor law enforcement budgets. In no case, however, should fines be used as a replacement for adequate institutional funding of enforcement bodies.

Due to persistent under-funding in the state budget, there will never be enough Cal-OSHA inspectors to go around. The most effective way to protect workers is for those workers to be actively involved in the health and safety programs of their employers. Too often employers want no worker participation beyond following the rules, or they want participation only on the boss's terms. We believe union stewards and activists should have the knowledge, confidence and resources to act on behalf of union members at their worksites and actively engage their employers to improve working conditions. We support programs that help workers sharpen their skills in improving workplace safety and health.

Vulnerable Populations

The workplace is an especially dangerous place for immigrants. Foreign-born Hispanic workers experienced a 143% increase in fatal workplace injuries between 1992 and 2006. The jobs that lure many immigrants to the U.S. are now killing an average of 19 native and foreign born Latino workers each week.

Immigrants face many workplace hazards that could hurt them, even if they aren't fatal. California banned the short-handled hoe in 1975 to prevent debilitating back injuries, but many farmers then started to require workers to pull weeds by hand instead, which can be just as dangerous, if not more so. Together with California Rural Legal Assistance, labor won a Cal-OSHA Standards Board regulation that now prohibits hand weeding in California.

We support increased bilingual staffing at Cal-OSHA to best meet the needs of workers who speak limited English. Cal-OSHA must increase the availability of bilingual inspectors or at least provide interpretation services in order to deal with the increasing proportion of deaths and injuries among immigrant workers.

Workplace Hazards

Workers face a wide variety of hazards in the course of their jobs. From dangerous equipment to extreme temperatures to toxic chemicals, even workplaces that follow basic safety rules can pose serious dangers to their workers.

While enforcement of workplace safety standards is already less than it should be, the Cal-OSHA appeals process has further weakened the effectiveness of enforcement efforts. Under current law, an employer who has been cited for a workplace safety violation does not have to abate the violation until and after their appeal of that citation has been ruled upon. This loophole has allowed unscrupulous employers to put off required safety improvements and evade the consequences for unsafe workplaces. The Federation supports policies to crack down on employer abuse of the appeals system and to require employers

to abate workplace hazards upon citation, rather than upon resolution of an appeal.

The appeals process is further tilted against workers because the Schwarzenegger Administration has yet to fill the labor seat on the three member Appeals Board, the adjudicatory body tasked with ruling on employer appeals of Cal-OSHA citations. The labor seat has been vacant for over two years and further hinders the work of the Appeals Board and the interests of workers in this pro-business environment.

We will continue our efforts to win strong ergonomics standards at both the national and state levels. After 10 years of work by federal agencies, the Bush Administration has gutted all efforts to develop standards that would prevent ergonomic injuries. California has adopted a standard, but it is too narrow to be very useful for workers. The Federation will again petition the Cal-OSHA Standards Board to strengthen our state ergonomics standard.

HEAT RELATED ILLNESSES

Because of California's climate, its workers are particularly susceptible to heat-related illnesses and injuries. In the summer of 2005, several farm and construction workers in California died while working in the scorching summer heat. The deaths prompted the enactment of a temporary emergency measure to protect workers from heat illness. The emergency measure was designed to ensure access to adequate supplies of cool water and shade for workers who are becoming ill, to provide training on the critical elements of heat illness prevention, and to require the Cal-OSHA Standards Board to review the feasibility of requiring shade for all rest periods.

The temporary regulations were replaced with substantially similar permanent regulations in 2006. This Schwarzenegger Administration-touted regulation wasn't enough to prevent Maria's untimely death. The creation of some outdoor heat standards was an important step, but the regulations are far weaker than they should be to fully protect California's workers. The Federation continues to support and advocate for stronger heat-related protections for outdoor workers.

Since the adoption of the outdoor heat regulations, the Federation has also supported legislation to create similar heat stress protections for indoor workers. Joining with the ILWU and other unions, the Federation helped passed legislation that was ultimately vetoed by Governor Schwarzenegger. The governor cited ongoing discussions about regulations at Cal-OSHA as his reason for vetoing the bill, but those discussions have led nowhere. The Federation opposed the governor's decision and calls for immediate action to establish heat-related protections for indoor workers.

CHEMICAL EXPOSURE

There are currently more than 80,000 chemicals on the market in the U.S. In increasing numbers, these chemicals have been linked to health problems including cancer, infertility, birth defects, and learning disabilities. The continuing use of these chemicals poses threats to the health of a broad range of Californians. From the worker who manufactures a chemical to the worker who uses it later to create a product, to the worker who sells the product to a consumer and the workers who eventually deal with its disposal, any given chemical can touch a host of workers and consumers over its life cycle. Many of these chemicals do not break down in the environment, leading to even more possible exposure for workers over the years.

Because of this long chain of potential dangers, the Federation strongly supports the development of green chemistry initiatives. These endeavors encourage the design of products and processes that reduce or eliminate the use and generation of hazardous substances. The underlying theory of green

chemistry is to make chemicals safer from the beginning so that they pose fewer problems throughout their life cycle.

Until we develop safer alternatives and lawmakers stop bending to the will of the chemical industry, the Federation also supports efforts to reduce or eliminate the use of specific chemicals that pose proven health hazards to workers or consumers. We support requirements for chemical manufacturers to provide workers, consumers, and the government with more information about dangers posed by their products. We have recently supported legislative and administrative actions to limit the use of diacetyl, phthalates, and PFOA, all ubiquitous chemicals with proven health risks to workers and consumers.

As part of the ongoing effort to determine the biological impacts of chemicals, the Federation also supports the use of bio-monitoring and body burden studies. These approaches monitor the levels of specific chemicals in human bodies to help the scientific community better understand the impact of chemical exposures on human health. While bio-monitoring can provide immensely valuable information that can help save workers' lives, such studies should remain voluntary for workers and must include strong privacy protections for all participants. Workers should also be guaranteed that results of bio-monitoring cannot be used by employers to discriminate against them.

9 ~ Sound Public Investments

California's population is booming once again. California is now home to more than 36 million people and is projected to add another 10 million residents by 2030. These new residents will need public services. Demands for schools, water, public transit, roads and housing will grow.

California is already in desperate need of public investments, long before our population increases by more than 25%. Our roads and levees need repair. Our hospitals need retrofitting. Our schools need modernizing. Our prisons are bursting at the seams. Our public infrastructure needs serious, immediate attention.

The state took an important step toward making the investments we need when voters approved \$42 billion worth of infrastructure bonds in 2006. The Federation supported those bonds, but they represent only a small down payment on the total cost of the investments that California needs.

We need a comprehensive strategy for making those investments and a sustainable, equitable way to finance them. A sound investment plan will improve our schools, roads, and public transportation, and it should finally address our needs for hospital seismic upgrading and levee repair. The Federation supports these significant public investments.

Major public investment is the cornerstone of sound economic development policy in California. Transportation spending supports our infrastructure and directly generates jobs. Public investment in energy production and supply protects the state's residents from the vagaries of the private market. And investment in our water system protects a resource vital to our economic growth and prosperity.

The destruction of New Orleans after Hurricane Katrina and the 2007 collapse of a heavily-trafficked commuter bridge in Minneapolis served as shocking reminders of the importance of not just building new roads and bridges, but of maintaining the infrastructure we already have. Each budget year of cuts and deferred maintenance only puts California further behind in this regard. The Federation calls for adequate funding for inspection and repair of our existing infrastructure.

We vigorously oppose the degradation of public services through privatization. Contracting out is a way to crush or bypass public sector unions, and it inevitably results in lower-quality, higher costs services delivered with little accountability. In 2002, labor won legislation placing limits on how school districts contract out work. Numerous bills have attempted, in vain, to repeal this legislation. We will continue to defend these protections against contracting out in our schools and work to place similar conditions on contracting out at the city, county and state level.

The Federation joins the State Building and Construction Trades Council in strong support of Project Labor Agreements. PLAs prevent an economic race to the bottom, in which businesses compete against

each other at the expense of workers and the community. They are particularly important for large-scale public works, which have the potential to raise or lower wages for hundreds or thousands of workers. PLAs have been used for over sixty years, on public projects like the construction of the Shasta Dam and Los Angeles' Light Rail System, and private projects at General Motors, Disney and Toyota. The Federation continues to strongly support PLAs as a way to help large public and private construction projects go more smoothly, as well as to maintain wage and benefit standards.

Transportation

California cannot prosper without sound public investment in the state's transportation infrastructure. We support spending to improve roads and highways, build and improve public transit systems, upgrade bridges, introduce light rail in crowded city centers, modernize buses and trains and maintain our ports and waterways. We also support the protection of good-quality maritime jobs for American workers along California's coastline.

Deteriorating roads inevitably produce a deteriorating economy. Highway construction builds the network for businesses to move goods, consumers to shop and employees to get to work. Each billion dollars spent on road building creates 42,000 jobs. Reducing highway construction funds will ripple through the economy and be felt in manufacturing, services and elsewhere.

California voters have over and over again voiced support for better investment in transportation. Bay Area voters, for example, agreed on the March 2004 ballot to pay higher bridge tolls in order to support transportation spending. California's highway system was once the envy of the nation – a significant factor in our state's economic success. Only continued investment will keep it that way.

The Federation stood with nearly 70% of California voters in support of Proposition 42 in 2002. Prop 42 ensures ongoing investment in our transportation infrastructure by guaranteeing that local sales taxes, including portions of the gas tax, remain for local use in public transportation, road and highway repairs. We also supported Prop 1A in 2006, which further tightened the conditions under which the legislature could suspend the Prop 42 guarantee. Recognizing the importance of infrastructure investments to the state's economy, we continue to oppose raiding dedicated transportation funds for other uses.

California's ports are the gateways for nearly 50% of all U.S. waterborne commerce. These ports and their intermodal goods movement businesses support a high-wage workforce in the highly unionized transportation trades. It is vital that the ports and industrial zones surrounding the ports be protected from gentrification efforts by real estate speculators that undermine good maritime jobs with low road economic development projects and low wage jobs.

Republicans in Washington have cut funding for Amtrak and threatened to privatize the air traffic control system. The Federation rejects these ill-advised budget cuts and calls for increased, not decreased, investment in our transportation infrastructure.

Road building should not replace mass transit. We call for the expansion of subsidized mass transit and the retooling of industry to build more mass transit. Without a car, many workers cannot reach decent jobs. But car ownership can cost well over \$5,000 a year, an enormous burden for low-wage workers. The absence of effective mass transit can be the decisive factor in keeping working families poor. Escalating gas prices are only making matters worse.

Maritime Trades

The Federation reiterates its support for the protection of jobs in the maritime industry. The Federation supports statutes that ensure that vessels engaged in the coastwise and international trades are built and crewed by U.S. workers. The Jones Act, the Maritime Security Act, the Passenger Vessel Services Act and U.S. cargo preference laws are key to maintaining the U.S. Merchant Marine.

The Federation condemns the “flag-of-convenience” system in which avaricious ship owners around the world register their vessels in phony flag states to evade labor, safety, environmental and tax laws. This corrupt system has resulted in the global exploitation of seagoing maritime labor.

The Federation supports tough security measures that protect U.S. ports and maritime workers from terrorist attack, but opposes any measures that treat workers as suspects and infringes on their constitutionally guaranteed civil rights. The federal government should be less focused on low-risk American workers and more focused on 100% container screening on imports, foreign mariner documentation and other security initiatives.

Water

California should sustain our historic investment in water infrastructure so that farmers, residents and businesses can thrive.

The state constitution protects water as a public trust, meaning that water belongs to the people of our state. Historically, the state and federal government have invested in water infrastructure to ensure universal access to clean and affordable water for residential and industrial use. Eighty percent of people in the state now receive water from a public water system.

Private corporations are increasingly viewing water as a lucrative investment opportunity, jeopardizing access and safety. Multinational corporations are aggressively pursuing a water privatization agenda, bringing globalization and its effects home to our back yard. The Federation opposes the privatization of water infrastructure, and urges the state to maintain its historic role in protecting water as a public good.

The same companies who seek access to the municipal water system have lobbied to gain access to public bond funds. This hijacking of public resources would be an historic shift in California’s policy of investing in public infrastructure. It would also be deeply ironic, given that private water companies often market themselves to municipalities based on their credit rating and access to global capital markets. Environmentalists and consumer advocates have thwarted this effort, but we must stand firm to make sure that California uses public funds to build and maintain public infrastructure, not as a giveaway to corporate privateers.

Another form of water privatization occurs when agribusinesses sell water. In Kern County, for example, the state’s largest underground storage facility – designed to store water for times of drought or to meet public water needs – is now being used by agribusinesses to sell water to anti-union developers.

The Federation views water as a public good that must be protected so that it can benefit farmers, businesses and consumers in the state. Seeing it as a tradable commodity, to be bought and sold on a water market, is a dangerous precedent. As the state learned in the energy crisis, the commodification of natural resources can be very dangerous. We call for active stewardship by unions and communities to protect water from speculative moneymaking interests.

Eminent Domain

As California continues to invest in infrastructure and engages in other development activities like urban infill projects, state and local government entities will inevitably confront the issue of eminent domain.

The Federation supports the government's ability to exercise eminent domain powers. We reject the recent spate of right-wing efforts, like Proposition 98 in 2008, to use the issue of eminent domain as a ruse to enact broad reaching changes to eminent domain powers, environmental regulations and rent control ordinances.

Privatization of Public Assets

Three times in the past eighteen months, Governor Schwarzenegger has proposed different mechanisms for selling, leasing, or collateralizing the California lottery. As part of the 2007 budget solution, the legislature and Governor agreed to the sale of EdFund, a non-profit component of the California Student Aid Commission. These and other proposals represent a disturbing trend toward the privatization of public assets.

The Federation rejects this trend. We believe that it is analogous to and as undesirable as contracting out public sector jobs. While EdFund and the state lottery are not the state's most valuable assets, their transfer to private hands represents a dangerous step down a slippery slope. If public assets are underperforming or underutilized, we support taking steps to improve their performance, but do not support the auctioning them off to the highest bidder. The Federation supports many of the goals and programs slated to benefit from various proposals to privatize state assets, but believes that those programs should be funded with long term, stable, and appropriate financing mechanisms rather than by proposals that mortgage California's future.

10 ~ Environmental Protection

As workers and as residents of California, we all deserve clean air, clean water, safe energy sources and the preservation of our natural resources. Protecting the environment is both socially responsible and a key component of future growth for the organized labor community. The decisions we make now about adapting to global warming and the ways we generate energy will impact the economy, environment and infrastructure of California for decades to come.

We recognize the tremendous potential for new economic and workforce development as a result of changing our patterns of environmental behavior. The Federation's Workforce and Economic Development program has focused significant time, resources and energy toward this end. The Federation applauds local and state-level government efforts to encourage the development of green collar jobs and supports the emerging green technology industry. These efforts must be met with an equally zealous push from the labor community to ensure that new green jobs become sustainable union jobs.

Global Warming

Global warming is an indisputable fact that will thoroughly change our economy, our labor markets and many aspects of our daily lives. Labor's response to climate change will determine, in large part, whether these changes support our ability to organize new members or whether our strength is undermined.

In combating global warming generally and implementing AB 32, California's greenhouse gas reduction law, specifically, the Federation's Executive Council has endorsed the following principles:

- ~ **Building Alliances and Regional Partnerships.** Addressing global warming provides labor the opportunity to build new alliances and strengthen bonds with environmental, community, and business allies. Furthermore, in order to reach the target called for by AB 32 to mitigate global warming, we call upon employers to step up their efforts to reduce their own emissions and to partner with union representatives and community leaders in efforts to seriously address global warming.
- ~ **Sustainability.** Climate stabilization can only be accomplished if economic and social life is structured around the notion of sustainable development and fair trade. For unions, sustainable development requires a commitment to decent working conditions, including a voice at work, the right to organize and to a safe work environment as well as access to prevailing and self-sufficient wages.
- ~ **Green Jobs Must be Union Jobs with a Future.** The struggle against global warming is an opportunity to address unsustainable patterns of development, production, and consumption, and to create new and high paying green jobs throughout California in renewable energy, the construction trades, public transportation, sustainable farming, and much-needed manufacturing for California workers. It is not enough for a job to be with a clean tech or green employer for it to be truly green. Green jobs include any job that has been upgraded to address the environmental challenges facing the state or nation. A green job is one with good wages and benefits, an upward career pathway, and a voice on the job: in short, the protections only guaranteed by union membership.
- ~ **Just Transition.** With the industrial transition that a green economy brings, workers in many traditional industries will experience major changes, including dislocation or other impacts. We support the concept of "just transition" — no worker should suffer economic hardship or insecurity as a result of the changes required to address climate crisis or other environmental challenges. Provisions shall be made

- for education, training, retraining, or as necessary, re-employment in comparably good jobs or bridges to retirement.
- ~ **Equity for Communities.** People in the poorest communities of our state, who have shouldered much of the burden of our carbon-based economy in terms of poor air quality, health hazards, lower wages, and longer commute times, must be among the first included in job-creation programs, community development and pollution mitigation efforts.
 - ~ **Worker Training and Coordination of Resources.** Greening the economy will require a workforce with new skills. Policy-makers must support, enhance, and leverage union apprenticeship programs, labor-management training partnerships, career-technical education initiatives, community colleges, local workforce investment boards, and other education, training and worker supports to train new and incumbent workers and to build career pathways for the green economy.
 - ~ **Global Warming is a Global Problem.** Reducing greenhouse gas emissions will require action on many fronts. Industry, agriculture, transportation, electric generation and land use policies all must change. The regulatory system must ensure that these changes occur comprehensively and fairly. A carbon emissions fee should be levied on carbon emitted in the manufacture of any product sold, used, or imported for sale or use. Emission permits should be auctioned, and state government should administer the market with a majority of the proceeds used to benefit the public including substantial investment in workforce development. Domestic manufacturing and other industries must not be asked to compete against unfair foreign or out-of-state competitors that are able to circumvent California's regulatory scheme. Reducing our at-home global warming footprint when that reduction actually contributes to increased global warming emissions in another part of the world is counterproductive.

Energy

Safe, reliable, sustainable and affordable gas and electricity are essential services, and access to these services must be regarded as a universal right. As such, the utility industry shoulders an obligation to serve the public, not just to make money.

A stable, organized and well-trained work force is essential to high-quality service. The Federation believes that the California Public Utilities Commission and the state legislature have a continuing responsibility to safeguard the public interest in these essential utility services. We support an energy policy that puts California workers and consumers first, assuring affordable access by the state's residents and businesses to electric and gas utilities, and guaranteeing fair wages and working conditions for utility workers.

We stand behind the principles of the national Apollo Alliance, a project of international unions, environmentalists and community organizations dedicated to focusing public and private investments on good job creation in renewable energy technologies. The Apollo Alliance seeks to generate energy policy and investment initiatives that will create jobs, generate clean energy with positive environmental impacts in our communities, and help create energy independence for California and the U.S.

The energy crisis in our state was an object lesson in the dangers of deregulating a vital industry. Out-of-state generators reaped windfall profits; consumers and workers paid the price. The crisis cost consumers billions of dollars in higher energy bills, jeopardized thousands of jobs, endangered lives with rolling blackouts, scared investors away from California, gave conservative politicians an excuse to trash labor and consumer protections, threatened irreparable harm to the environment and distracted our legislators from other important issues.

Energy deregulation has proven to be a failure for all Californians. The Federation reaffirms its commitment to regulatory mechanisms that protect the public interest from potential abuses by energy serv-

ice providers and assure safe and reliable power. We supported Proposition 80 on the November 2005 ballot that would have re-regulated the utility industry in California and we will support future like-minded efforts.

In considering future energy policy and re-regulation, the Federation endorses the following principles:

- ~ **Equity.** Cost-savings from restructuring must be shared with small users and big users alike, just as regulation must protect the interest of consumers and workers, as well as the needs of large industrial or agricultural consumers. The Federation supports a windfall profits tax on energy generators to discourage generators from gouging consumers and to ensure that profits from restructuring are shared with ratepayers and taxpayers.
- ~ **The jobs of utility workers.** Regulation should assure a sufficient and well-trained workforce and cost-effective ways to deliver reliable utility services. All energy service providers overseen by the state should be held to the same high standards for training, safety, skills and compensation that utility workers have won through collective bargaining. We also support prevailing wage provisions for utility construction projects.
- ~ **Energy independence.** We can no longer depend on out-of-state generators with a strong profit motive but no sense of public interest. In the future, operators must put our state first by being responsive to integrated resource planning: any plants financed by California taxpayers should be dedicated to servicing California residents first.
- ~ **Safety.** Energy production can be dangerous, both to workers and neighbors. Safety must be given a high priority. California should regulate plant maintenance procedures to coordinate necessary shut-downs and establish an inspection and enforcement mechanism to assure proper and safe maintenance. Furthermore, any future power plants must meet the same tough permitting process and environmental and labor standards as in the past. The energy crisis should not be an excuse to relax the high standards that California unions and community groups have won over the last half-century.
- ~ **Financial protections.** We can avoid future meltdowns by insuring that bankruptcy protection is part of the utility company's mandate. If California residents are forced to subsidize utility companies, we should receive assets in return. If energy companies go bankrupt, workers must be protected. All collective bargaining agreements and successorship clauses should be recognized.
- ~ **Energy alternatives.** We are committed to environmentally safe technology for power generation, for the sake of public health and our world. Wind, solar, biomass and others are friendly to the environment and provide an alternative to our economic dependence on conventional power generators. We should give continued priority to renewable sources of energy that are built, maintained and operated by a well-trained, unionized workforce. Conventional energy projects should be ranked according to their relative impact on the environment with higher priority given to those using clean fuels. The construction, maintenance and operation of these facilities or vessels should also be 100% union.

The Federation believes that the sustainability of our energy supply depends on our continual development of safe, renewable energy sources. We support efforts to develop new and improve upon existing renewable portfolio standards for both public and private utilities provided that such standards are technically feasible and based on truly renewable and environmentally sound forms of energy.

Like alternative energy, conservation can be a path to greater energy independence, and need not get in the way of growth. We endorse true least-cost energy planning and putting conservation providers on the same footing as power providers. Increased government funding of research on effective energy-conserving technologies, products and services can help reduce our need for energy-generation. Temperature, lighting and ventilation standards can improve energy conservation and prevent indoor air pollution.

11 ~ Good Government and Accountable Corporations

As Californians, Americans, consumers and unionists, we deserve government that works for the people and we deserve fair dealing and accountability from corporations. Without a healthy democracy in which public participation is allowed and encouraged, the voices of union members will be drowned out by the influence of powerful corporations.

California's unions have a long and proud history of making an impact on California's political landscape. From mobilizing some of the nation's most effective voter turnout efforts to fighting to defeat some of the worst anti-worker initiatives in the country, the working women and men of this state make sure their voices are heard.

The result of that work is clear: California has passed some of the most progressive pro-worker legislation in the U.S., including our landmark Paid Family Leave program, we have the nation's second most diverse legislature with solid Democratic majorities in both houses, and, with labor supported mayors, city councils, and county supervisors, our local governments have created policies that are being emulated across the country.

We've worked with legislators and community allies to fight back some of the worst business practices of big box behemoths like Wal-Mart. We've engaged corporate bad behavior as shareholders, as voters and as consumers.

The Federation is dedicated to continuing these fights, but in order to be successful, we must both maintain and improve upon our tools for protecting good government and creating accountable corporations.

Good Government

The Federation is committed to ensuring that institutions of government at all levels are responsive to the needs of working families. We support the public's right to access government meetings. We support the Brown Act and the Bagley-Keene Act, which provide transparency for policymaking by local and state agencies. We believe that all of California's residents deserve the right to make their voices heard by communicating with elected officials both directly and through union representatives.

The Federation supports California's system of direct democracy through the initiative process. We believe that, in the absence of legislative action or consensus, it is a crucial mechanism for ensuring that voters have the chance to address some of the state's most pressing issues. While we respect the system, we oppose the recent trend of corporate-backed sham initiatives, like Proposition 78 of 2005, a pharmaceutical industry bankrolled measure intended to confuse voters and stop passage of a real reform effort.

We support policies to get corporate money out of the political process.

We believe that government not only has a responsibility to serve its constituents, but also that government entities have responsibilities to the civil servants who make governance possible. We reject the

movement to blame public service workers for budget shortfalls. Slashing wages, benefits and jobs should never be the first resort of decision makers looking to balance the books.

Government entities at all levels must live up to the promises they've made their workers and their retirees. Rather than bringing public sector workers down to the lowest common denominator of vanishing pensions and health benefits, we should continue to raise all workers up to the high standards we all deserve. The Federation strongly rejects the use of bankruptcy by government entities and by corporations as a means of evading collectively bargained responsibilities, including pension contributions. We support giving the state the power to authorize or reject a municipal bankruptcy to ensure it is utilized only when absolutely necessary and not turned into a weapon to use against employees.

Holding Corporations Accountable

The Federation supports an active role for unions and union members in ensuring responsible behavior from corporations. This starts with bargaining the best possible contracts for members, but extends far beyond that, to include shareholder activism, legislative advocacy and more.

The Federation believes that corporate accountability starts in the boardroom. We oppose outlandish executive compensation packages that benefit management over rank and file workers. We oppose golden parachute payoffs that have no ties to performance or quality. CEOs and management shouldn't be rewarded with bonuses and pay raises for laying off workers and reducing labor costs. We believe that corporate success should be shared with all workers and shareholders, not simply doled out to the privileged few.

Because of the ripple effects they can create throughout communities, the Federation believes that corporations, like Wal-Mart, should be held to the highest standards for corporate responsibility. We believe these corporations should be accountable to the communities in which they locate.

As the first step toward greater accountability, community members have the right to know the impact that stores like Wal-Mart have on their economy. The Federation has sponsored and continues to support legislation that would ensure that local governments have adequate information about the economic impact of super centers on wages, benefits, public revenues and retail competition in their city or county. We support mandatory economic impact reports prior to city or county approval of super center building permits.

The Federation also supports greater disclosure of the public costs of low benefits from employers. For years, Wal-Mart has maintained a corporate policy of inadequate health benefits and heavy reliance on government health care programs for its employees. We support public disclosure of employers with a disproportionate share of workers relying on public programs as well as additional fines and fees on such corporations to compensate for those publicly borne costs.

The path to true corporate responsibility demands transparency from corporations on a host of issues. The Federation supports full transparency about corporate use of tax incentives and loopholes as well as public disclosure of corporate tax payments. We support more information for consumers and investors about the health of corporations and the safety of their products. We oppose weakening regulatory standards for corporations and those responsible for overseeing them.

From the robber barons to Enron, we have more than a century of examples to teach us that corporate malfeasance hits workers the first, the hardest, and with the most lasting impact. The Federation will continue its fight to ensure that workers, not corporate entities, are put first in California.

12 ~ Rights of All Working Families

Union members are more than just workers. We are also family members, consumers, community members and neighbors. The labor movement defends the rights of working people in different areas of our lives, not just the workplace. The Federation seeks to advance policies that help workers balance work and family lives. We support consumer rights to product safety, financial privacy, and regulation of public goods. We are unflinchingly devoted to the protection of civil rights and liberties, and abhor discrimination in all its forms.

We oppose the war in Iraq and the devastating toll it has taken on our economy, our national priorities, and the safety, security, and sovereignty of our brothers and sisters throughout the world. The Federation supports the right of all Americans to peacefully protest this war or any other unjust policy.

Work and Family Balance

California workers have the right to both a job and a family. But too often, workers must choose between the demands of employers and the needs of their family. The Federation supports family-friendly workplaces. We believe working families have the right to paid family leave, high-quality and affordable childcare and elder care, health care for all family members, and work schedules that accommodate family life.

Paid family leave was an important victory for California's working families. With this Federation-sponsored legislation, California became the first state in the nation to guarantee that workers could take up to six weeks of paid leave each year to care for a new child or a seriously ill family member. Because the benefits are employee-funded through the State Disability Insurance Program, paid family leave doesn't cost businesses a dime. Nevertheless, the Federation has needed to defend the program against attempts by employer associations to weaken or repeal it.

The Federation supports other policies to make work and family easier to balance. We were instrumental in the passage of two state laws: one to allow workers to use sick leave to care for their ill children, and a second to provide all working mothers with reasonable break time and accommodations to pump breast milk. We also support expanding the federal Family Medical Leave Act to all workplaces with 20 or more employees, and to include domestic partners and adult children. FMLA should also provide time off from work for medical appointments and school activities.

We endorse a broad definition of what constitutes a family. Family should include domestic partners, grandparents, in-laws, stepparents and stepchildren, foster children and siblings among the protected relationships.

Family-friendly policies are not luxuries. They are basic rights that allow women to participate equally in the workforce, and make employment more consistent with our obligations to our loved ones, yet many employer associations continue their unwavering opposition to these policies. We must remain diligent in protecting our rights to balance our work and family lives.

Civil Rights and Liberties

The Federation stands with all groups who experience persecution, and we call for an end to discrimination of all types. We support full economic justice, social and political rights for all people, whatever their race, color, creed, ethnicity, national origin, sex, sexual orientation, gender identity, age, or physical disability. We support the affinity groups that represent the voices of particular constituencies of the labor movement. The A. Philip Randolph Institute, the Asian Pacific American Labor Alliance, the Coalition of Black Trade Unionists, the Coalition of Labor Union Women, the Labor Council for Latin American Advancement and Pride At Work have a vital role in providing support, solidarity and advocacy for people who have always been among labor's rank and file but not frequently enough among the leadership.

The Federation also believes that the protection of civil rights and liberties lies at the heart of a civil society. We are opposed to the federal government's willingness to suspend basic liberties in the name of national security. We have seen the federal government use the rhetoric of national security to bar federal workers from union membership. We reject the idea that we must sacrifice our civil liberties to live in a free and safe country. To the contrary, we believe that without civil liberties, our country is neither safe nor free.

Civil rights should also be protected at the workplace. New technology is giving employers unprecedented, and often unwarranted, access to information about their prospective and current employees. We believe that employees should be able to expect privacy in the workplace.

We oppose the workplace use of invasive new technologies such as imbedded radio frequency ID tags. We also oppose employers' use of credit report information in employment or advancement decisions. We believe that routine drug testing, though common, is invasive, unfair and often inaccurate. Genetic testing of potential or current employees raises many concerns and should be outlawed immediately. Employers should not be able to read employees' email or monitor their Internet usage. We support legislation to protect workers' privacy by prohibiting the electronic monitoring of employee correspondence.

In recent years there have been efforts in the workplace to require workers to waive fundamental rights and discrimination protections without knowing the potential ramifications of such waivers. We oppose coerced arbitration agreements. The Federation will continue to support efforts to ensure that employees are not coerced into waiving their right to pursue discrimination claims or jury trials.

We believe workers should be free from workplace harassment. In 2003, a Federation-sponsored bill (AB 76, Corbett) made employers responsible for preventing workplace harassment based on a worker's race, religion, color, disability, sex, age, or sexual orientation.

We oppose hate crimes more resolutely than ever. Legislation banning hate crimes should be expanded, and perpetrators be punished to the full extent of the law. We call for the active and consistent prosecution of racist and far-right organizations and militias when they break the law.

We support relaxation of the "Three Strikes and You're Out" law. After a dozen years, Three Strikes has filled California's jails with petty criminals and had little effect on the level of violence in our community. We supported Prop 66 on the November 2004 ballot that would have brought some sanity to California's overly punitive "Three Strikes" law. We support better using criminal justice resources to rebuild communities with real opportunities and to decrease rates of recidivism.

The current context of heightened security measures should spur us to protect our civil rights more vigilantly than ever. When the President thinks he is above the federal law that restricts wiretaps, we must all fear for our privacy.

Immigrants

Without immigrant labor, California's economy would grind to a halt. Immigrants make up half of our state's janitors and a significant proportion of the state's childcare workers and construction workers. Fully 91 percent of the farm workers in California are immigrants. Immigrants are central to our state's economy and the labor movement.

The Federation supports the legalization of undocumented immigrants. History shows that legalization of undocumented immigrants benefits all workers. Wages and work standards of undocumented workers increased significantly after the legalization program of the 1986 Immigration Reform and Control Act, which then raised the floor for all workers. Without a legalization program, the economic incentive to hire and exploit the undocumented will remain, to the detriment of all U.S. workers.

We oppose the criminalization of undocumented workers and President Bush's cynical "guest worker" proposal. An expanded "guest worker" program would create a permanent underclass of workers unable to participate fully in American democracy. For U.S. corporations, the president's proposal would provide a steady stream of vulnerable workers. For immigrants, the plan would deepen the potential for discrimination, exploitation and abuse. For non-immigrant workers, it would lower wages and standards throughout the economy.

California unions have a history of standing with immigrants. In 1994, we campaigned vigorously against Proposition 187, which unfairly and falsely blamed immigrants for all the budgetary and economic woes that faced the state. In 1998, our unions campaigned against Proposition 227, which sought to make it more difficult for immigrant children to learn English and receive a quality education. We fought anti-immigrant provisions in federal welfare reform legislation and we opposed the anti-immigrant backlash that followed the World Trade Center bombing. We sponsored legislation, vetoed by Governor Schwarzenegger, to grant immigrants the right to a driver's license in California.

We reject the anti-immigrant rhetoric that seeks to divide workers against each other. We understand that when a worker is pit against another worker, it is only the boss who wins.

The current war in Iraq has been accompanied by an upsurge in anti-immigrant rhetoric, scapegoating and violence. The Federation strongly opposes such immigrant bashing.

Even more worrisome is government discrimination against immigrants. The Federation laments the horror stories of indefinite secret detention and deportation of non-citizens. The PATRIOT Act permits both actions in the name of fighting terrorism. We oppose those and other anti-immigrant provisions of the PATRIOT Act. After September 11, many legal workers were excluded from their jobs because they were not citizens. We oppose the citizenship requirement for airport screeners, which violates both the rights of workers and the Constitution. We also lament that national security has been invoked to justify increased worksite raids and increased enforcement of document fraud. The war on terrorism should not be a pretext for anti-immigrant firings.

Immigrant workers have been at the forefront of organizing campaigns in recent years, including janitors, hotel and restaurant workers, carpenters, farm workers, machinists, manufacturing and food processing workers, garment workers and health care workers. In surveys and on-the-ground experience, immigrants are often more pro-union than American-born workers. We support initiatives targeted at organizing immigrant workers. When immigrant workers unionize, form new unions and revitalize others, all California workers benefit.

The flip side of more active immigrant organizing is the use of immigration status to intimidate workers. California unions denounce employers, like the Woodfin Hotel in Emeryville, that turn their workers over to the immigration authorities rather than let them join a union. During organizing

drives, strikes and other periods of union activity, immigration officials must not intervene to conduct raids, document checks or other acts which make it impossible for workers to exercise their union rights.

All workers, regardless of immigration status, have the right to form unions; file complaints against illegal and unfair treatment without fear of reprisal; receive disability insurance and workers' compensation benefits; and enjoy the same remedies under labor law as all other workers. It is unacceptable for employers to retaliate against immigrant workers for asserting fundamental workplace rights. A worker's immigration status should never be used as a tool for discrimination, union busting or intimidation.

We reject the increasing use of the national Social Security database as a tool for determining employment eligibility. This database is notoriously riddled with errors and was never intended to determine documentation or work eligibility status. The Federation calls for an end to the use of federal "no match" letters. These letters unfairly discriminate against workers of all immigration statuses and can cost workers their jobs for nothing more than typographical errors. We call for an end to the use of the federal e-verify system, which relies on the same flawed Social Security database.

The Federation further condemns the use of the children of immigrants as pawns in immigration enforcement efforts. Recent enforcement activities by federal Immigration and Customs Enforcement agents near Bay Area schools rightfully enraged community, labor and immigration activists alike. Children have no place in the middle of immigration battles and the government should never put them there. We oppose raids on immigrant families in their homes, their schools, their churches, and their workplaces.

The Federation opposes the Supreme Court's 2002 decision in *Hoffman Plastic Compounds, Inc. vs. NLRB* denying back pay to undocumented immigrants who are victims of unfair labor practices. The decision allows unscrupulous employers to hire undocumented workers, intimidate and exploit them, retaliate against them or fire them, and face no penalties. Congress must overturn the Hoffman decision and send a strong message to employers that violating labor laws doesn't pay.

Absent congressional action, we support legislative efforts to guarantee that California vigorously enforces its labor laws, regardless of a worker's immigration status. The Federation sponsored SB 1818 (Romero), signed in 2002, to protect the rights of immigrants in this state. The bill declared that all protections, rights, and remedies available under state law, except as prohibited by federal law, are available to individuals in California regardless of immigration status.

Workers also deserve the right to speak their native language at the worksite. This basic right is often a matter of life or death. Recent evidence suggests that deaths and injuries on the job are increasing for just one group of workers: those with limited or no English language skills. The Federation supports language access to public services for all workers.

The Federation opposes employer sanctions, which encourage employers to discriminate against any worker who looks or sounds foreign. Employer sanctions also provide a weapon to threaten immigrant workers who organize unions.

The Federation recognizes the particularly vulnerable situation of immigrant day laborers and applauds the AFL-CIO's 2006 pact to improve their lives. A national study of day laborers found that of the more than 117,000 day laborers that look for work each day in the U.S., nearly half of them report being cheated out of their wages and 18% report violence from their employers. The longer exploitation of these workers is allowed to continue, the worse working conditions will remain for all workers. We support national, regional, state and local efforts to protect the civil and labor rights of day laborers. The State Federation is committed to working closely with day laborer centers and immigrants rights advocacy

groups and to supporting the historic AFL-CIO day laborer center partnership. We will continue to proudly uphold and defend the rights of immigrants.

People of Color

California is one of the most diverse states in the nation. The Federation calls on affiliates to make a renewed effort to organize people of color. To succeed, the labor movement must increase the participation and leadership of people of color at all levels of union activity and office, especially elected officers. We applaud unions that have actively sought to diversify historically non-diverse trades through training and apprenticeship programs.

The Federation supports affirmative action. In 1996, we opposed Proposition 209, which outlawed affirmative action in education, government contracting, and government hiring. We will continue to support efforts to reverse the damage this proposition has wrought and restore affirmative action programs wherever possible.

In 2003, in coalition with allies throughout the state, we successfully defeated Prop. 54, the so-called Racial Privacy Initiative, which would have prevented the use of government funds to collect ethnic data. Without data collection, the state would be unable to address disparities by race or ethnicity in discrimination and hate crimes, health care and disease patterns, educational resources and academic achievement, or law enforcement. This measure, disguised as a policy promoting fairness and a color-blind society, would have prevented California from taking steps to challenge racism. Its defeat is a victory for the people of our state.

Jobs that are predominantly held by women and people of color are generally underpaid when compared to other jobs of comparable skill, effort and responsibility. To address this problem, we urge all affiliates to work for pay equity across all social, ethnic, gender and age lines.

We oppose racial profiling by law enforcement. It is neither effective nor Constitutional, and promotes unacceptable racial stereotyping in society at large.

Gay, Lesbian, Bisexual and Transgender Community

Gay, lesbian, bisexual, and transgender workers and citizens deserve protection from discrimination. In many states, it is still legal for lesbians, gays, bisexuals and transgender workers to be fired based solely on their sexual orientation or gender identity. There is no place in this country for prejudice against individuals because of sexual orientation.

We were proud to work for the passage of the Domestic Partner legislation in California, which extended more rights for domestic partners. We oppose efforts to amend the constitution at the state or federal level to ban marriage equality. This change would be a serious abuse of the constitution to promote an intolerant political agenda. We support those measures that would equally confer all civil rights and responsibilities upon every Californian.

We support legislation guaranteeing the civil rights of persons who have tested HIV positive. We oppose discrimination against HIV-positive people in employment, housing, credit, public accommodations, public service, and immigration.

Seniors

As the economy worsens and more seniors are forced out of retirement and back into the workforce, they are increasingly facing discrimination in the workplace. The Federation recognizes the contributions of workers of every age, and opposes age discrimination in all employment decisions.

As workers shift from one job to another, and corporate cost cutting whittles employee benefits to the minimum, retiree health benefits and pensions are in danger of extinction, but the rising cost of health care and housing has only made them more vital.

Republicans have recently launched a series of aggressive attacks on pensions for seniors. In 2005, Arnold Schwarzenegger advocated for a ballot measure that would have privatized pension benefits for thousands of public employees in California. The ballot measure put the retirements of thousands of Californians at risk. It also would have also eliminated death and disability benefits for police officers and firefighters killed in the line of duty. Schwarzenegger was forced to step back from the proposal after loud protests from public and private sector workers across the state.

Meanwhile, President Bush continues to travel the country advocating for the same bad idea – the privatization of Social Security. Social Security is America's most important family-protection program. It spans class, race, gender, income and generations. To privatize Social Security would replace guaranteed benefits with benefits dependent on workers' luck or skill as investors ... and the ups and downs of the stock market. It would also be hugely expensive – with lower income workers paying the cost of the new system.

The Federation opposes efforts to place pensions or social security benefits in the hands of private corporations. We stand with seniors to protect their rights to a secure retirement.

We also recognize that health benefits for seniors are on the line. More and more corporations are cutting back on retiree coverage to reduce health care costs. Recent court rulings have made it easier for employers to deny medical benefits to older workers when they become eligible for Medicare. Unlike the courts, we consider this age discrimination and oppose it wholeheartedly. Older employees deserve the same benefits as everyone else.

Senior union members and retirees are among the labor movement's greatest assets. We welcome their knowledge, their experience, and their wisdom. We support their active involvement in senior union member organizations such as the California Alliance for Retired Americans (CARA). CARA has quickly become a leader in the fight for senior rights in California, including the right to affordable prescription drugs. We will continue to support their efforts and encourage all of our affiliates and their retirees to join CARA.

All too often, when union members retire, they lose all connection with their unions. This harms both the union, which loses a valuable asset and resource, as well as the member who loses touch with the best source of protection for his or her continued economic well being. Union density is higher among workers 55 and over than among any other age group in California. In the next decade, hundreds of thousands of our members will retire and we should do everything we can to keep them involved in the labor movement.

Youth

Young people need protection from the inequities of the workplace and the criminal justice system. Our prison-industrial complex is overflowing with young offenders. We oppose laws like Proposition 21 that impose harsh sentences on juveniles convicted of crimes, increase the range of circumstances under which juveniles are treated as adults, and establish stiffer punishments for gang-related offenses. Youth deserve more opportunities for advancement in our society, not tougher laws that deny them economic opportunity and send them on a downward spiral.

People with Disabilities

The Federation supported the federal Americans with Disabilities Act (ADA). We are concerned about recent narrow judicial interpretations of the Act. We believe that the ADA provides a floor and not a ceiling of protection to Californians with disabilities. We support efforts to ensure that physical disability will be determined without regard to mitigating measures and efforts to limit employers' ability

to raise job-related issues when interviewing prospective employees regarding possible disabilities. We will work to preserve California laws that are stronger than federal law at protecting people with disabilities.

Women

The California Labor Federation supports women's struggle for equality at work and at home, in our unions and in our communities. Despite centuries of struggle, women still face discrimination, lower pay, and lost opportunities.

Across the board, women earn less than men. The jobs in which women dominate pay less than traditionally male jobs. But even when women work the same jobs as men, they take home less pay. Full-time working women earn 76 cents for every dollar that men earn. This is true for women lawyers, carpenters and secretaries. It is worst for women of color, whose wages amount to just 64 cents on the dollar compared to men overall.

Paying women less than men in comparable jobs costs California working families \$21.8 billion every year. The Federation urges all affiliates to work for pay equity to raise the pay of traditionally underpaid women's and minority occupations and end unjust wage disparities. We support equal pay for work of comparable value.

We oppose the 2007 Supreme Court decision in the *Ledbetter* case. Wage discrimination between men and women should never be tolerated, regardless of whether or not a company is able to successfully hide such discrimination long enough to outlast a statute of limitations. The Federation supported legislation, ultimately vetoed by Governor Schwarzenegger, which would have prevented such an injustice for California workers. We support renewed efforts to that end at the state and federal levels.

Sexual harassment and sexual abuse of women workers contribute to keeping women from succeeding on the job. Unions must defend women workers through tough legislation and the protection of union contracts. We must also educate our members to help stop this problem. We sponsored AB 76 (Corbett), which became law in 2003 and ensures that employees are protected against sexual harassment, be it from their employer, co-worker, customer, client, vendor or others.

We support women's access to the full range of reproductive and family planning services. We oppose any attempt to directly or indirectly limit access to those services or to interfere with the privacy of women's health decisions.

The Federation supports improved opportunities for women in employment and promotion. We also believe that equality will remain a distant dream as long as women are so dramatically underrepresented in public office. We support efforts to expand women's representation in elected office.

The best cure for women in low-wage positions is joining a union. Women who join unions earn 40% more than their nonunion counterparts. Women of color gain even more by joining a union. Union membership also helps reduce the wage gap: union women earn 83% of what union men earn. The Federation continues to work toward the day when union women earn as much as their brothers.

Unions today realize that women are equal partners with men in our organizing efforts. We urge all affiliates to work hard to place women in non-traditional jobs, particularly the higher-paying occupations where they are currently underrepresented. We specifically applaud the State Building and Construction Trades Council's Women in the Trades Conference in this regard. Aggressive outreach for apprenticeship programs and affirmative action plans can both accomplish this goal.

Women are an integral part of the labor movement. We urge affiliates to increase efforts to organize employees in clerical, service, food processing, electronics, garment and other industries where women

predominate, and to bring into the collective bargaining process the issues of pay equity, child care, family leave, flexible work hours and expanded sick leave. Organizing childcare workers, combined with subsidized quality childcare, is one of the great challenges and opportunities for the labor movement and for working women.

We also call on men in the labor movement to recognize that these issues are not “women’s issues” alone. When women face wage inequity, sexual harassment or discrimination at the workplace, men are also affected. Childcare, family leave, and flexible work hours are often as much a concern for working men as they are working women.

The labor movement is the largest women’s organization in the country, but to succeed in organizing women, the labor movement must encourage the participation and leadership of women at all levels of union activity and office. It is time for women to be well represented in the upper echelons of our unions, labor councils, and the Federation.

Consumer Protection

The Federation reaffirms its traditional support for consumer rights. We pledge our best efforts to maintain and expand the rights of consumers, support appropriate staffing and budgets for consumer agencies, and seek assurance that agencies will act with independence and integrity to advance consumers’ best interests. Consumers are workers, too, and unions should fight for their protection whether they are making, buying, selling or using products.

We support consumer protection advocates in their fight for privacy protection in California. We supported SB 1 (Speier), a landmark privacy protection measure in California that has unfortunately been stripped back by the courts. We urge labor unions in California to join the Consumer Federation of California, an organization that has long recognized the connection between labor and consumer interests.

We oppose discrimination by insurance companies of all kinds. In 2003, we sponsored a bill that now prevents employers from cashing in on their employees’ deaths with the purchase of “dead peasants insurance”. We applaud recent federal action to prevent genetic discrimination in health insurance, and we call for further action at the state and federal level to prevent unscrupulous insurer behavior.

We oppose deregulation that undermines product safety, weakens consumers’ rights to full and accurate product information, creates financial harm to consumers or reduces penalties for deceptive practices. The free market will not ensure consumer protection without government intervention. As the spate of recent recalls and consumer safety scares have proven, moves to relax consumer product safety requirements and other consumer protections are greedy attempts to raise business profits at the direct expense of the consumers. We are deeply troubled by Congressional moves to wipe out state food-safety laws, including California’s landmark Proposition 65.

We strongly support and encourage efforts to enforce anti-trust measures at all levels of government. While competition alone cannot make markets more functional for consumers, it is a necessary component to a healthy marketplace.

The Federation opposes misuse of consumer credit information, including the practice of universal default. This practice, common among credit card companies and other lenders, allows corporations to unilaterally change the terms of a contract if a consumer pays any bill late, not just the bill in question with the specific company. We call for immediate action to put an end to this unfair practice.

We support a consumer’s right to sue businesses that have acted illegally. We opposed Prop 64 on the November 2004 ballot. Prop 64 has made it more difficult for consumer groups, environmental organizations and labor unions to file cases under the Unfair Competition Law.

The Federation supports the regulation of goods when necessary to protect consumer interests. We have learned major lessons from the failed deregulation of California's public utilities. The Federation opposes deregulation of public utilities: employees and consumers suffer when natural monopolies are turned over to the competitive profiteering of the private sector. We call for re-regulation of the utility industry and support the establishment of a public power authority, under union conditions, to supplant private producers and transmitters of electricity. We also urge legislators to stop the deregulation of long distance telecommunications and regulate the cellular phone industry.

The Federation also supports efforts to:

- ~ **Abolish false and misleading advertising.** Food labels should show ingredients, nutritional values, expiration dates, country of origin and item pricing. We support efforts to label genetically modified organisms in food and educate the public about the risks.
- ~ **Democratize the media.** As the concentration of the media proceeds ever more rapidly, it is increasingly important to support public and community alternatives to the press and to regulate commercial media. We support an open internet and oppose attempts to regulate content on the internet through bandwidth controls. We support increasing internet connection speeds to a minimum of 50 megabits per second.
- ~ **Restrict secret settlements in product defect or toxic contamination lawsuits.** Currently, information discovered in pre-trial procedures regarding dangerous products is sealed as a condition of out-of-court settlements and the business continues selling the unsafe product while the body count mounts.
- ~ **Encourage the purchase of union-made domestic goods and require and enforce labeling of goods with their places of origin.** We oppose the weakening of the criteria for Made in USA labeling. We support efforts to increase country of origin labeling requirements for foodstuffs and other products.

Resolutions

Resolution in Support of Boeing Air Tanker Bid

Presented by the California Conference of Machinists

WHEREAS, American taxpayers are outraged that the U.S. government awarded a \$40 billion contract to European based Airbus to build the U.S. Air Force air refueling tanker; and

WHEREAS, a Machinists Union member built Boeing tanker would have provided 4,000 jobs in California and over 44,000 family wage jobs in America; and

WHEREAS, the loss of the tanker contract to Airbus affects the future of America's aerospace industry and with the loss of America's aerospace manufacturing capacity our nation will have to be reliant on foreign countries to provide the military hardware needed to defend our nation; and

WHEREAS, the U.S. Air Force switched the selection criteria after the contract bids were submitted and those changes better suited the Airbus bid and disadvantaged the Boeing proposal; and

WHEREAS, the Government Accountability Office (GAO) released its findings and upheld Boeing's contention that the process was, in fact, unfair, citing "...significant errors that could have affected the outcome of what was a close competition between Boeing and Northrop Grumman"; and

WHEREAS, the Airbus tanker's larger airframe requires billions of dollars in additional construction costs including expanding air bases, landing strips and new hangars; and

WHEREAS, the Boeing tanker requires 24% less fuel (an estimated \$10 billion savings to taxpayers) and creates 30% less greenhouse gas with a significantly lower global warming impact; and

WHEREAS, Airbus has yet to build a tanker in cooperation with Northrop Grumman, the factory in Alabama has not yet been built, nor have the 1,500 skilled workers been hired or trained, workers needed to finish the Airbus tanker; and

WHEREAS, the U.S. government has filed charges against European governments for illegal launch subsidies which gave Airbus an unfair pricing advantage over Boeing;

THEREFORE, BE IT RESOLVED that the California Labor Federation will go on record in support of withdrawing the appropriation for the Airbus tanker and promptly award the contract to Boeing, the rightful winner under any fair viewing of the facts, so that Boeing can immediately start building these critically needed tankers.

BE IT FURTHER RESOLVED that the California Labor Federation will forward this resolution to President George Bush, U.S. Senator Dianne Feinstein, U.S. Senator Barbara Boxer, Congressman Mike Thompson, Congresswoman Doris Matsui, Congresswoman Lynn Woolsey, Congressman George Miller, Congresswoman Nancy Pelosi, Congresswoman Barbara Lee, Congresswoman Ellen Tauscher, Congressman Gerald McNerney, Congresswoman Jackie Speier, Congressman Fortney H. “Pete” Stark, Congresswoman Anna Eshoo, Congressman Michael Honda, Congresswoman Zoe Lofgren, Congressman Sam Farr, Congressman Dennis Cardoza, Congressman Jim Costa, Congresswoman Lois Capps, Congressman Brad Sherman, Congressman Howard Berman, Congressman Adam Schiff, Congressman Henry Waxman, Congressman Xavier Becerra, Congresswoman Hilda Solis, Congresswoman Diane Watson, Congresswoman Lucille Roybal-Allard, Congresswoman Maxine Waters, Congresswoman Jane Harman, Congresswoman Laura Richardson, Congresswoman Grace Napolitano, Congresswoman Linda Sanchez, Congressman Joe Baca, Congresswoman Loretta Sanchez, Congressman Bob Filner, and Congresswoman Susan Davis.

Referred to the Committee on Legislation.

NOTE: SEE AMENDMENTS TO RESOLUTION 1, PAGE 126

Resolution in Support of Ending Middle East Wars and Occupation, War Profiteering and Erosion of Human and Civil Rights

Presented by the California Federation of Teachers

WHEREAS, since the attacks on multiple United States targets on 9/11/2001, the Bush Administration and Congress have created policies, under the guise of a “war on terror,” that led to lying and falsifying evidence in order to justify attacks on and illegal occupation of Afghanistan and Iraq; and

WHEREAS, these policies have led to the erosion of civil liberties and constitutional rights through increased surveillance of American citizens without probable cause or reasonable suspicion; and by detaining non-citizens and citizens (removing the right of habeas corpus) — without charges and access to counsel; and by justifying torture and what is called “enhanced interrogation”; and

WHEREAS, this policy invests in war to the detriment of support for education, health care, environmental safety and other human needs, and allows private corporations massive war profits; and

WHEREAS, since the United States invaded and occupied Iraq, the United States has had casualties of nearly 4,000 dead and 60,000 wounded, and Iraqi civilian deaths have greatly outstripped those numbers with estimates ranging from 81,500 (Iraqbodycount.org) to over 655,000 (Lancet, the journal of the British Medical Association); and

WHEREAS, the war has created a refugee crisis which peaked in September 2007 when the United Nations Refugee Agency (UNHCR) reported that in a nation with a population of just 27 million there were “4 million displaced Iraqis around the world, including 2.2 million inside Iraq and a similar number in surrounding countries”; and

WHEREAS, the war in Iraq has cost the United States over \$500 billion and will eventually cost over one trillion dollars (by calculating the immediate cost of the war plus the long term cost of health care for veterans, interest on debt and replacement of military hardware); and

WHEREAS, the \$720 million a day that the war costs could pay for 84 new elementary schools or 12,478 elementary school teachers or 95,364 Head Start places for children or a year of free school lunches for 1,153,846 children or a year of healthcare for 423,529 children or homes for 6,482 families or 34,904 four-year scholarships for students at state universities; and

WHEREAS, the Bush Administration's pretexts for further expanding the war to Iran have also been shown to be false according to Department of Defense memos; and

WHEREAS, it appears that there is little resolve in Congress to end these policies of pre-emptive war, attacks on civil and human rights, and increasing private profiteering, at the expense of innocent civilians in the Middle East and the people of the United States;

THEREFORE, BE IT RESOLVED that the California Labor Federation opposes the wars in and occupation of Iraq and Afghanistan.

BE IT FURTHER RESOLVED that the Federation calls for full and immediate withdrawal of U.S. forces from Iraq and Afghanistan, as well as removal of the many permanent military bases there.

BE IT FURTHER RESOLVED that the Federation calls for full restoration of those constitutional, civil and human rights curtailed since 2001 by working for (1) the elimination of the practices of rendition, torture and warrantless surveillance, (2) the closing of the prison at Guantanamo Bay, and (3) the repeal of the Military Commissions and Patriot Acts.

BE IT FURTHER RESOLVED that the Federation calls for a reprioritizing of federal funding from war and occupation to human needs such as education, healthcare, housing, and the care of returning veterans.

BE IT FINALLY RESOLVED that the Federation calls for an end to private war profiteering and calls for contractors to be held responsible for their crimes while engaged in contracted activities.

Referred to the Committee on Resolutions.

Resolution in Support of U.S. Labor Against the War

Presented by the California Federation of Teachers

WHEREAS, U.S. Labor Against the War (USLAW) is an organization that is the leading labor advocate opposing the war in Iraq and Afghanistan; and

WHEREAS, USLAW has created a work plan for 2008 that includes the following strategic priorities:

- Compelling Congress to defund the war and bring all troops home now, funding only their safe return, and reparations and reconstruction in Iraq
- Redirecting spending to serve human needs and to promote peace and justice at home and abroad
- Strengthening activity in opposition to the war and occupation at every level of the labor movement
- Further developing USLAW solidarity with Iraqi unions and allied organizations
- Expanding education in the labor movement to expose the consequences for working people of a foreign policy that serves the interests of corporations instead of the people
- Opposing military action and subversion in Iran
- Encouraging labor movement solidarity with all the working people of the Middle East, in particular Palestinians and Israelis; and

WHEREAS, the California Federation of Teachers has been an affiliate of USLAW since its early days, and continues to support its aims and mission;

THEREFORE, BE IT RESOLVED that the California Labor Federation affirms and adopts the 2008 strategic priorities of USLAW.

BE IT FURTHER RESOLVED that the Federation will participate in and encourage local affiliates and individual members to participate in activities that further those strategic priorities, including encouraging locals to affiliate with and individuals to become associate members of USLAW.

BE IT FURTHER RESOLVED that the Federation will establish relationships with organizations of veterans and military families and build a network of union members who are vets or in military families.

BE IT FINALLY RESOLVED that the Federation will become an affiliate of U.S. Labor Against the War.

Referred to the Committee on Resolutions.

Resolution in Support of Strong Action on the Foreclosure Crisis

Presented by the Stanislaus-Tuolumne Central Labor Council and the
San Joaquin-Calaveras Central Labor Council

WHEREAS, for all workers, home ownership is a cornerstone of economic security. As union members, we fight hard to win good contracts so we can provide a better life for our families. Owning a home that we can pass on to our children is part of the American Dream that we believe in; and

WHEREAS, the sense of security once represented by home ownership is fading fast. The rise in predatory mortgage lending and the collapse in the housing market have left many working families in California on the brink of disaster; and

WHEREAS, California's working families and our economy are being devastated by the foreclosure free-fall. Our members are losing their homes at record rates and those holding on to them are seeing their values decline dramatically. In May, nearly 40 percent of all homes sold were foreclosures; and

WHEREAS, our members are already grappling with the soaring costs of gas, food, and healthcare. Unemployment is on the rise and our economy is entering recession. Californians are seeing their home values decline and collectively we have the lowest level of home equity since the Great Depression; and

WHEREAS, the foreclosure free-fall was largely caused by the lack of meaningful regulation and safeguards to ensure responsible lending practices. The crisis was compounded by the unscrupulous actions of many brokers, lenders, and servicers who profited by talking people into risky and high-cost loans; and

WHEREAS, whether due to aggressive marketing and promotion by the industry, lack of language access, or a simple failure to explain the terms of a mortgage agreement, far too many people took out loans that were unaffordable, unwise, and, in many cases, unconscionable. These loans contained dramatic rate increases, pre-payment penalties for those who tried to re-finance, and higher interest rates than loans for which borrowers actually qualified. These practices were not about providing access to credit to low-income borrowers; instead, this was about making loans that all parties, with the exception of the borrower, knew could never be repaid; and

WHEREAS, we are now witnessing the devastation of California's low and middle-income families who entered into these adjustable loans only to have their monthly payments double and triple, whose school-age children have been forced to find work so the family can make the increased payments, and who are now losing their homes at record rates; and

WHEREAS, homeowners are not the only victims of the foreclosure free-fall. Tenants are being evicted with little notice, leaving many on the verge of homelessness. Entire communities suffer when home values plummet due to foreclosure sales and abandoned

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RESOLUTION 4, CONTINUED

homes that banks fail to maintain; and

WHEREAS, widespread foreclosures are also affecting our state and local economies. The U.S. Conference of Mayors reports that home foreclosures will result in a loss of \$4 billion to California cities in declining property, sales, and transfer taxes. This jeopardizes the jobs and services our members depend upon; and

WHEREAS, San Joaquin and Stanislaus counties, home to nearly 70,000 union households, are among the hardest hit in the entire nation by the foreclosure free-fall;

THEREFORE, BE IT RESOLVED that the California Labor Federation will fight to pass legislation to help families facing foreclosures today and to prohibit the predatory mortgage lending practices that trapped so many families in loans they did not understand and could not afford.

Referred to the Committee on Legislation.

Resolution Opposing the Misuse of Bankruptcy

Presented by the Napa-Solano Central Labor Council

WHEREAS, the Labor movement's core mission is to give working people a voice at work through a collective bargaining agreement; and

WHEREAS, when we negotiate agreements in good faith with our employers, we expect those agreements to be honored. Our members fight and sacrifice to win wages and benefits that provide them and their families economic security; and

WHEREAS, we don't just look out for ourselves and our co-workers, but we take care of our retirees and we fight for the next generation of workers; and

WHEREAS, our members do the work that makes their companies strong, that makes our employers competitive, that makes cities and counties run, and that makes our communities safe. Our members honor the obligations they have made to their employers and abide by the terms of their collective bargaining agreements; and

WHEREAS, on May 6, 2008 the city of Vallejo voted to declare bankruptcy for the explicit purpose of breaking public employee contracts. Members of the City Council publicly blamed the city's union members for causing the bankruptcy and advocated for the bankruptcy as a way of getting out of their contractual obligations; and

WHEREAS, the city of Vallejo made its decision to pursue bankruptcy even after public employee unions offered a package of wage and benefits concessions and additional recommendations that would have solved the city's deficit; and

WHEREAS, other cities are now using the threat of municipal bankruptcy to force public employees to accept concessions on wages, healthcare, and pension benefits; and

WHEREAS, these public sector bankruptcy threats come on the heels of a series of corporate bankruptcies that were used to evade pension obligations to long-time employees. These workers had union contracts that guaranteed secure retirement benefits, but employers like United Airlines successfully used the bankruptcy process to eliminate those pension plans and cheat workers out of their retirement security; and

WHEREAS, California has some of the strongest collective bargaining rights for public employees in the nation. Public employers should not be following in the footsteps of corporate malfeasance. Cities and counties should respect their collective bargaining agreements and should not abuse the bankruptcy process to violate the terms of the contracts they negotiated and executed; and

WHEREAS, municipal bankruptcies can have devastating effects on entire communities, trigger cuts in critical social programs, and accelerate the foreclosure crisis by pushing down home values;

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RESOLUTION 5, CONTINUED

THEREFORE, BE IT RESOLVED that the affiliated unions of the California Labor Federation stand together to oppose the use of bankruptcy to abrogate our collective bargaining agreements.

BE IT FURTHER RESOLVED that the California Labor Federation will work to educate all public officials about the dangers of municipal bankruptcies on their workers and their communities.

BE IT FINALLY RESOLVED that the California Labor Federation will work with its affiliated unions to expand the state's ability to authorize or deny a municipal bankruptcy and to prevent cities and counties from entering into bankruptcy for the sole purpose of breaking union contracts and undermining the collective bargaining process.

Referred to the Committee on Legislation.

NOTE: SEE AMENDMENTS TO RESOLUTION 5, PAGE 128

Resolution in Support of Strengthening Global Activism for Economic Justice

Presented by United Steelworkers, Local 8599

WHEREAS, the global flight of capital enables multinational corporations to place workers throughout the world; and

WHEREAS, a by-product of the global economy is the creation of a world-wide assault on workers that lowers living standards and threatens basic human rights; and

WHEREAS, trade agreements have weakened and, in many cases, destroyed national governments' ability to regulate corporate behavior; and

WHEREAS, in the pursuit of the lowest labor costs possible, environmental standards and workers' rights are marginalized to the greatest degree possible; and

WHEREAS, the state of California has lost thousands of manufacturing jobs as its economy is de-industrialized by the economics of the international marketplace; and

WHEREAS, the export of North American jobs extends far beyond the manufacturing sector and now includes information technology, medical, financial and governmental services; and

WHEREAS, despite the California Labor Federation's affiliated unions systematically engaging in good-faith bargaining practices and accommodating employers' demands for flexibility and cost savings, real earnings, health care and retirement security continue to erode; and

WHEREAS, globalization has failed to alleviate the economic impoverishment of developing countries, while stripping them of valuable resources; and

WHEREAS, the global economy has further increased inequality within our own societies, as well as between other states and other countries and the developing world; and

WHEREAS, there is every indication that conditions for working people globally will only worsen as the democratic process is further undermined and trade union rights are further repressed; and

WHEREAS, corporate-driven globalization can only be balanced by a global movement for economic and social justice that democratizes economic policy and improves wages, working conditions, health care and environmental standards; and

WHEREAS, the California Labor Federation continues to drive a resurgence of the labor movement in California and throughout North America through political and organizing activity that includes working families, students, environmentalists, civic and religious leaders, women's groups and human rights activists as well as trade unionists; and

WHEREAS, the California Labor Federation will be an active participant in meetings of other states and the World Social Forum that brings together trade unionists and social justice activists from everywhere to develop alternatives to the corporate domination of life on this planet; and

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WHEREAS, the California Labor Federation will make an active commitment to workers' rights and global solidarity as demonstrated by the United Steelworkers in the support provided to Firestone rubber plantation workers in Liberia, where for the first time in its 82 year history, more than 4,000 workers elected their union leaders in a free and fair election, an accomplishment made possible through its gate collection contributions from USW Bridgestone/Firestone-employed members and training from union staff; and

WHEREAS, the California Labor Federation's global commitment to the fundamental right of workers to organize and bargain was demonstrated by our support of the Mexican Miners and Metalworkers Union (SNTMMSRM) and its President Nepleon Gomez Urrutia, for whom the United Steelworkers has supplied political, financial and health and safety assistance steadily since a mine explosion 2 ½ years ago claimed the lives of 65 miners and resulted in work stoppages that have brought about repressive governmental responses and the need for Mr. Gomez to flee the country for his safety; and

WHEREAS, the California Labor Federation finds it reprehensible that both the current Republican administration in the U.S. and the Conservative government in Canada look to establish a free trade agreement with Columbia, a country where more than 2,300 trade unionists and human rights activists have been murdered since 1991, and the Federation stands strong in fighting against passage of such flawed agreements while battling to win justice for promises of the Jordan Free Trade Agreement;

THEREFORE, BE IT RESOLVED that the California Labor Federation will continue its role in forging a global solidarity movement that will fight for economic and social justice and a sustainable environment.

BE IT FURTHER RESOLVED that the Federation will commit to building mutually beneficial global alliances with trade unionists in other states and around the world, while forging a global union movement with the strength to challenge multinational corporations wherever we represent the interests of our members.

BE IT FURTHER RESOLVED that the Federation will commit to building alliances and coalitions at home and abroad with a broad array of organizations that include environmentalists, students, religious, civil and human rights, women and senior citizens groups to advocate for fundamental human rights everywhere.

BE IT FINALLY RESOLVED that the Federation will work to build alliances that will guarantee that core labor standards such as freedom of association, the right to bargain collectively and the right to strike without the threat of being permanently replaced, prohibition of forced and child labor, worker supported standards detailing minimum wages, hours of work and occupational health and safety standards will be built into all trade agreements and into the structure of the global economy.

Referred to the Committee on Resolutions.

NOTE: SEE AMENDMENTS TO RESOLUTION 6, PAGE 130

Resolution Opposing Proposition 8

Presented by Communications Workers of America, Local 9000

WHEREAS, the California Labor Federation passed a Resolution, “Oppose the Federal Marriage Constitution Amendment” in 2004, stating that constitutional amendments have “been the legal foundation on which to grant fundamental rights, not take them away;” and

WHEREAS, the California Labor Federation passed a Resolution entitled “Economic Equality and Civil Marriage” in 2006 supporting the rights of all California workers to access the full and equal rights of civil marriage; and

WHEREAS, on May 15, 2008 the California Supreme Court issued a landmark decision confirming the right of same-sex couples to equal access to civil marriage. As the Court stated:

“These core substantive rights include, most fundamentally, the opportunity of an individual to establish — with the person with whom the individual has chosen to share his or her life — an *officially recognized and protected family* possessing mutual rights and responsibilities and entitled to the same respect and dignity accorded a union traditionally designated as marriage. As past cases establish, the substantive right of two adults who share a loving relationship to join together to establish an officially recognized family of their own — and, if the couple chooses, to raise children within that family — constitutes a vitally important attribute of the fundamental interest in liberty and personal autonomy that the California Constitution secures to all persons for the benefit of both the individual and society”;

and

WHEREAS, as trade unionists, we believe all workers are entitled to a discrimination-free workplace with full parity in benefits, pay, and fair and equal treatment as residents of California outside of the workplace; we hold a firm commitment to the principle that there should be equality for all workers regardless of race, creed, color, gender, sexual orientation, or gender identity and/or expression; and

WHEREAS, this commitment has been a guiding principle as the Labor Movement has fought for the rights of all marginalized groups; the Labor Movement has been at the forefront of these fights not just through words but also with vigilant action. In an effort to secure some equity for our lesbian, gay, bisexual, and transgender brothers and sisters, unions have been securing groundbreaking contracts that provide some protections and benefits through anti-discrimination contract language and domestic partner benefits; and

WHEREAS, opponents of marriage equality have qualified a Constitutional Ballot Initiative for the November 4, 2008 General Election which the Secretary of State has designated Proposition 8 – Limit on Marriage. If passed, Proposition 8 would write discrimination into our state constitution, nullify the marriages of thousands of newly married same-sex couples, and limit Californians’ constitutional right to marry to only

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RESOLUTION 7, CONTINUED

opposite-sex couples;

THEREFORE, BE IT RESOLVED that the California Labor Federation will put forth energy and resources to educate and mobilize its members to vote against Proposition 8, and encourage its twenty-three affiliated Central Labor Councils to do the same; and

BE IT FURTHER RESOLVED that the California Labor Federation will publicly show its strong opposition to Proposition 8 not just through words but action, by including a recommendation to “Vote No on Proposition 8” in its voter guides and slate cards for the 2008 General Election.

Referred to the Committee on Resolutions.

Resolution to Support Educating Californians about John McCain's Real Record

Presented by AFSCME California PEOPLE

WHEREAS, John McCain has routinely touted his credentials as an “independent” candidate, opponent of corporate tax giveaways, and responsible budgeter; and

WHEREAS, his actual record on these issues reveals his true political stripes as a fervent anti-worker, pro-industry, right wing adherent; and

WHEREAS, McCain's economic policies are out of touch with working Americans and include proposals such as taxing employer-paid health benefits, and

WHEREAS, McCain supports tax cuts for the wealthiest Americans, voting for a budget bill in 2005 that included a \$60 billion tax cut for the richest Americans, with more than three-quarters of the benefits going to families with \$100,000 or more in annual income; and

WHEREAS, he has routinely voted against our right to organize by opposing the Employee Free Choice Act, by voting to allow employers to permanently replace striking workers, and by supporting a national right-to-work-for-less law that attempted to eliminate America's unions altogether; and

WHEREAS, McCain has voted against the interests of working families by trying to gut the national Family and Medical Leave Act, attempting to strip prevailing wage requirements, opposing minimum wage increases and supporting the privatization of Social Security; and

WHEREAS, he has been an ardent supporter of outsourcing trade policies including NAFTA, CAFTA and the Colombia Free Trade Agreement despite the devastating impact of those policies on American jobs and industry; and

WHEREAS, after eight disastrous years of the Bush Administration, American workers finally have a chance to get ahead by electing pro-worker candidates in November 2008;

THEREFORE, BE IT RESOLVED, that the California Labor Federation and its affiliated unions will work to educate working families and all California voters about John McCain's anti-worker, anti-family record and his ruinous economic plans for America.

Referred to the Committee on Resolutions.

Resolution in Support of CLEAN Car Wash Campaign

Presented by United Steelworkers, Local 8599

WHEREAS, car wash workers typically work 10 hours a day, 6 days a week, frequently with no overtime pay, rest breaks, or access to shade and clean drinking water; and

WHEREAS, car wash workers are often paid less than the legal minimum wage, sometimes working for tips alone and earning as little as \$30-\$40 per day (\$3-\$4/ hour); and

WHEREAS, car wash workers are subject to health and safety hazards such as constant exposure to water and handling of dangerous chemicals without protective gear; and

WHEREAS, the Community-Labor-Environmental Action Network (CLEAN) is a diverse coalition of labor, immigrant rights, faith-based, environmental and community-based organizations; and

WHEREAS, CLEAN Car Wash Campaign is committed to:

- Supporting the right of car wash workers to organize a union and bargain collectively;
- Improving working conditions and ensuring that car wash employers meet labor standards and abide by fair workplace practices;
- Demanding environmental clean up to ensure that wastewater from car washes does not contaminate our rivers or oceans; and

WHEREAS, car wash workers across Los Angeles are organizing a union with the Car-wash Workers Organizing Committee (CWOC) of the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO; and

WHEREAS, the AFL-CIO, the California Labor Federation and the Los Angeles County Federation of Labor have endorsed the CLEAN Car Wash Campaign;

RESOLUTION 9, CONTINUED

THEREFORE, BE IT RESOLVED that the California Labor Federation support the CLEAN Car Wash Campaign and the efforts of car wash workers to organize a union to bargain collectively by asking its affiliated unions to:

- Endorse the CLEAN Car Wash Campaign;
- Demonstrate solidarity with car wash workers and the CLEAN Car Wash Campaign by acting as responsible consumers and urging their members to act as responsible consumers in respecting the campaign's consumer picket lines and other public actions (but not by failing to make deliveries or pickups at car washes);
- Respect the campaign's boycotts by themselves not doing business with and asking union members not to do business with car washes that are not parties to the CLEAN Car Wash Agreement;
- Communicate with their rank-and-file membership in Los Angeles about the campaign; and
- Encourage all elected officials to stand with these workers in their efforts to organize.

Referred to the Committee on Resolutions.

Resolution in Support of Amending ERISA

Presented by the California Alliance for Retired Americans

WHEREAS, the Employment Retirement Security Act (ERISA) was enacted by Congress in 1974 in response to incidents of pension abuse such as the closure of the Studebaker plant in 1963 which resulted in thousands of autoworkers receiving either pensions worth 15% of their value or no pensions at all; and

WHEREAS, the original intent of the law was to protect the rights of workers to the pensions they had earned; and

WHEREAS, in the ensuing years the preemption provisions of the law have often become a weapon in the hands of employers to challenge efforts by labor and other progressive forces to legislate health care reform at the state and local level; and

WHEREAS, the preemption provisions of ERISA also preclude efforts at the state level to make defined benefit plans available to private sector employees through public sector pension plans such as CalPERS, and

WHEREAS, the ever increasing number of workers who are not covered by health insurance or by defined benefit pension plans fosters a mood of public resentment against workers who are covered by such plans and against the unions who have negotiated them, leading in California and other states to continued efforts to reduce or take away these benefits, particularly in the public sector; and

WHEREAS, in order to protect the benefits we have negotiated from further erosion we need to counter this resentment; and

WHEREAS, the labor movement stands for the right of all workers to quality, affordable health care and decent pensions;

THEREFORE, BE IT RESOLVED that the Twenty-seventh Biennial Convention of the California Labor Federation hereby requests the national AFL-CIO to undertake an effort to amend ERISA, while maintaining its protections for negotiated benefit plans, to enable states and local governments to expand health care and pension coverage to private sector workers without the threat of having their efforts to improve the lot of workers undone by the preemption provisions of ERISA.

Referred to the Committee on Legislation.

Late, Executive Council, & Amended Resolutions

Resolution to Endorse Teamster Port Truck Driver Organizing Campaign

Presented by California Teamsters Public Affairs Council

WHEREAS, port truck drivers serving the ports of Los Angeles, Long Beach, and Oakland are at the bottom of the economic food chain and highly exploited; and

WHEREAS, port truck drivers are paid by the load and spend up to half their time idling while waiting to pick up and drop off their loads but are not compensated for that time; and

WHEREAS, port truck drivers cannot afford lower emission trucks and suffer from the health impacts of driving dirty diesel trucks; and

WHEREAS, port truck drivers do not have the right to organize a union because a majority of them are misclassified as independent contractors; and

WHEREAS, disadvantaged communities around California's ports disproportionately suffer from the health and environmental impacts of air pollution; and

WHEREAS, these communities would benefit from both reduced air pollution and local hire policies which would offer meaningful job opportunities to community members;

THEREFORE, BE IT RESOLVED that the California Labor Federation pledges to support the Teamsters' new national campaign to organize port truck drivers at the ports of Los Angeles, Long Beach, and Oakland, which will benefit workers, port communities and the environment.

BE IT FURTHER RESOLVED that the Labor Federation pledges to support the Teamsters' campaign to get the ports to impose standards on the port trucking sector that will enable the drivers to organize, to come out of the shadows and to raise their standard of living by granting access to the ports only to those trucking companies that meet new standards, including requiring all motor carriers that serve the ports to hire their drivers as employees and to guarantee labor peace.

Referred to the Committee on Resolutions

Resolution Protesting Repression Against Puerto Rican Teachers and Supporting the Strike

Presented by the San Francisco Labor Council

WHEREAS, the Federación de Maestros de Puerto Rico (FMPR – Teachers’ Federation of Puerto Rico), which, with a membership of 42,000, represents the vast majority of teachers on the island, has faced more than two years of inconclusive contract negotiations with the Department of Education of Puerto Rico, including a lock-out of teachers and students throughout the island for two weeks in May 2006; and

WHEREAS, in September 2007 the FMPR voted to authorize a strike demanding a substantial raise in their salaries, teachers’ participation in curriculum decisions and class size limits of 15 students; and

WHEREAS, on January 8 the Public Sector Labor Relations Commission of Puerto Rico decertified the union, alleging that the vote to authorize a strike violated anti-union Law 45, which outlaws strikes by public employees, even though the Constitution of Puerto Rico guarantees the right to strike; and

WHEREAS, the government of Puerto Rico has declared its intention to replace hundreds of public schools with charter schools, which would not be covered by a union contract; and

WHEREAS, the issues in Puerto Rico, such as privatization, the de-funding of public education, the use of anti-labor legislation similar to the Taylor Law and protracted contract negotiations are also critical for the California Labor Federation, teachers and all trade unionists; and

WHEREAS, the California Labor Federation defends the right of public employees to strike and has acted in solidarity with teachers at the forefront of struggles for labor rights and quality education; and

WHEREAS, unions of electrical workers, health workers, communications workers, university faculty and staff and others in Puerto Rico have joined in supporting the struggle of the FMPR; and

WHEREAS, preceding the strike, eight teachers were arrested and manhandled by police at the Luis Munoz Rivera High School in Utuado, where 17 teachers were fired last October for objecting to a unilateral change in the curriculum, and police are now visiting schools throughout the island questioning and seeking to intimidate union delegates;

THEREFORE, BE IT RESOLVED, that the California Labor Federation condemns this campaign against labor rights and the integrity of public education and gives its full support to the teachers in the FMPR.

Referred to the Committee on Resolutions

Resolution to Support the Tribunal Investigating Murders of Union Leaders in Colombia

Presented by the San Francisco Labor Council

WHEREAS, on February 12th-13th of 2008, a delegation of nine unionists from the AFL-CIO, headed by retired Executive Vice President Linda Chavez-Thompson, visited Colombia to strengthen the solidarity of the union movement in the United States with Colombian workers, and show concern because of the murders of union leaders and the annihilation of workers' organizations; and

WHEREAS, according to data obtained from the United Workers' Federation of Colombia, in the last 20 years, 2,562 trade union leaders have been assassinated in Colombia. So far in 2008, paramilitaries have assassinated 24 union members, nineteen more than when the AFL-CIO visited Colombia, yet the perpetrators go unpunished. The Colombian government of President Alvaro Uribe Velez has done nothing to stop the genocide that is being committed against the union movement. In fact, central figures in the government have been shown to have ties to the paramilitary death squads; and

WHEREAS, because of the impunity of these crimes, and the crimes committed against the peasants, Indigenous, Afro-Colombians, students and the other popular sectors, many labor, social and non-governmental organizations are supporting the Peoples Permanent Tribunal, taking place in Bogota, Colombia, from July 21-23, 2008. The Tribunal intends to expose the many massacres, with a goal of obtaining the truth, justice and reparations that for so many years have been denied by the Colombian justice system; and

WHEREAS, the Tribunal has received accusations of crimes against humanity and violations of human rights committed by or for the benefit of transnational corporations, many of them from the United States, that operate in Colombia – including Coca-Cola, the mining company Drummond, BP, Occidental Petroleum, Monsanto, and Chiquita Brands; and

WHEREAS, independent investigations have established a clear link between many of these companies and the attacks against Colombian workers and their unions by the deadly paramilitary forces tied to the Colombian government. The United Steel Workers of America has spearheaded a suit against Coca-Cola in US courts, accusing the company of active complicity in the murder of union activists at their plants in Colombia. On May 12, 2008 the television investigative reporting program "60 Minutes" exposed the fact that the food giant Chiquita Brands made nearly \$2 million in regular payments to the paramilitary death squads in Colombia; and

CONTINUED

RESOLUTION 13, CONTINUED

WHEREAS, the AFL-CIO and Change to Win have strongly opposed the proposed Colombian Free Trade Agreement (CFTA), which, like NAFTA, would facilitate the export of jobs from the United States and the exploitation of cheap labor and resources in Colombia. The CFTA and the campaign to murder and terrorize trade union leaders and maintain a cheap labor environment, are two sides of the same coin; and

WHEREAS, the US government, through Plan Colombia, gives billions in US tax dollars to Colombia's government and military – money used to support violent union-busting in Colombia;

THEREFORE, BE IT RESOLVED that the California Labor Federation support the initiative of Colombian labor and human rights organizations to hold the Peoples Permanent Tribunal hearings in Bogota, July 21-23, 2008, to expose the continuing murderous campaign by government-supported paramilitary death squads against trade union activists in Colombia and support the struggle for the defense of Colombian labor organizations and the lives of their members.

BE IT FURTHER RESOLVED that the Federation join the AFL-CIO and Change to Win in opposing the proposed Colombian Free Trade Agreement.

BE IT FINALLY RESOLVED that the Federation oppose any additional US aid to Colombia until it is clear that the Colombian government is vigorously prosecuting and punishing all those responsible for murdering union leaders.

Referred to the Committee on Legislation

Resolution to Stop Escalating the Confrontation with Iran & Reduce the Danger of Another Military Conflict in the Persian Gulf

Presented by the San Francisco Labor Council

WHEREAS, the Bush Administration appears intent on ratcheting up tensions with Iran over development of its nuclear energy capabilities, and this escalation has raised the danger of a miscalculation or provocation that could result in military conflict between the U.S. and Iran, possible involving Israel as well; and

WHEREAS, the International Atomic Energy Agency (IAEA) has found no violation of the Nuclear Nonproliferation Treaty (NNPT) and no evidence has been presented to demonstrate that Iran is in violation of any international treaties; and

WHEREAS, Iran, as a signatory to the NNPT, has a right to pursue the development of nuclear energy for peaceful uses, including uranium enrichment, and the IAEA has found Iran to have met all the treaty requirements to which it is subject; and

WHEREAS, Rep. Gary Ackerman (D-NY) has introduced a resolution in the House, which is cosponsored by 231 other members of Congress, and a concurrent resolution has been introduced in the Senate by Sen. Evan Bayh (D-IN) cosponsored by 33 other senators that calls upon the president to immediately impose additional sanctions on Iran, including prohibiting the export to Iran of all refined petroleum products, and imposing stringent inspection requirements on all persons, vehicles, ships, planes, trains, and cargo entering or departing Iran; and

WHEREAS, such an embargo can be construed under international law as an act of war, and in an atmosphere of rising tensions could trigger military confrontation and conflict; and

WHEREAS, under circumstances of increasing danger of military conflict with Iran the price of oil has been driven even higher on the international market; and an embargo enforced against Iran by the U.S. Navy could lead Iran to cut off oil shipments through the Strait of Hormuz, through which one-fifth of the world supply of oil is transported, resulting is a huge additional increase in the price of oil, while drawing into the conflict all the other nations affected by the cutoff; and such conflict could quickly spiral out of control into a wider regional war; and

WHEREAS, the Congress has already given the president unlimited authority to initiate military actions anywhere in the world under the 2003 resolution adopted at the onset of the invasion of Iraq, and thus the president will feel no obligation to bring a decision about whether

CONTINUED

RESOLUTION 14, CONTINUED

to launch an attack on Iran to the Senate for ratification as required by the Constitution;

THEREFORE, BE IT RESOLVED that the California Labor Federation calls upon members of the House and Senate to reject H.R. 362 and S. 580, and to make clear to the president that he has no unilateral authority to initiate unprovoked military action against Iran or an embargo which could easily result in military conflict with Iran, or to support in any way such action initiated by Israel or any other country, and that the United States should pursue instead conflict resolution through diplomatic alternatives in conjunction with the IAEA and the United Nations.

BE IT FURTHER RESOLVED that a copy of this resolution be communicated to the Speaker of the House and Majority Leader of the Senate, and all House and Senate members in the California Congressional delegation, and, further, that copies also be forwarded to the AFL-CIO and Change to Win to urge that they too take such actions.

Referred to the Committee on Legislation

Resolution in Support of Single Payer Healthcare

Presented by Communication Workers of America, Local 9119

WHEREAS, there is no debate about the healthcare crisis in America; and

WHEREAS, healthcare expenditures were \$2 trillion in 2005 when they accounted for 16% of the gross domestic product, costs are expected to rise to 20% of the GDP by 2015 and healthcare costs doubled from 1993 to 2004, according to the Centers for Medicare and Medicaid Services; and

WHEREAS, one-fifth of all Americans, 48.8 million individuals, were in families spending more than 10% of their family income on healthcare in 2003, an increase of 11.7 million persons since 1996. Of these, 18.7 million (7.3%) were spending more than 20% of their family income on healthcare, a figure normally associated with home ownership; and

WHEREAS, half of all personal bankruptcies are caused by illness or medical bills, the number of medical bankruptcies has increased by 2200% since 1981 and two-thirds of people with a medical bill or debt problem went without needed care due to cost; and

WHEREAS, nearly 30% of low and middle-income households with credit card debt cite medical debt as a contributing factor; 69% of those had a major medical expense in the previous three years; and

WHEREAS, the potential economic value to be gained in better health outcomes from uninterrupted coverage for all Americans is estimated to be between \$65 and \$130 billion each year; and

WHEREAS, over 30% of every healthcare dollar is spent on administrative overhead in private insurance compared to just 3.2% in Medicare administrative costs; and

WHEREAS, about one-third of medical spending is now devoted to services that don't appear to improve health or the quality of care, meaning the U.S. wastes more than \$650 billion per year, more than is being spent on the war in Iraq; and

WHEREAS, from 2000 to 2005, health insurance premiums rose by 73%, compared to an aggregate increase in workers' income of just 15% and premiums rose three times faster than wages and inflation in 2005;

THEREFORE, BE IT RESOLVED that, as the solution to the healthcare crisis, the California Labor Federation endorses a single payer healthcare system that includes the following elements:

- Access to healthcare for everyone.
- Portability, so that even if you are unemployed, or lose or change your job, your health coverage goes with you.
- Uniform benefits. No Cadillac plans for the wealthy and Pinto plans for everyone else, with high deductibles, limited services, caps on payments for care, and no protection in the event of a catastrophe. One level of comprehensive care, no matter what

CONTINUED

RESOLUTION 15, CONTINUED

size your wallet.

- **Prevention.** By removing financial roadblocks, a single payer system encourages preventive care that lowers an individual's ultimate cost and pain and suffering when problems are neglected and societal cost in the over-utilization of emergency rooms or the spread of communicable diseases.
- **Choice of physician.** Most private plans restrict what doctors, other caregivers, or hospital you can use. Under a single payer system, patients have a choice, and the provider is assured a fair payment for providing service.
- **Ending insurance industry interference with care.** Caregivers and patients regain the autonomy to make decisions on what's best for a patient's health, not what's dictated by the billing department or the bean counters. No denial of coverage due to pre-existing conditions or cancellation of policies for "unreported" minor health problems.
- **Reducing administrative waste.** One third of every health care dollar in California goes for paperwork, such as denying care, and profits, compared to about 3% under Medicare, a single-payer, universal system already in existence.
- **Cost savings.** A single payer system would produce the savings needed to cover everyone, largely by using existing resources without the waste. Taiwan, shifting from a U.S. healthcare model, adopted a single-payer system in 1995, boosting health coverage from 57% to 97% with little, if any, increase in overall healthcare spending.
- **Common sense budgeting.** The public system sets fair reimbursements applied equally to all providers while assuring all comprehensive and appropriate health care is delivered, and uses its clout to negotiate volume discounts for prescription drugs and medical equipment.
- **Public oversight.** The public sets the policies and administers the system, not high priced CEOs meeting in secret and making decisions based on what inflates their compensation packages or stock wealth or company profits.

BE IT FURTHER RESOLVED That the 2008 27th Biennial Convention of the California Labor Federation endorses a single-payer healthcare system for the people of the United States as the most effective, inclusive, and cost-effective implementation of the principles of major health care reform.

BE IT FURTHER RESOLVED that the California Labor Federation will work with other unions, Lt. Governor John Garamendi, the Health Care for America Now campaign, and other healthcare advocacy groups to support single-payer healthcare reform legislation.

BE IT FURTHER RESOLVED that the California Labor Federation encourages all members to participate in health care reform campaigns and help build a political movement that will achieve, at long last, health care for all.

BE IT FINALLY RESOLVED that the California Labor Federation will support passage of The National Health Care Act, HR 676 (Conyers) and lobby for California SB 840 (Kuehl), both of which call for enactment of single-payer healthcare coverage, as well as the Medicare for All Act.

Referred to the Committee on Legislation

Resolution in Support of the California Alliance for Retired Americans

Presented by the Executive Council of the California Labor Federation

WHEREAS, as the baby boomer generation enters retirement age, more and more Californians will leave the workforce – 2.4 million are projected to retire by 2016 and another 3.3 million by 2026; and

WHEREAS, over one million of those retiring in the next two decades will be union members; and

WHEREAS, the drastic decline in defined benefit pension plans, down nationally from 80% of full time employees in medium and large private sector firms in 1985 to 33% in 2003, and in retiree health insurance coverage coupled with the skyrocketing costs of health care have made a secure retirement an impossibility for more and more workers; and

WHEREAS, a core goal of the union movement has long been to provide retirement security for its members through collectively bargained pensions and health benefits and for all workers through a sound Social Security and Medicare system; and

WHEREAS, there exists a growing mood of resentment among segments of the public against workers who are covered by good pension and retiree health care plans, especially those in the public sector; and

WHEREAS, efforts to privatize and undermine Social Security and Medicare by underfunding them can be expected to persist; and

WHEREAS, the best way to protect retirees' negotiated and legislated benefit programs is to organize those most immediately affected by these programs to defend and expand them; and

WHEREAS, in recognition of this principle the national labor movement founded the Alliance for Retired Americans (ARA), a coalition of unions, union retiree groups and community organizations representing seniors; and

WHEREAS, CARA, the California Alliance for Retired Americans, established in 2003 as the state affiliate of the ARA, despite its limited resources has done an exemplary job of organizing and mobilizing retirees and advocating for their interest and the interest of working people in general; and

WHEREAS, hundreds of thousands of retirees will remain unorganized in our state unless California unions fully recognize the value of building and maintaining a strong, ongoing relationship with their retired members and of supporting CARA's efforts to forge them into a powerful, progressive advocacy organization; and

WHEREAS, retirees have consistently had the nation's highest voter registration and voter turnout percentages, making them one of the country's most reliable and heavily courted vot-

RESOLUTION 16, CONTINUED

ing blocs;

THEREFORE, BE IT RESOLVED by this Twenty-seventh Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation make assisting CARA in finding the resources needed to organize the state's retirees one of its top priorities.

BE IT FURTHER RESOLVED, that the Federation strongly urge every local union and council in the state to join CARA and to make full use of CARA's expertise to establish (if none exists) or further activate an organization of its retirees.

Referred to the Committee on Resolutions

Resolution Opposing Abuse of the Bankruptcy Process

Presented by the Executive Council of the California Labor Federation

WHEREAS, the firefighters and police officers in the city of Vallejo have had their collective bargaining agreements under attack for the past two years by the management of the City of Vallejo; and

WHEREAS, the city's willful flouting and utter disregard for its lawfully negotiated collective bargaining agreements has resulted in two binding arbitration hearings, both of which resulted in rulings against the city's position; and

WHEREAS, rather than implementing the binding decisions of the independent arbitrator, the city of Vallejo chose to directly assault the concept of collective bargaining by entering into discussions to file for bankruptcy; and

WHEREAS, city officials have publicly indicated that their expressed intent in filing for bankruptcy is the abrogation of all of their lawfully negotiated collective bargaining agreements; and

WHEREAS, Vallejo Firefighters Local #1186, Vallejo Police Officers Association and the Municipal Workers Union IBEW # 2376 formed a coalition in an effort to implement solutions that preserve the city's fiscal position while protecting the employees' collective bargaining rights; and

WHEREAS, this coalition has brought the bankruptcy issue before a certified mediator with the city in yet another attempt to dissuade them from the destructive and fiscally irresponsible bankruptcy course; and

WHEREAS, the city's employees presented a comprehensive offer of wage and benefit concessions and additional proposals that would have solved the city's fiscal crisis in yet another attempt to avert the destructive and fiscally irresponsible bankruptcy; and

WHEREAS, without rationale or discussion, the city summarily rejected all attempts at negotiation and, on May 6, 2008, voted to declare bankruptcy with the expressed purpose of abrogating lawfully negotiated public employee contracts; and

WHEREAS, the city's relentlessly vicious two-year legal assault has not only picked the pockets of taxpayers, but has produced legal and bargaining expenses in the hundreds of thousands of dollars, and are estimated to grow to as much \$2 million, depleting their legal and general funds; and

WHEREAS, the city of Vallejo's willful disregard for its citizens, its employees and its legal responsibilities represents nothing less than a comprehensive frontal attack on the concept of collective bargaining and on the basic workplace rights of every employee;

RESOLUTION 17, CONTINUED

THEREFORE, BE IT RESOLVED that the affiliated unions of the California Labor Federation unite in our opposition to the use of bankruptcy to abrogate our collective bargaining agreements.

BE IT FURTHER RESOLVED that the California Labor Federation shall work to educate all of its members about the broad and destructive impact this attack will have on the very foundation of collective bargaining rights for public sector employees, as well as any private sector union that may enter into contracts with city, county and state governments for services or projects.

BE IT FINALLY RESOLVED that the California Labor Federation will reach out to its affiliates to help raise money to assist offsetting legal fees in this fight to protect the collective bargaining rights and basic respect for all of its members statewide.

Referred to the Committee on Legislation.

Resolution in Support of Strengthening the Federation's Resources and Strategic Capacity

Presented by the Executive Council of the California Labor Federation.

California has one of the lowest state federation per capita payments in the nation, currently ranking 47th (tied with Puerto Rico). The Federation has raised per capita assessments for the general fund by only 2¢ in the last 20 years.

With the following changes, the total California per capita assessments in 2011 would continue to be significantly below the current state federation national average of 90¢ per month.

This Constitutional Amendment would increase the current per capita payment of affiliated local unions by 13¢ per member per month in 2009, with 10¢ accruing to a newly established fund for the Million More Voters program and 3¢ accruing to the General Fund. It would increase the per capita payment by an additional 5¢ per member per month in 2010, accruing to the General Fund. Finally, it would increase the per capita payment by an additional 5¢ per member per month in 2011, for the Million More Voters fund. The per capita dedicated to COPE and member communications would remain unchanged.

WHEREAS, the Federation must continue to build labor's political capacity in an environment where big business is spending hundreds of millions of dollars per election cycle to defeat pro-labor candidates in Democratic primaries and general elections; and

WHEREAS, corporate backed candidates threaten our health care, our pensions, and our wages by pushing health savings accounts, defined contribution retirement plans, and erosion of the 8-hour day; and

WHEREAS, California has elected just one Democratic governor in 26 years and we face an important gubernatorial race in 2010; and

WHEREAS, legislative districts will be redrawn in 2012, creating new challenges to winning elections and building a pro-worker majority that will pass a fair budget; and

WHEREAS, we must work tirelessly to build a larger pro-worker majority of the state legislature in order to build a budget and an economy that shares the wealth; and

WHEREAS, of the almost 16 million registered voters in California only 2 million are union members; and

WHEREAS, the demographics of California are changing, with incredible growth in the inland areas of the state where we have the lowest union density and slowing growth along the coast; and

WHEREAS, we will win or lose statewide and important legislative elections in these swing non-coastal districts; and

RESOLUTION 18, CONTINUED

WHEREAS, in 2006, the Federation recognized this trend and launched the Million More Voters project, which utilizes cutting edge techniques of micro-targeting to identify and communicate with non-union voters in the swing areas of the state; and

WHEREAS, after two years of testing and research with Million More Voters, we have identified close to two million voters in these swing areas who are not union members but who share our values; and

WHEREAS, a Million More Voters program to target and communicate with these likeminded non-union voters will be a powerful and necessary addition to our communications program to help us win in 2010 and beyond; and

WHEREAS, the Federation can build power for its unions and members by strengthening its political program at all levels; and

WHEREAS, a key component to strengthening that program is changing the Federation's practice of paying its political staff with COPE funds rather than General Funds, a change that would effectively double the capacity of the COPE fund; and

WHEREAS, with greater capacity, the Federation's COPE will have resources to work with its affiliates and allies in targeting resources for independent expenditure campaigns to counter business-sponsored expenditures, win marginal legislative seats in the future and take back the governorship in 2010;

THEREFORE, BE IT RESOLVED by this Twenty-seventh Biennial Convention of the California Labor Federation that the California Labor Federation's Constitution be amended as follows:

Amend the first paragraph of Article XII, Section 1, subdivision (a) as found on pages 31 through 32 to read "(a) From each affiliated union affiliated pursuant to Article III, Section 1, subdivision (a) per capita payment of 60¢ per month in 2009, 65¢ in 2010 and 70¢ in 2011 and thereafter upon the full paid-up membership in California of the affiliated union. The number of members upon which per capita payment shall be paid shall be the number from whom regular monthly dues payments are received during the preceding month by the affiliated union. Partial or token affiliation shall not be permitted. From these payments 30¢ per month shall accrue to the General Fund commencing January 1, 2009 and 35¢ per month commencing January 1, 2010. From these payments 10¢ per month shall continue to accrue to a special account within the General Fund to be used exclusively for coordinated campaigns of internal membership communications and not for contributions to candidates. From these payments 10¢ per month shall continue to accrue to the fund for the Standing Committee on Political Education. From these payments 10¢ per month shall accrue to the Million More Voters Fund commencing January 1, 2009 and 15¢ per month commencing January 1, 2011."

AND BE IT FURTHER RESOLVED that the increased per capita for the general fund be used to pay for political staff costs, correcting the practice of using precious COPE funds to pay personnel costs.

Referred to the Committee on the Constitution

Resolution in Support of the Federation's Strategic Flexibility

Presented by the Executive Council of the California Labor Federation.

Per capita payment rates are set in the Constitution and can only be changed by a Constitutional Amendment. Within the Constitution there are also provisions that per capita payments be directed toward particular accounts.

There may be occasions, such as the 2005 Special Election, when it would be beneficial to winning important battles, that the Federation have the ability to temporarily reallocate prospective per capita between individual accounts as special circumstances arise.

This in no way would increase the overall per capita payments but merely give the Executive Council the flexibility to target resources effectively in special circumstances.

Any action to temporarily reallocate funds within accounts would require a two-thirds vote of the Executive Council.

WHEREAS, the Federation is continuing to build its political strength through increased innovative programs such as Million More Voters and increased capacity for the Standing Committee on Political Education; and

WHEREAS, the Recall Election of 2003 and the Special Election of 2005 show us that the political environment in California can be very fluid; and

WHEREAS, as special circumstances arise the Federation will need flexibility to meet the challenges created by special circumstances; and

WHEREAS, any temporary adjustments will be overseen by the Executive Council and require a two-thirds vote of the Executive Council;

THEREFORE, BE IT RESOLVED by this Twenty-seventh Biennial Convention of the California Labor Federation that the California Labor Federation's Constitution be amended as follows:

Article XII, section 1, subdivision (a) found on pages 31 through 33, be amended by adding as a new penultimate paragraph at page 33 the following: "The Executive Council does not have the authority to increase per capita but may, by a two-thirds vote, temporarily reallocate prospective per capita, other than that payable to COPE, between individual accounts as special circumstances or legal issues arise. Any such reallocation shall be reflected when the Constitution is printed as required by Article XIX."

Referred to the Committee on the Constitution

Resolution in Support of United Day of Action in Defense of Public Workers

Presented by the American Federation of Teachers, Local 2121

WHEREAS, the state budget proposed by Governor Schwarzenegger in January 2008 would reduce funding to all sectors of the state budget including CSU and CCC systems by over \$800 million; and

WHEREAS, the proposed budget will produce a variety of impacts that could be detrimental to the well-being of the people of California, and hurt access, affordability, and quality of education through larger class sizes, reductions in campus services, reductions in instructional support and research programs, and student fee increases unaffordable to some; and

WHEREAS, the proposed reductions to the state budgets could eliminate many well-paid jobs and depress wages for essential employees, creating a harmful economic impact on California and generating less personal income tax revenue for the state's general fund; and

WHEREAS, revenue could be enhanced by restoring the upper-income tax bracket that was previously lowered, instituting oil-severance taxes as applied in other states, ending the yacht tax loophole, increasing corporate and business property taxes to a comparable rate with other states and by other measures; and

WHEREAS, the Justice Policy Institute has found that states that made larger investments in higher education experienced better public safety outcomes such as declines in violent crime rates; and,

WHEREAS, in an unprecedented manner, the California Community Colleges and the California State University system have joined together to advocate for higher education funding that respects the needs of California's students, families, workers, and employers, as well as the economic welfare of our state;

THEREFORE, BE IT RESOLVED that the California Labor Federation convene a meeting of public worker labor unions with the purpose of joining forces with other local and statewide organizations to organize unified actions, including a possible massive rally in Sacramento and/or local and regional demonstrations as soon as can be effectively carried out in order to pressure Governor Schwarzenegger and the state legislature to rescind proposed budget cuts and student fee increases.

Referred to the Committee on Legislation.

Resolution in Support of Solidarity with Australian Building Trades Unions

Presented by UA, Local 393

WHEREAS, our brothers and sisters in Australian building trades unions are under assault by the Australian Building and Construction Commission (ABCC) set up under the prior anti-union national administration of, (Bush buddy) John Howard, and still continuing under the present Labour government of Prime Minister Kevin Rudd; and

WHEREAS, the ABCC was established after a carefully planned one hundred million dollar government and media campaign to abolish supposed “corruption and unlawful actions in the building and construction industry,” in an anti-union campaign similar to the corporate-government campaigns that saddled American unions with the Taft-Hartley and Landrum Griffin Acts; and

WHEREAS, despite wide publicity and scare headlines, only one person was charged, leading to the largest building industry union to say that the ABCC exists “to trample all over construction workers’ civil rights and take Australia back to the (American) McCarthy era: where workers have to prove their innocence against allegations by shadowy pseudo-police, based on dubious ‘evidence’ that doesn’t stand up in court”; and

WHEREAS, under the rules of ABCC’s Building Industry Taskforce, workers and union representatives can be called in for interrogation under penalty of fines and/or imprisonment, attendance is mandatory, there is no right to remain silent, the interrogations are totally secret and under gag orders, no hard hat stickers, union information or posters can be displayed at work, work stoppages – even for safety issues – are punishable, if a union representative even talks to a person at work, the worker who stops for a minute can be docked a half-day’s pay, an employer failing to report any work stoppage can be fined and barred from government contracts (workers can be fined \$22,000, unions \$110,000 or loss of their union assets); and

WHEREAS, under George W. Bush’s Patriot Act, using National Security Letters and other laws, our industry and unions in general could fall victim to a similarly drastic model of repression as in Australia, especially if we fail to elect a labor friendly president and Congress in November; and

WHEREAS, the Australian government, despite the united opposition of all Australian building and construction unions, is prosecuting Noel Washington, a CFMEU official who refuses to respond or testify to the ABCC Taskforce about what was said in a lunchtime, off-site union meeting, facing a heavy fine and jail time at a court hearing coming up August 8, 2008;

THEREFORE, BE IT RESOLVED that the California Labor Federation communicate with the building and construction unions in Australia to offer our solidarity in their efforts to immediately rid their country of the ABCC, its Taskforce, and the consequent repression of union labor in the construction industry.

RESOLUTION 21, CONTINUED

BE IT FURTHER RESOLVED that we communicate our solidarity with the unions and workers of Australia and let the government of Prime Minister Kevin Rudd know that we believe no honorable administration under the label of “Labour” can rightfully continue to impose anti-union and anti-worker laws which even violate the internationally recognized norms of the labor movement.

BE IT FURTHER RESOLVED that we demand that all charges against Noel Washington be dropped because any person who stands up for the rights of the union and its members by refusing to testify before such a kangaroo court proceedings as those of the Building Industry Taskforce deserves only praise and should never be prosecuted or fall under any penalty at all.

BE IT FINALLY RESOLVED that we send this resolution to the appropriate parties listed below: Sharron Burrows, President, Australian Council of Trade Unions; Ralph Edwards, President, Construction, Forestry, Mining and Engineering Union; Bill Olliver, Assistant State Secretary of the CFMEU; Julia Gillard, Deputy Prime Minister, Minister for Employment and Workplace Relations; Gavin Marshall, Senator of Victoria; Brian Boyd, Secretary, Victorian Trades Hall Council.

Referred to the Committee on Resolutions.

RESOLUTION 1

Resolution in Support of Boeing Air Tanker Bid

Presented by the California Conference of Machinists, **as amended by the Committee on Legislation.**

WHEREAS, American taxpayers are outraged that the U.S. government awarded a \$40 billion contract to European based Airbus to build the U.S. Air Force air refueling tanker; and

WHEREAS, a Machinists Union member built Boeing tanker would have provided 4,000 jobs in California and over 44,000 family wage jobs in America; and

WHEREAS, the loss of the tanker contract to Airbus affects the future of America's aerospace industry and with the loss of America's aerospace manufacturing capacity our nation will have to be reliant on foreign countries to provide the military hardware needed to defend our nation; and

WHEREAS, the U.S. Air Force switched the selection criteria after the contract bids were submitted and those changes better suited the Airbus bid and disadvantaged the Boeing proposal; and

WHEREAS, the Government Accountability Office (GAO) released its findings and upheld Boeing's contention that the process was, in fact, unfair, citing "...significant errors that could have affected the outcome of what was a close competition between Boeing and Northrop Grumman"; and

WHEREAS, the Airbus tanker's larger airframe requires billions of dollars in additional construction costs including expanding air bases, landing strips and new hangars; and

WHEREAS, the Boeing tanker requires 24% less fuel (an estimated \$10 billion savings to taxpayers) and creates 30% less greenhouse gas with a significantly lower global warming impact; and

WHEREAS, Airbus has yet to build a tanker in cooperation with Northrop Grumman, the factory in Alabama has not yet been built, nor have the 1,500 skilled workers been hired or trained, workers needed to finish the Airbus tanker; and

WHEREAS, the U.S. government has filed charges against European governments for illegal launch subsidies which gave Airbus an unfair pricing advantage over Boeing;

WHEREAS, Secretary of Defense Robert Gates announced his decision to re-open the bidding process for the KC-X tankers and is elevating the tanker competition to a higher level at the Pentagon;

THEREFORE, BE IT RESOLVED that the California Labor Federation will go on record in support of **ensuring the original Request for Procurement (RFP) is used in the re-bidding process, to eliminate a second competition unfairly skewed in favor of the**

RESOLUTION 1, CONTINUED

Airbus tanker.

BE IT FURTHER RESOLVED that the California Labor Federation will go on record in support of promptly awarding the contract to Boeing, the rightful winner under any fair viewing of the facts, so that Boeing can immediately start building these critically needed tankers.

BE IT FURTHER RESOLVED that the California Labor Federation will forward this resolution to President George Bush, U.S. Senator Dianne Feinstein, U.S. Senator Barbara Boxer, Congressman Mike Thompson, Congresswoman Doris Matsui, Congresswoman Lynn Woolsey, Congressman George Miller, Congresswoman Nancy Pelosi, Congresswoman Barbara Lee, Congresswoman Ellen Tauscher, Congressman Gerald McNerney, Congresswoman Jackie Speier, Congressman Fortney H. "Pete" Stark, Congresswoman Anna Eshoo, Congressman Michael Honda, Congresswoman Zoe Lofgren, Congressman Sam Farr, Congressman Dennis Cardoza, Congressman Jim Costa, Congresswoman Lois Capps, Congressman Brad Sherman, Congressman Howard Berman, Congressman Adam Schiff, Congressman Henry Waxman, Congressman Xavier Becerra, Congresswoman Hilda Solis, Congresswoman Diane Watson, Congresswoman Lucille Roybal-Allard, Congresswoman Maxine Waters, Congresswoman Jane Harman, Congresswoman Laura Richardson, Congresswoman Grace Napolitano, Congresswoman Linda Sanchez, Congressman Joe Baca, Congresswoman Loretta Sanchez, Congressman Bob Filner, and Congresswoman Susan Davis.

Referred to the Committee on Legislation.

RESOLUTION 5

Resolution Opposing the Misuse of Bankruptcy

Presented by the Napa-Solano Central Labor Council, **as amended by the Committee on Legislation.**

WHEREAS, the Labor movement's core mission is to give working people a voice at work through a collective bargaining agreement; and

WHEREAS, when we negotiate agreements in good faith with our employers, we expect those agreements to be honored. Our members fight and sacrifice to win wages and benefits that provide them and their families economic security; and

WHEREAS, we don't just look out for ourselves and our co-workers, but we take care of our retirees and we fight for the next generation of workers; and

WHEREAS, our members do the work that makes their companies strong, that makes our employers competitive, that makes cities and counties run, and that makes our communities safe. Our members honor the obligations they have made to their employers and abide by the terms of their collective bargaining agreements; and

WHEREAS, on May 6, 2008 the city of Vallejo voted to declare bankruptcy for the explicit purpose of breaking public employee contracts. Members of the City Council publicly blamed the city's union members for causing the bankruptcy and advocated for the bankruptcy as a way of getting out of their contractual obligations; and

WHEREAS, the city of Vallejo made its decision to pursue bankruptcy even after public employee unions offered a package of wage and benefits concessions and additional recommendations that would have solved the city's deficit; and

WHEREAS, other cities are now using the threat of municipal bankruptcy to force public employees to accept concessions on wages, healthcare, and pension benefits; and

WHEREAS, these public sector bankruptcy threats come on the heels of a series of corporate bankruptcies that were used to evade pension obligations to long-time employees. These workers had union contracts that guaranteed secure retirement benefits, but employers like United Airlines successfully used the bankruptcy process to eliminate those pension plans and cheat workers out of their retirement security; and

WHEREAS, California has some of the strongest collective bargaining rights for public employees in the nation. Public employers should not be following in the footsteps of corporate malfeasance. Cities and counties should respect their collective bargaining agreements and should not abuse the bankruptcy process to violate the terms of the contracts they negotiated and executed; and

WHEREAS, municipal bankruptcies can have devastating effects on entire communities, trigger cuts in critical social programs, and accelerate the foreclosure crisis by pushing down home values;

RESOLUTION 5, CONTINUED

THEREFORE, BE IT RESOLVED, that the affiliated unions of the California Labor Federation stand together to oppose the use of bankruptcy to abrogate our collective bargaining agreements, and

BE IT FURTHER RESOLVED, that the California Labor Federation shall work to educate all of its members about the broad and destructive impact this attack will have on the very foundation of collective bargaining rights for public sector employees, as well as any private sector union that may enter into contracts with city, county and state governments for services or projects, and

BE IT FURTHER RESOLVED, that the California Labor Federation will work to educate all public officials about the dangers of municipal bankruptcies on their workers and their communities; and

BE IT FURTHER RESOLVED, that the California Labor Federation will reach out to its affiliates to help raise money to offset legal fees in this fight to protect the collective bargaining rights and basic respect of all of its members statewide.

BE IT FINALLY RESOLVED, that the California Labor Federation will work with our unions to expand the state's ability to authorize or deny a municipal bankruptcy and to prevent cities and counties from entering into bankruptcy for the sole purpose of breaking union contracts and undermining the collective bargaining process.

Referred to the Committee on Legislation.

Resolution in Support of Strengthening Global Activism for Economic Justice

Presented by United Steelworkers, Local 8599, **as amended by the Committee on Resolutions.**

WHEREAS, the global flight of capital enables multinational corporations to place workers throughout the world; and

WHEREAS, a by-product of the global economy is the creation of a world-wide assault on workers that lowers living standards and threatens basic human rights; and

WHEREAS, trade agreements have weakened and, in many cases, destroyed national governments' ability to regulate corporate behavior; and

WHEREAS, in the pursuit of the lowest labor costs possible, environmental standards and workers' rights are marginalized to the greatest degree possible; and

WHEREAS, the state of California has lost thousands of manufacturing jobs as its economy is de-industrialized by the economics of the international marketplace; and

WHEREAS, the export of North American jobs extends far beyond the manufacturing sector and now includes information technology, medical, financial and governmental services; and

WHEREAS, despite the California Labor Federation's affiliated unions systematically engaging in good-faith bargaining practices and accommodating employers' demands for flexibility and cost savings, real earnings, health care and retirement security continue to erode; and

WHEREAS, globalization has failed to alleviate the economic impoverishment of developing countries, while stripping them of valuable resources; and

WHEREAS, the global economy has further increased inequality within our own societies, as well as between other states and other countries and the developing world; and

WHEREAS, there is every indication that conditions for working people globally will only worsen as the democratic process is further undermined and trade union rights are further repressed; and

WHEREAS, corporate-driven globalization can only be balanced by a global movement for economic and social justice that democratizes economic policy and improves wages, working conditions, health care and environmental standards; and

WHEREAS, the California Labor Federation continues to drive a resurgence of the labor movement in California and throughout North America through political and organizing activity that includes working families, students, environmentalists, civic and religious leaders,

RESOLUTION 6, CONTINUED

women's groups and human rights activists as well as trade unionists; and

WHEREAS, the California Labor Federation will be an active participant in meetings of other states and the World Social Forum that brings together trade unionists and social justice activists from everywhere to develop alternatives to the corporate domination of life on this planet; and

WHEREAS, the California Labor Federation will make an active commitment to workers' rights and global solidarity as demonstrated by the United Steelworkers in the support provided to Firestone rubber plantation workers in Liberia, where for the first time in its 82 year history, more than 4,000 workers elected their union leaders in a free and fair election, an accomplishment made possible through its gate collection contributions from USW Bridgestone/Firestone-employed members and training from union staff; and

WHEREAS, the California Labor Federation's global commitment to the fundamental right of workers to organize and bargain was demonstrated by our support of the Mexican Miners and Metalworkers Union (SNTMMSRM) and its President Nepleon Gomez Urrutia, for whom the United Steelworkers has supplied political, financial and health and safety assistance steadily since a mine explosion 2 ½ years ago claimed the lives of 65 miners and resulted in work stoppages that have brought about repressive governmental responses and the need for Mr. Gomez to flee the country for his safety; and

WHEREAS, the California Labor Federation finds it reprehensible that both the current Republican administration in the U.S. and the Conservative government in Canada look to establish a free trade agreement with Columbia, a country where more than 2,300 trade unionists and human rights activists have been murdered since 1991, and the Federation stands strong in fighting against passage of such flawed agreements while battling to win justice for promises of the Jordan Free Trade Agreement;

THEREFORE, BE IT RESOLVED that the California Labor Federation will continue its role in forging a global solidarity movement that will fight for economic and social justice and a sustainable environment.

BE IT FURTHER RESOLVED that the California Labor Federation will be an active participant in meetings of other states and the World Social Forum that brings together trade unionists and social justice activists from everywhere to develop alternatives to the corporate domination of life on this planet.

BE IT FURTHER RESOLVED that the California Labor Federation will make an active commitment to workers' rights and global solidarity as demonstrated by the United Steelworkers in the support provided to Firestone rubber plantation workers in Liberia, where for the first time in its 82 year history, more than 4,000 workers elected their union leaders in a free and fair election, an accomplishment made possible through its gate collection contributions from USW Bridgestone/Firestone-employed members

RESOLUTION 6, CONTINUED

and training from union staff.

BE IT FURTHER RESOLVED that the Federation will commit to building mutually beneficial global alliances with trade unionists in other states and around the world, while forging a global union movement with the strength to challenge multinational corporations wherever we represent the interests of our members.

BE IT FURTHER RESOLVED that the Federation will commit to building alliances and coalitions at home and abroad with a broad array of organizations that include environmentalists, students, religious, civil and human rights, women and senior citizens groups to advocate for fundamental human rights everywhere.

BE IT FINALLY RESOLVED that the Federation will work to build alliances that will guarantee that core labor standards such as freedom of association, the right to bargain collectively and the right to strike without the threat of being permanently replaced, prohibition of forced and child labor, worker supported standards detailing minimum wages, hours of work and occupational health and safety standards will be built into all trade agreements and into the structure of the global economy.

Referred to the Committee on Resolutions.

Preliminary Roll of Delegates

2008 Biennial Convention

Actors' Equity Assn

AFTRA - LA Local	(1,866 votes, 5 delegates)
Ron Morgan	622
Matthew Kimbrough	622
William Thomas	622
AFTRA - SF Local	(354 votes, 2 delegates)
Karen Lipney	177
Gerald Gough	177

Amalgamated Transit Union, Intl

Amalgamated Transit Union 1277	(2,097 votes, 6 delegates)
Doug Kurowski	1,048
Adolfo Soto	1,048
Amalgamated Transit Union 1309	(1,002 votes, 4 delegates)
Steve Alcove	334
Lisa Bender	334
Joe Gotcher	334
Amalgamated Transit Union 1555	(942 votes, 3 delegates)
Aaron Seivertson	314
Kellie Bewley	314
Safiyya Taha-Shaheed	314
Amalgamated Transit Union 1605	(250 votes, 2 delegates)
William Wright	83
Carolyn Wright	83
Phillip Beaulieu	83
Amalgamated Transit Union 1704	(479 votes, 2 delegates)
Dale Moore	239
Sue Potts	239
Amalgamated Transit Union 192	(2,041 votes, 6 delegates)
Yvonne M Williams	340
Rebecca Jones	340
Rhodessa O Stinger	340
David Lyons	340
Robert L Scott	340
James Gardner	340

American Fed of Govt Employees

AFGE Local 1122	(743 votes, 3 delegates)
Freddie G Williams	247
Elmer Brewster	247
Alan Wilkinson	247
AFGE Local 1206	(381 votes, 2 delegates)
Regina Leno	381
AFGE Local 1764	(1,065 votes, 4 delegates)
Salvatore DiMarco III	1,065
AFGE Local 2297	(360 votes, 2 delegates)
Lula May Jones	360

Preliminary Roll of Delegates

American Fed of State, County & Municipal Empls

AFSCME 1199 - UNAC Health Care Workers	(14,032 votes, 10 delegates)
Mary Cavanaugh	2,338
Tim Uliasz	2,338
Jeremy Lanni	2,338
Barbara Blake	2,338
Delima MacDonald	2,338
Kyle Serrette	2,338
AFSCME 3090 - All City Empls Assn 3090	(6,814 votes, 10 delegates)
Willie Pelote	6,814
AFSCME Local 2019	(924 votes, 3 delegates)
David King	308
Karen Biber	308
Vinella Garcia	308
BART Superv. & Professional Union 3993	(263 votes, 2 delegates)
Jean Hamilton	131
Gregory Ramirez	131
Contra Costa Cnty Clerical Employees 2700	(2,264 votes, 6 delegates)
Octavia Bazile	754
Suzie Griffith	754
Joanne Peterson	754
East Bay Regional Parks Empls. 2428	(890 votes, 3 delegates)
Amy Coulter	296
Dee Rosario	296
Donna Cuoco	296
LA CA Superior Court Tech Employees 3271	(19 votes, 2 delegates)
Anita Leon	9
Vivian Yoshioka	9
LA Sup. Court Empls Local 3302	(250 votes, 2 delegates)
Vorie Clements	
LA Superior Court Clerks 575	(860 votes, 3 delegates)
Cher Mason	286
Gwendolyn Jones	286
Ida Thedford	286
San Mateo County Empls 829	(3,560 votes, 9 delegates)
Rebecca Nassarre	1,186
Linda Gregory	1,186
Amy Yun	1,186
West Hollywood City Empls 3339	(182 votes, 2 delegates)
Alison Regan	182

Asbestos Wkrs, Intl Assn of Heat & Frost Insulator

Asbestos Workers Local 16	(691 votes, 3 delegates)
Mel Breshears	230
Chris Greaney	230
Fortino Curiel	230

Bakery, Confectionery, Tobacco Wkrs & Grain Millers

Bakers Union Local 125	(500 votes, 2 delegates)
Rene Castillo	250
David Cheong	250

Preliminary Roll of Delegates

California Nurses Association

CNA - CA Nurses Assoc	(21,596 votes, 10 delegates)
Michael Lightly	2,399
Donna Gerber	2,399
Martha Kuhl	2,399
Jan Rodolfo	2,399
Geri Jenkins	2,399
Deborah Burger	2,399
Zenei Cortez	2,399
Malinda Markowitz	2,399
Kathryn Donahue	2,399

Communications Workers of America

Communications Workers 9000	(719 votes, 3 delegates)
T Santora	719
Communications Workers 9400	(3,534 votes, 9 delegates)
Michael Hartigan	589
William Demers	589
Judy Perez	589
Rose Whitney	589
Shelly Konopa	589
Alex Rooker	589
Communications Workers 9415	(1,262 votes, 4 delegates)
William B Harvey	631
Valerie Reyna	631
Communications Workers 9421	(3,001 votes, 8 delegates)
Tom Ramirez	375
Heladio Saldivar	375
Marco Romo	375
Jesus Escamilla	375
Monica Rivas	375
Dee Garcia	375
Darren Simmons	375
James B Gordon	375
Communications Workers 9510	(2,636 votes, 7 delegates)
Joseph Venegas	1,318
Mike Milliman	1,318
Communications Workers 9573	(478 votes, 2 delegates)
Karen Macias	239
Steve Maldonado	239
Communications Workers 9575	(886 votes, 3 delegates)
Lisa Shafer	295
Jennifer Wilson	295
Antony Hodges	295
Univ. Prof. & Tech. Empls., CWA 9119	(5,342 votes, 10 delegates)
Elizabeth Wilks	1,335
Rodney Orr	1,335
Peter Goodman	1,335
Brad Neily	1,335

Preliminary Roll of Delegates

CSEA

CA School Employees Assn	(53,213 votes, 10 delegates)
Rob Feckner	5,321
Clyde Rivers	5,321
Allan Clark	5,321
Michael Bilbrey	5,321
Cindy Zecher	5,321
Dave Purinton	5,321
Carla Held	5,321
Janelle Cranch	5,321
Linda Johnson	5,321
Jeannette O'Neal	5,321

Electrical Workers, Intl. Brotherhood of

Electrical Workers Local 180	(598 votes, 2 delegates)
Kevin Coleman	598
Electrical Workers Local 302	(719 votes, 3 delegates)
Tom Hansen	719
Electrical Workers Local 332	(1,219 votes, 4 delegates)
Sal Ventura	406
Bob Tragni	406
Jay James	406
Electrical Workers Local 340	(575 votes, 2 delegates)
Greg Larkins	287
David T Bianco	287
Electrical Workers Local 441	(1,890 votes, 5 delegates)
Douglas Mangione	945
Doug Chappell	945
Electrical Workers Local 45	(801 votes, 3 delegates)
Lloyd Webster	400
Hugh McGuigan	400
Electrical Workers Local 47	(5,422 votes, 10 delegates)
Patrick Lavin	542
Stan Stosel	542
Gary Updegraff	542
Ron Bengochea	542
Ron Delgado	542
Ernie Lopez	542
Armando Mendez	542
Greg Vetter	542
Dave Johnson	542
Jermaine Woodall	542
Electrical Workers Local 477	(623 votes, 2 delegates)
John Brown	311
Allen Case	311
Electrical Workers Local 551	(579 votes, 2 delegates)
Jack Buckhorn	289
Denise Soza	289
Electrical Workers Local 569	(1,724 votes, 5 delegates)
Allen Shur	344
Jennifer Badgley	344
Nephi A. Hancock	344
Nicholas J Segura, Jr	344
Glenn A. Wallace	344

Preliminary Roll of Delegates

Electrical Workers, Intl. Brotherhood of, continued

Electrical Workers Local 595	(1,224 votes, 4 delegates)
Victor Uno	306
Earl Hampton	306
Greg Hampton	306
Tom Mullarkey	306
Electrical Workers Local 6	(1,406 votes, 4 delegates)
John J O'Rourke	468
Derek Green	468
Steve Walsh	468
Electrical Workers Local 617	(593 votes, 2 delegates)
Mark Leach	197
Matt Maychrowitz	197
Irving Hemingway	197
IBEW 1245 - Electrical Workers	(14,373 votes, 10 delegates)
Art Freitas	3,593
Mike Davis	3,593
Tom Dalzell	3,593
Dorothy Fortier	3,593
Studio Electricians Local 40	(474 votes, 2 delegates)
John Davis	237
Jerry Mc Linn	237

Engineers, Intl. Union of Operating

IUOE 12 - Operating Engineers Local 12	(9,583 votes, 10 delegates)
William C Waggoner	1,064
Ronald J Sikorski	1,064
Doug Clark	1,064
Dan Hawn	1,064
Carl Mendenall	1,064
Chrissie Unruh	1,064
Bob Waggoner	1,064
John Spaulding	1,064
Patrick W Henning	1,064
IUOE 3 - Operating Engineers	(17,930 votes, 10 delegates)
Russ Burns	1,793
Fred Herschbach	1,793
Carl Goff	1,793
Jim Sullivan	1,793
Dan Reding	1,793
Tom Aja	1,793
Ken Oku	1,793
Pete Figueriedo	1,793
Steve Harris	1,793
David Hayner	1,793

Fire Fighters, Intl. Assn. of

IAFF 522 - Sacramento Area Fire Fighters	(1,582 votes, 5 delegates)
Jed Kircher	1,582
Los Angeles City Firefighters Local 112	(4,004 votes, 10 delegates)
Steve Tufts	2,002
David Sifuentes	2,002
SF Fire Fighters Local 798	(1,390 votes, 4 delegates)
James M Vannucchi	695
Shon Buford	695

Preliminary Roll of Delegates

Food & Commercial Wkrs Intl. Union, United

UFCW 1167 - United Food & Comm Wrkrs	(7,692 votes, 10 delegates)
Bill Lathrop	7,692
UFCW 5 - UFCW Local 5	(20,764 votes, 10 delegates)
Ron Lind	2,076
Rich Benson	2,076
Tony Alexander	2,076
Blas Barraso	2,076
Dan Rush	2,076
Mike Henneberry	2,076
John Mag	2,076
Barbara Carpenter	2,076
Kelly Martinez	2,076
Pete Derenale	2,076
UFCW 8 Golden State	(28,537 votes, 10 delegates)
Jacques Loveall	4,076
Adam Loveall	4,076
Kirk Kogt	4,076
Rick Glazer	4,076
Mark Tulowitzky	4,076
Jerry Martin	4,076
Jerry Hunsucker	4,076
United Food & Comm Wrkrs 135	(5,469 votes, 10 delegates)
Tom Elbert	911
German Ramirez	911
Grant Tom	911
Sara Garcia	911
Rick Lloyd	911
John Reil	911
United Food & Comm Wrkrs 1428	(5,417 votes, 10 delegates)
Diane Sedor	541
Gerald Singh	541
Pete Zimmer	541
Simone Tuerlings	541
Mark Ramos	541
Carlos Soto	541
Za Zette Scott	541
Luz Bacio	541
Rob O'Connell	541
Linda Williams	541
United Food & Comm Wrkrs 324	(10,000 votes, 10 delegates)
Rick Eiden	5,000
John A Perez	5,000

Iron Workers, Intl. Assn. of Bridge, Structural

Iron Workers Union 118	(1,074 votes, 4 delegates)
John Rafter	1,074

Preliminary Roll of Delegates

Iron Workers, Intl. Assn. of Bridge, Structural, *continued*

Iron Workers Union 377	(2,102 votes, 6 delegates)
Dan Hellevig	350
Dan Prince	350
Terrence Dunnigan	350
Dennis Meakin	350
Thomas Marini	350
John A. Rocha	350
Iron Workers Union 378	(1,951 votes, 5 delegates)
Emilio Rivera	487
Robert Lux	487
Jason Gallia	487
Jeff McEuen	487
Structural Iron Workers 433	(3,933 votes, 9 delegates)
Douglas Williams	3,933

Laborers' International Union of North America

Construction & General Laborers 304	(1,132 votes, 4 delegates)
Joe Zapien	377
Fernando Estrada	377
Chris Stampolis	377
Laborers Union Local 507	(375 votes, 2 delegates)
Robert LaFarga	187
Bobby Newman	187
Laborers Union Local 585	(975 votes, 3 delegates)
Leo Valenzuela	325
Anthony Mireles	325
David Valenzuela	325
Laborers Union Local 652	(1,714 votes, 5 delegates)
Armando Esparza	857
Robert Ruiz	857
Laborers Union Local 67	(350 votes, 2 delegates)
Ruben Barba	175
Victor Parra	175
Shipyard & Marine Laborers 886	(386 votes, 2 delegates)
Don Hightower	386

Longshore and Warehouse Union, International

Longshore & Warehouse 54	(24 votes, 2 delegates)
Eppie Rivera	12
Dan Garcia	12
Longshore & Warehouse 6	(958 votes, 3 delegates)
Fred Pecker	319
Jose Nunez	319
Donal Mahon	319

Machinists & Aerospace Workers, Intl. Association of

Automotive Machinists Local 1484	(493 votes, 2 delegates)
Jack Irving	246
George Bioletto	246

Preliminary Roll of Delegates

Machinists & Aerospace Workers, Intl. Association of, *continued*

East Bay Auto Machinists 1546	(1,733 votes, 5 delegates)
Donald Crosatto	346
Garry Horrocks	346
Steve Older	346
Robert Pintos	346
Patrick Q Woodward	346
IAM Electronic-Journeyman & Production Lodge	(523 votes, 2 delegates)
Michael Mellow	261
Chris Rasmussen	261
Machinists Local Lodge 2182	(594 votes, 2 delegates)
James Beno	297
Mark Martin	297
Machinists Local Lodge 311	(1,237 votes, 4 delegates)
Mike Perez	618
James Perks	618
Machinists Union Local 1596	(473 votes, 2 delegates)
Thomas Brandon	473
Peninsula Auto Machinists 1414	(2,212 votes, 6 delegates)
Shelley Kessler	1,106
Arthur Pulaski	1,106

Masters, Mates & Pilots, Intl. Organization of

Air Line Pilots Assn	(21 votes, 2 delegates)
Jeff Greco	10
Wayne Aleshire	10

Office & Professional Employees Intl. Union

Office & Prof Empls Local 29	(3,122 votes, 8 delegates)
Tamara Rubyn	1,040
Terry Keller	1,040
Kelly Gschwend	1,040
Office & Prof Empls Local 3	(1,529 votes, 5 delegates)
Conny Ford	382
Sarah Clark	382
Loretta Ramirez	382
Nancy Wohlforth	382

Painters & Allied Trades of the U.S. & Canada, Int'l

Sign & Display Union 510	(1,097 votes, 4 delegates)
Michael E Hardeman	548
Nicholas Hardeman	548

Plumbing & Pipefitting Ind. of the U.S. & Canada

Plumbers & Fitters 442	(248 votes, 2 delegates)
William F. Taylor	248
Plumbers & Pipefitters 38	(1,240 votes, 4 delegates)
Larry Mazzola, Sr	1,240
Plumbers & Pipefitters 62	(211 votes, 2 delegates)
John E. Bandarra	105
Mario Maciel	105

Preliminary Roll of Delegates

Professional & Technical Engineers, Int'l Federation of

Engineers & Scientists of CA, IFPTE 20	(2,000 votes, 5 delegates)
Joel Foster	400
Levin Sy	400
Josh Sperry	400
Connie Savoy	400
Pui Kwan	400
Professional & Tech. Engineers Local 21	(5,040 votes, 10 delegates)
Dean Coate	1,680
Florence Inserto	1,680
Robert Muscat	1,680

Roofers, Waterproofers & Allied Workers, United Union

Roofers Union Local 36	(440 votes, 2 delegates)
Raul Melendez	220
Cliff Smith	220

Seafarers' Int'l Union of North America

Pacific Coast Marine Firemen	(500 votes, 2 delegates)
Anthony Poplawski	250
William Obrien	250
Sailors Union of the Pacific	(2,250 votes, 6 delegates)
William Berger	375
Dave Connolly	375
Berit Eriksson	375
Diane Ferrari	375
Gunnar Lundeborg	375
Terry O'Neill	375

Service Employees International Union

CA Faculty Assn, SEIU 1983	(2,000 votes, 5 delegates)
Lillian Taiz	400
Kim Geron	400
John Halcon	400
David Bradfield	400
Elizabeth Hoffman	400
SEIU 99 - LA City & County Schl Emps	(19,131 votes, 10 delegates)
Bill A Lloyd	9,565
Linda Joseph	9,565
SEIU United Healthcare Workers-West	(50,053 votes, 10 delegates)
Sal Rosselli	5,005
Dan Martin	5,005
Paul Kumar	5,005
Richard Thomason	5,005
Margaret Segura	5,005
Jay Valencia	5,005
Charlie Eaton	5,005
Doug Jones	5,005
Pamela Martinez	5,005
Sarah Callahan	5,005
Service Employees Local 1021	(49,463 votes, 10 delegates)
James Bryant	16,487
Kerry Newkirk	16,487
Bill Steck	16,487

Preliminary Roll of Delegates

Service Employees International Union, *continued*

Service Employees Local 1877	(15,055 votes, 10 delegates)
Mike Garcia	1,505
Maria Trujillo	1,505
Nicolasa Mendez	1,505
Ana Orta	1,505
Teresita Cruz	1,505
Laura Plummer	1,505
Pinkie Lee	1,505
Maria Granados	1,505
Silvestre Lucatero	1,505
Solange Echeverria	1,505
Service Employees Local 721	(46,890 votes, 10 delegates)
James Johnson	4,689
Gerald Vaughan	4,689
Robert Schoonover	4,689
Arnella Sims	4,689
Linda Williams-Dent	4,689
Marc Mitchell	4,689
Phoury Chhon	4,689
Greg Hagans	4,689
Gerald Harris	4,689
Ted Perez	4,689

Sheet Metal Workers International Association

Sheet Metal Workers Local 104	(2,200 votes, 6 delegates)
Paul Arsenault	366
Rudy Pavlik	366
Jeff Salvotti	366
Rob Stoker	366
Kevin Van Buskirk	366
Mark Van Den Heuvel	366

Theatrical Stage Employees & Moving Picture Tech, Intl. Alliance of, U.S & Canada

Amusement Area Empls B-192	(600 votes, 2 delegates)
Bob Smith	600
Art Dir. Guild & Scenic, Title & Grphc Art. #800	(871 votes, 3 delegates)
John Moffitt	871
Costume Designers Guild 892	(674 votes, 3 delegates)
Kresta Lins	337
Sharon Day	337
IATSE 2 - IATSE District 2 Council	(5,319 votes, 10 delegates)
Michael Miller, Jr	5,319
IATSE 700 Motion Picture Editors	(5,340 votes, 10 delegates)
Cathy Repola	5,340
IATSE Script Supervisors 871	(1,304 votes, 4 delegates)
James Keough	1,304
IATSE Union Local 134	(125 votes, 2 delegates)
Cindy Parker	62
Kevyn Clark	62
IATSE Union Local 33	(1,222 votes, 4 delegates)
Peter Marley	305
James Wright	305
Bill Jones	305
Jane Leslie	305

Preliminary Roll of Delegates

Theatrical Stage Employees & Moving Picture Tech, Intl. Alliance of, U.S & Canada

Int'l. Cinematographers Guild, IATSE Local 600	(3,162 votes, 8 delegates)
Bruce Doering	1,581
David Behm	1,581
M.P. Costumers Local 705	(1,552 votes, 5 delegates)
Buffy Snyder	1,552
M.P. First Aid Employees 767	(282 votes, 2 delegates)
Cheri Debout Larson	282
M.P. Set Painters & Sign Writers Local 729	(1,072 votes, 4 delegates)
George Palazzo	
Property Craftspersons 44	(4,966 votes, 10 delegates)
Paul Ahrens	4,966
Studio Elect. Lighting Technicians 728	(2,159 votes, 6 delegates)
Michael Everett	1,079
Iain O'Higgins	1,079
Theatrical Stage Empls 504	(287 votes, 2 delegates)
Leslie Blanchard	287

Steelworkers of America, United

United Steelworkers Local 1440	(621 votes, 2 delegates)
Linda Doppe	310
Stephanie DeLaRosa	310
United Steelworkers Local 8065	(431 votes, 2 delegates)
Paul Ortiz	215
James Mengler	215

Teachers, American Federation of

AFT 1911 - Coast Federation of Educators	(517 votes, 2 delegates)
Dean Mancina	517
AFT 61 - United Educators of San Francisco	(8,449 votes, 10 delegates)
Dennis Kelly	4,224
Linda Plack	4,224
College Staff Guild, AFT Local 1521A	(1,153 votes, 4 delegates)
Dorothy Bates	288
Mary VanGinkle	288
Marchand Russell	288
Mercedes Gaitan	288
SF Community College Fed. of Teachers 2121	(2,296 votes, 6 delegates)
Allan Fisher	382
Ed Murray	382
Warren Mar	382
Linda Reichman	382
Pablo Rodriguez	382
Roger Scott	382
United Teachers of Oakland 771	(328 votes, 2 delegates)
Pamela Drake	164
Ana Turetsky	164

Teamsters, International Brotherhood of

IBT 0001 - Brotherhood Loco Eng Trainmen	(236 votes, 2 delegates)
Tim Smith	118
Darrel Azarcon	118
IBT 542 - Teamsters, Chauffeurs, Warehousemen	(1,599 votes, 5 delegates)
Phil Farias	799
Shelly Allsup	799

Preliminary Roll of Delegates

Teamsters, International Brotherhood of

IBT 70 Teamsters, Auto Truck Drivers	(905 votes, 3 delegates)
Chuck Mack	301
Joseph Silva	301
Lou Marchetti	301
IBT 853 Wrhse, Mail Order, Retail Empls.	(2,872 votes, 7 delegates)
Antonio Christian	1,436
Adolph Felix	1,436
IBT 890 General Teamsters, Warehousemen	(819 votes, 3 delegates)
Frank Gallegos	409
Oscar Rios	409
IBT 952 General Truck Drivers	(2,306 votes, 6 delegates)
Don Brewster	1,153
Lupina Arce	1,153
IBT Freight Checkers, Clerical Employees	(1,144 votes, 4 delegates)
Joseph Lanthier	286
Peter Finn	286
Mike Lagomarsino	286
Joe Martinelli	286
Package & General Utility Drivers 396	(2,271 votes, 6 delegates)
Jim Smith	1,135
Barbara Liddy	1,135
Sanitary Truck Drivers 350	(396 votes, 2 delegates)
Robert Morales	198
Larry Daugherty	198

UNITE HERE

UNITE HERE Local #11	(7,923 votes, 10 delegates)
Jacqueline Martin	7,923
UNITE HERE Local #2	(5,500 votes, 10 delegates)
Alphonso Pines	5,500
UNITE HERE Local #30	(2,022 votes, 6 delegates)
Daniel Rottenstreich	1,011
Brigette Browning	1,011
UNITE HERE Local #49	(2,498 votes, 6 delegates)
Daisy Mera	832
Inana Krajcinovic	832
Sherri Chiesa	832

United Transportation Union

United Transportation Union	(7,283 votes, 10 delegates)
James Jones	3,641
Michael Anderson	3,641

Utility Workers Union of America

Utility Workers Local 132	(3,279 votes, 8 delegates)
Louis Correa	3,279

Councils

Alameda Labor Council, AFL-CIO	(2 votes, 2 delegates)
Sharon Cornu	1
Dorothy Fortier	1
Butte-Glenn CLC	(2 votes, 2 delegates)
Mikey Harrington	1
Dan Karkoski	1

Preliminary Roll of Delegates

Councils, *continued*

CA Conference Of Machinists	(2 votes, 2 delegates)
Thomas Brandon	2
CA Federation of Teachers	(2 votes, 2 delegates)
Martin Hittelman	1
Carlos Von Son	1
CA Professional Firefighters	(2 votes, 2 delegates)
Lou Paulson	2
CA State Retiree Cncl	(2 votes, 2 delegates)
Bill Price	0
Nan Brasmer	0
Tom Rankin	0
Cal/Nev Conf Oper Engineers	(2 votes, 2 delegates)
Tim Cremins	2
Contra Costa CLC	(2 votes, 2 delegates)
Pam Aguilar	1
Tony Tiscareno	1
District Council of Iron Workers	(2 votes, 2 delegates)
Joe Standley	1
Keith Hunter	1
Five Counties CLC	(2 votes, 2 delegates)
Ron Smith	1
Ruth Rhodes	1
Fresno/Madera Bldg Trds Cncl	(2 votes, 2 delegates)
Bob Jennings	2
Fresno-Madera-Tulare-Kings CLC	(2 votes, 2 delegates)
Randy Ghan	1
Kirk Vogt	1
IAM District Council 190	(2 votes, 2 delegates)
James Beno	2
IAM District Council 947	(2 votes, 2 delegates)
Richard Sanchez	2
Joint Cncl of Teamsters 42	(2 votes, 2 delegates)
Ed Rendon	2
Kern-Inyo-Mono CLC	(2 votes, 2 delegates)
John Spaulding	2
LA/Orange Bldg Const.Trds Cncl	(2 votes, 2 delegates)
Richard Slawson	1
Tom Moxley	1
Monterey Bay Central Labor Council	(2 votes, 2 delegates)
Cesar Lara	2
Napa-Solano CLC	(2 votes, 2 delegates)
Jon Riley	1
Pete Derenale	1
North Bay Labor Council	(2 votes, 2 delegates)
Lisa Maldonado	2
S CA Dist Cncl ILWU	(2 votes, 2 delegates)
Donald Mathews	1
Linda Kennedy	1
S. Clara & S. Benito Bldg Trds Cncl	(2 votes, 2 delegates)
Neil Struthers	1
Josue Garcia	1
San Bernardino-Riverside CLC	(2 votes, 2 delegates)
Laurie Stalnaker	1
William Lathrop	1

Preliminary Roll of Delegates

Councils, *continued*

San Diego Bldg Const.Trades Cncl	(2 votes, 2 delegates)
Tom Lemmon	2
San Diego-Imperial CLC	(2 votes, 2 delegates)
Lorena Gonzalez	1
Evan McLaughlin	1
San Francisco Labor Council	(2 votes, 2 delegates)
Tim Paulson	1
Amber Parrish	1
San Joaquin-Calaveras CLC	(2 votes, 2 delegates)
Joe Coy	1
Gene Davenport	1
San Mateo CLC	(2 votes, 2 delegates)
Shelley Kessler	1
Linda Gregory	1
SF Bldg & Const. Trades Cncl	(2 votes, 2 delegates)
Michael Theriault	2
South Bay AFL-CIO Labor Cncl	(2 votes, 2 delegates)
Mary Creasman	2
Stanislaus-Tuolumne CLC	(2 votes, 2 delegates)
RaeLene Brown	1
Gilbert Gonzalez	1
State Bldg & Const. Trades Cncl of California	(2 votes, 2 delegates)
Robert Balgenorth	1
Jay Hansen	1
Teamsters, California Public Affairs Councils	(2 votes, 2 delegates)
Barry Broad	1
Marsi Newman	1
Tri-Counties Central Labor Cncl	(2 votes, 2 delegates)
Marilyn Valenzuela	2
UFCW Region 8 States Council	(2 votes, 2 delegates)
George Landers	2

Report of the Executive Secretary-Treasurer and the Executive Council and Financial Reports

REPORT OF THE EXECUTIVE SECRETARY-TREASURER AND THE EXECUTIVE COUNCIL

Introduction

Executive Council

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VIII. Legal Actions

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We are growing and changing

In the past ten years the membership of the Federation has more than doubled. Last year, for the first time ever, we surpassed the million member affiliation mark.

As California's population also grows at a phenomenal rate, the political map is being reshaped. And the Federation is creatively changing to benefit our members.

Our strategic planning arm has made important contributions to how we build the power of labor for the future.

We have created a dual approach to winning politically and supporting our unions in the trenches of organizing and bargaining. First is strengthening our member-action capacity. Second is reaching two million union friendly families in the swing political regions of the state.

This Million More Voters program gives us the ability to double the strength of working families in campaigns, in legislation and ultimately in organizing, too.

Together with our unions and councils, we are positioning labor as the most potent force in this great state.

What follows is a detailed report of the Federation's work of two years since the last biennial convention.

The energy, talent, spirit and determination of our leaders and members continue to keep California unions at the leading edge of America's labor movement.

My special thanks to Federation president Connie Leyva, our Executive Council and staff, who all do so much to make us strong.



Art Pulaski
Executive-Secretary Treasurer

Executive Council*

Bob Balgenorth	Eugene Hudson	Lee Pearson
Jim Beno	Shelley Kessler	Willie Pelote
Russ Burns	Dave Kins	Mike Quevedo, Jr.
Jerry Butkiewicz	Marvin Kropke	Clyde Rivers
Tom Dalzell	George Landers	Sal Rosselli
Thom Davis	Jacques Loveall	Jim Santangelo
Damita Davis-Howard	Barry Luboviski	Allen Shur
Rose Ann DeMoro	Gunnar Lundeberg	John L. Smith
A.J. Duffy	Chuck Mack	Joe Standley
Maria Elena Durazo	Gene Massey	Alejandro Stephens
Rob Feckner	Larry Mazzola	Dean Tipps
Enrique Fernandez	Michael F. Miller	Leo Valenzuela
Mike Garcia	Jose Moreno	William Waggoner
Jim Gordon	Sonia Moseley	Nancy Wohlforth
Jack Gribbon	Oscar Owens	
Connie Leyva, President	Art Pulaski, Executive Secretary-Treasurer	

* Listing as of July 1, 2008

I. Building Our Power



A. The Strategic Planning Committee

The California Labor Federation's Executive Council formed the Strategic Planning Committee to help build labor's power. Formed in 2005 with representatives of top leaders in the largest 14 unions, the State Building and Construction Trades Council, labor councils and the California Labor Federation (CLF), the committee has taken a leadership role in building a stronger labor movement in California.

VISION OF THE STRATEGIC PLANNING COMMITTEE

Organized labor seeks to realize a vision of a world that is more just and equitable. We seek to organize so that workers can attain secure, quality jobs with safe working conditions. We seek to promote the right to healthcare for all. We seek to win dignity and respect for working people and to preserve our rights and protections for future generations. We seek to give working people control over all matters that affect our lives, and to promote the cause of peace

and freedom in the world.

SETTING THE GOALS

The Committee will work towards this vision by building the political and economic power of working families. Looking forward the Strategic Planning Committee has adopted a 2008 – 2010 plan to position labor for the big battles ahead: first, to win the freedom to choose a union at work, we must elect a pro-worker President in 2008. Second, to pass real legislation to help secure the middle class, we must elect a good Governor in 2010. And third, to stop the attacks on workers' rights, we must elect a veto-proof majority in our state legislature.

Achieving these goals requires a *two-fold* approach: Communicate with our members, and expand our reach to voters who are not union members but share our values. The Strategic Planning Committee has identified two complementary strategic goals.

MOBILIZE TWO MILLION UNION VOTERS

The committee calls on the movement, including unions, central labor councils and the Federation to participate in a coordinated strategic plan and to raise the bar for our work. With it, we will be a model of union action for the nation.

MOBILIZE TWO MILLION MORE UNION-FRIENDLY VOTERS

In 2006 we launched the Million More Voters campaign to allow us to reach non-union families who share our beliefs on workplace and economic issues. Through the use of micro-targeting we have already identified over 1.4 million new labor-friendly voters.

Combined, the internal union program and the Million More Voters program, become an unbeatable combination to win elections, legislation and campaigns.

B. Members of the Strategic Planning Committee:

Michael Mowrey IBEW, Chair	Sherri Chiesa UNITE HERE	Maria Elena Durazo Los Angeles County Federation of Labor
Louis Paulson CPF, Vice-Chair	Mike Miller IATSE	Cesar Lara Monterey Bay Central Labor Council
Chuck Mack IBT, Vice-Chair	Rob Feckner CSEA	Tim Paulson San Francisco Labor Council
George Landers UFCW	Willie Pelote AFSCME	Jerry Acosta AFL-CIO Western Region
Courtnei Pugh SEIU	Jose Moreno LIUNA	
Marty Hittelman CFT	Art Pulaski CA Labor Federation	
Russ Burns IUOE Local 3	Connie Leyva CA Labor Federation	
Lee Pearson IAM	Bob Balgenorth State Building and Construction Trades Council	

C. Looking Back: What We've Built Since 2006

CAMPAIGNS AND ELECTIONS

The Strategic Planning Committee led the first collaborative effort in the country to target strategic statewide races and to set campaign goals in partnership with the unions, labor councils and the state federation. Now, as a regular practice we conduct extensive post-campaign research to assess the most effective ways of reaching our members.

A number of labor councils met their goals. The Strategic Planning Committee recognized them at the Pre-Primary COPE Convention in 2008.

Labor Councils certified for Highest Performance – meeting 100% of their goals in 2006:

- ~ Los Angeles County Federation of Labor
- ~ Sacramento Central Labor Council
- ~ San Diego-Imperial Counties Labor Council
- ~ San Francisco Labor Council
- ~ San Mateo County Central Labor Council
- ~ South Bay AFL-CIO Labor Council

Labor Councils recognized for High Performance – meeting 85-99% of their goals in 2006:

- ~ Alameda Labor Council
- ~ Central Labor Council of Contra Costa County
- ~ Fresno-Madera-Tulare-Kings Central Labor Council
- ~ Orange County Labor Federation
- ~ Tri-Counties Central Labor Council

CENTRAL LABOR COUNCIL CAPACITY BUILDING PROJECTS

Labor councils are the heart of labor's power in the community. When unions work together in their labor councils, the labor movement becomes a powerful force for change. Labor councils lead labor's coordinated political campaigns.

In 2006 the Strategic Planning Committee recognized there were labor councils in growing areas of the state who either didn't have the resources to be successful or were where the unions were divided and had no plan to move forward.

The Committee began its first project in Orange County – starting with a leadership summit that brought the chief officers of over 50 local unions together to begin a vision for change. This group of leaders took the effort very seriously, found common ground and established a model for strategic growth that is being adapted in other labor councils.

The following are accomplishments in labor councils where local union leaders are focusing on ways they can work together to build labor's power and also to support the campaigns of their local unions.

ORANGE COUNTY

Orange County created a local Strategic Planning Committee which doubled affiliation within the Council. Locals that had previously disaffiliated from the Council rejoined. The newly re-energized Council then tackled a rewrite of the its Bylaws which led to the hiring of a new, full-time Political Director and a new Executive Director. Under the leadership of the new Board and staff, the Council dramatically increased volunteer turn-out, improved the labor council's performance, and achieved victory in a number of key, local races. The Council recently started a voter registration drive to capture new voters.

NAPA-SOLANO COUNTIES

In Napa-Solano, the Federation's Strategic Planning Committee helped convene a series of meetings with all unions to promote a unified local labor movement. This dialogue, in turn, moved many unaffiliated unions to join the labor council. With unions reunited the labor council revised its by-laws. Most recently, the Federation assisted in recruiting release staff to run successful municipal and assembly campaigns.

SAN JOAQUIN-CALAVERAS COUNTIES

In the northern Central Valley, the labor council also established a local Strategic Planning Committee. This fresh approach brought unaffiliated unions back into the council and ultimately moved the membership from 4,000 to 20,000. They launched a political plan for the June Primary Election where the targeted local races and endorsed candidates won or made it into the run-offs. All of these efforts have improved volunteer turnout and the labor council's performance.

The Federation will coordinate with major unions to help raise money and release staff for the November election. After November, a search and hiring committee will post a job announcement for a new, full-time political director position.

CENTRAL VALLEY/COASTAL LABOR COUNCIL PROJECT

One of the most interesting challenges facing California labor is to recognize and address the growing population in the Central Valley. The Federation is working with Stanislaus-Tuolumne, Merced-Mariposa, Monterey Bay and Fresno-Madera-Tulare-Kings labor councils to explore options for greater capacity in the Central Valley. A special Valley/Coastal Strategic Planning Committee was created this past June to partner with the labor councils to build local union involvement and develop a plan to win critical targeted races in the future.

D. Next Steps: Planning for the Future

INTERNAL: MOBILIZING UNIONS AND UNION VOTERS

Recently, the Committee held a campaign strategy meeting for all unions to share campaigns and develop an overview of each union's priorities in the state. Out of that meeting, a working group of Political/Field Directors was created to focus on building a mobilization program within local unions and setting priorities for 2008 and beyond with a focus on locals in targeted races in the Central Valley and parts of Southern California. Each union is encouraged to appoint a political/mobilization coordinator for their statewide or regional program. Local unions will be asked to appoint political/mobilization coordinators to build internal mobilization efforts. And, every union will mobilize 1 volunteer for every 100 members (1%).

The Strategic Planning Committee has laid out and adopted a plan that will take us into 2011. This is a call to action to build labor's power and win for our members by:

- ~ Electing a pro-worker Governor in 2010 who will support a working families agenda.
- ~ Electing a stronger pro-worker majority in the Assembly and Senate and prepare for the reapportionment of 2012.

Taking the *two-fold* approach: we can win if we communicate with our members and expand our reach. The California Labor Federation's Strategic Planning Committee and the Central Labor Councils will coordinate these important campaigns to move us toward these goals.

EXTERNAL: MOBILIZING UNION-FRIENDLY VOTERS

The demographics of California are changing. Tremendous population growth is occurring in the inland areas of the state – the Central Valley and Inland Empire. They will be the key “swing vote” regions for statewide races and competitive legislative districts.

Unfortunately, many of these are also the areas with the lowest union density.

We have to reach non-union voters in these areas if we are going to win.

To that end, the Federation is building a groundbreaking program. In 2006 we launched the Million More Voters project, which identifies non-urban swing voters through the cutting-edge technique of microtargeting.

Microtargeting allows us to find the “hidden” voter who may live in a conservative area but actually shares our values. After two years of research and testing we know there are over two million working families in the growing swing areas of the state who are not union members, but who share our values.

Our communications to them will educate them on pro-worker candidates and issues. They will learn that unions are fighting for them on the issues they care about.

We will expand the program over the next several years to help us build towards a stronger majority in the legislature. We will expand the program further to help us take back the Governor’s seat and win other victories in 2010 and beyond.

II. Political Action



November 2006: Statewide General Election

California contributed to taking back Congress by defeating a Republican incumbent in Congressional District 11, where Jerry McNerney (D) challenged incumbent Richard Pombo (R). It was a demographically shifting district and Pombo faced multiple allegations of corruption. Labor waged a member-to-member effort to expose Pombo's voting record on working family issues and helped elect McNerney despite a 5.6% registration disadvantage.

2006 also brought the election of California's Constitutional Officers. While five of our seven COPE endorsed candidates were successful, we were unable to elect a pro-worker Governor. Arnold Schwarzenegger (R) had the funding and celebrity status to garner a solid reelection – by a 16-point margin. This was despite a valiant member-to-member campaign on behalf of Phil Angelides (D), in which union members voted for Angelides at 54% compared to just 39% for Schwarzenegger. Other constitutional races, however, likely benefitted from this effort as two COPE endorsed candidates won by a margin of less than five points: John Garamendi (D) defeated Tom McClintock (R) for Lieutenant Governor and Debra Bowen (D) defeated Bruce McPherson (R) for Secretary of State.

Other victories included the reelection of U.S. Senator Dianne Feinstein and three competitive state legislative seats. In State Senate District 34, COPE endorsed Lou Correa (D) narrowly defeated Lynn Daucher (R) by just 600 votes. In the State Assembly, both races targeted by the Federation were successful. Assembly District 17 saw Cathleen Galgiani (D) win handily over Gerry Machado (R). In Assembly District 30, incumbent Democrat Nicole Parra was able to narrowly hold onto her seat – by just 1,600 votes – after being challenged by Republican Danny Gilmore.

The final outcome on the state level was virtually unchanged with a Republican Governor and strong Democratic majorities in both houses. The change on the national scene, however, will continue to make history.

**The following COPE endorsed candidates were elected
in November 2006:**

STATE CONSTITUTIONAL OFFICES

Lieutenant Governor	John Garamendi (D)
Attorney General	Jerry Brown (D)
Secretary of State	Debra Bowen (D)
Treasurer	Bill Lockyer (D)
Controller	John Chiang (D)

BOARD OF EQUALIZATION

District 1	Betty Yee (D)
District 4	Judy Chu (D)

UNITED STATES SENATOR

Dianne Feinstein (D)

U.S. HOUSE OF REPRESENTATIVES BY DISTRICT

1. Mike Thompson (D)	28. Howard Berman (D)
5. Doris Matsui (D)	29. Adam Schiff (D)
6. Lynn Woolsey (D)	30. Henry Waxman (D)
7. George Miller (D)	31. Xavier Becerra (D)
8. Nancy Pelosi (D)	32. Hilda Solis (D)
9. Barbara Lee (D)	33. Diane Watson (D)
10. Ellen Tauscher (D)	34. Lucille Roybal-Allard (D)
11. Jerry McNerney (D)	35. Maxine Waters (D)
12. Tom Lantos (D)	36. Jane Harman (D)
13. Fortney "Pete" Stark (D)	37. Juanita Millender-McDonald (D)
14. Anna Eshoo (D)	38. Grace Napolitano (D)
15. Mike Honda (D)	39. Linda Sanchez (D)
16. Zoe Lofgren (D)	41. Jerry Lewis (R)
17. Sam Farr (D)	43. Joe Baca (D)
18. Dennis Cardoza (D)	47. Loretta Sanchez (D)
20. Jim Costa (D)	51. Bob Filner (D)
23. Lois Capps (D)	
27. Brad Sherman (D)	

STATE SENATE BY DISTRICT

- | | |
|---------------------------------|--------------------------------------|
| 2. Pat Wiggins (D) | 26. Mark Ridley-Thomas (D) |
| 6. Darrell Steinberg (D) | 28. Jenny Oropeza (D) |
| 8. Leland Yee (D) | 30. Ron Calderon (D) |
| 10. Ellen Corbett (D) | 32. Gloria Negrete-McLeod (D) |
| 16. Dean Florez (D) | 34. Lou Correa (D) |
| 20. Alex Padilla (D) | 40. Denise Ducheny (D) |
| 22. Gil Cedillo (D) | |
| 24. Gloria Romero (D) | |

STATE ASSEMBLY BY DISTRICT

- | | |
|----------------------------------|------------------------------------|
| 1. Patty Berg (D) | 40. Lloyd Levine (D) |
| 6. Jared Huffman (D) | 41. Julia Brownley (D) |
| 7. Noreen Evans (D) | 42. Mike Feuer (D) |
| 8. Lois Wolk (D) | 43. Paul Krekorian (D) |
| 9. Dave Jones (D) | 44. Anthony Portantino (D) |
| 11. Mark DeSaulnier (D) | 45. Kevin de Leon (D) |
| 12. Fiona Ma (D) | 46. Fabian Nunez (D) |
| 13. Mark Leno (D) | 47. Karen Bass (D) |
| 14. Loni Hancock (D) | 48. Mike Davis (D) |
| 16. Sandré Swanson (D) | 49. Mike Eng (D) |
| 17. Cathleen Galgiani (D) | 50. Hector de la Torre (D) |
| 18. Mary Hayashi (D) | 51. Curren Price (D) |
| 19. Gene Mullin (D) | 52. Mervyn Dymally (D) |
| 20. Alberto Torrico (D) | 53. Ted Lieu (D) |
| 21. Ira Ruskin (D) | 54. Betty Karnette (D) |
| 22. Sally Lieber (D) | 55. Laura Richardson (D) |
| 23. Joe Coto (D) | 56. Tony Mendoza (D) |
| 24. James Beall, Jr. (D) | 57. Ed Hernandez (D) |
| 27. John Laird (D) | 58. Charles Calderon (D) |
| 28. Anna Caballero (D) | 61. Nell Soto (D) |
| 30. Nicole Parra (D) | 62. Wilmer Amina Carter (D) |
| 31. Juan Arambula (D) | 69. Jose Solorio |
| 35. Pedro Nava (D) | 76. Lori Saldana (D) |
| 39. Richard Alarcon (D) | 79. Mary Salas (D) |

**THE FOLLOWING COPE ENDORSEMENTS ON BALLOT MEASURES
WERE SUCCESSFUL:**

1A	Transportation Funding Protection. Constitutional Amendment.	YES
1B	Highway Safety, Traffic Reduction, Air Quality, and Port Security Bond Act.	YES
1C	Housing and Emergency Shelter Trust Fund Act of 2006.	YES
1D	Kindergarten-University Public Education Facilities Bond Act.	YES
1E	Disaster Preparedness and Flood Prevention Bond Act.	YES
84	Water Quality, Safety and Supply. Flood Control. Natural Resource Protection. Park Improvements. Bonds. Initiative Statute.	YES
85	Waiting Period and Parental Notification Before Termination of Minor's Pregnancy. Initiative Constitutional Amendment.	NO
88	Education Funding. Real Property Parcel Tax. Initiative Constitutional Amendment and Statute.	NO
90	Government Acquisition, Regulation of Private Property. Initiative Constitutional Amendment.	NO

Special Elections and Recall Elections

In early 2007 Assemblyman Richard Alarcon vacated Assembly District 39 to seek a third term on the Los Angeles City Council. A special election was held on July 10th, 2007 where Felipe Fuentes (D) was elected to complete that term.

Congressional District 37 was vacated because of the sudden death of Juanita Millender-McDonald in April of 2007. Assemblymember Laura Richardson (D) was elected to that seat in a special election held on August 21st, 2007. The newly created vacancy in Assembly District 55 was filled by Warren Furutani (D) in a special election that coincided with the Presidential Primary on February 5th 2008.

The untimely death of Congressman Tom Lantos (D) in early 2008 created a vacancy in Congressional District 12. In a special election held on April 8th, former State Senator Jackie Speier (D) was elected to fill that seat.

A Recall election in Senate District 12 was attempted on the 2008 June Primary ballot. Signatures were collected to Recall of Senator Jeff Denham (R) but the campaign was called off in May.

February 2008: Presidential Primary Election

California's Presidential primary was moved to "Super Tuesday" February 5th. Although labor took no position in the Presidential primary, several ballot measures also appeared on the February ballot.

An attempt to modify Term Limits by imposing a shorter total limit on legislative terms, while permitting legislators to serve longer in either legislative house was qualified as Proposition 93. While Proposition 93 had support from Democratic leadership in the legislature it was defeated by a seven-point margin.

Labor opposed Propositions 94-97, expanding Indian gaming. Under tribal law, casino workers on Indian reservations have no enforceable right to organize into a union unless it is expressly specified in the gaming compacts and these four gaming compacts did not include those provisions. Due to significant funding from the gaming tribes, the compacts were passed by the voters.

**THE FOLLOWING COPE ENDORSEMENT ON A BALLOT MEASURE
WAS SUCCESSFUL:**

91 Transportation Funding Protection Act **NO**

June 2008: Direct Primary Election

Despite low voter turnout in California's second (legislative and Congressional) primary of 2008, we won a number of victories.

In Assembly District 8 Democratic Primary, COPE-endorsed Mariko Yamada defeated Christopher Cabaldon; who was supported by Wal-Mart and heavily favored to win. An Independent Expenditure put together by unions was able to squeeze out a victory and elect Yamada by a slim 1,000 vote margin. In Assembly District 78 Democratic Primary, Marty Block was able to snatch a narrow victory in a crowded field by just 500 votes. In Assembly District 27 Democratic Primary, COPE-endorsed Bill Monning won handily in what was expected to be a competitive race. Local races in Alameda County, Fresno, San Francisco and Stockton were also successful.

The following COPE endorsed candidates won their Primaries in June 2008:

U.S. HOUSE OF REPRESENTATIVES BY DISTRICT

- | | |
|-------------------------------|--------------------------------------|
| 1. Mike Thompson (D) | 29. Adam Schiff (D) |
| 3. Bill Durston (D) | 30. Henry Waxman (D) |
| 4. Charlie Brown (D) | 31. Xavier Becerra (D) |
| 5. Doris Matsui (D) | 32. Hilda Solis (D) |
| 6. Lynn Woolsey (D) | 33. Dianne Watson (D) |
| 7. George Miller (D) | 34. Lucille Roybal-Allard (D) |
| 8. Nancy Pelosi (D) | 35. Maxine Waters (D) |
| 9. Barbara Lee (D) | 37. Laura Richardson (D) |
| 10. Ellen Tauscher (D) | 38. Grace Napolitano (D) |
| 11. Jerry McNerney (D) | 39. Linda Sanchez (D) |
| 12. Jackie Speier (D) | 40. Christina Avalos (D) |
| 13. Pete Stark (D) | 42. Ed Chau (D) |
| 14. Anna Eshoo (D) | 43. Joe Baca (D) |
| 15. Mike Honda (D) | 44. Bill Hedrick (D) |
| 16. Zoe Lofgren (D) | 45. Julie Bornstein (D) |
| 17. Sam Farr (D) | 46. Debbie Cook (D) |
| 18. Dennis Cardoza (D) | 47. Loretta Sanchez (D) |
| 19. Jim Costa (D) | 48. Steven Young (D) |
| 21. Larry Johnson (D) | 49. Robert Hamilton (D) |
| 23. Lois Capps (D) | 50. Nick Leibham (D) |
| 26. Russ Warner (D) | 51. Bob Filner (D) |
| 27. Brad Sherman (D) | 52. Mike Lumpkin (D) |
| 28. Howard Berman (D) | |

STATE SENATE BY DISTRICT

- | | |
|-------------------------------|--------------------------------------|
| 5. Lois Wolk (D) | 11. Joe Simitian (D) |
| 7. Mark DeSaulnier (D) | 13. Elaine Alquist (D) |
| 9. Loni Hancock (D) | 19. Hannah Beth Jackson (D) |
| | 21. Carol Liu (D) |
| | 27. Alan Lowenthal (D) |
| | 37. Arthur Bravo Guerrero (D) |
| | 39. Christine Kehoe (D) |

STATE ASSEMBLY BY DISTRICT

- | | |
|---------------------------|-----------------------------|
| 1. Wesley Chesbro (D) | 38. Carole Lutness (D) |
| 2. Paul Singh (D) | 39. Felipe Fuentes (D) |
| 3. Mickey Harrington (D) | 40. Bob Blumenfield (D) |
| 5. Dan Leahy (D) | 41. Julia Brownley (D) |
| 6. Jared Huffman (D) | 42. Michael Feuer (D) |
| 7. Noreen Evans (D) | 43. Paul Krekorian (D) |
| 8. Mariko Yamada (D) | 44. Anthony Portantino (D) |
| 9. Dave Jones (D) | 45. Kevin DeLeon (D) |
| 10. Alyson Huber (D) | 46. John A. Perez (D) |
| 11. Tom Torlakson (D) | 47. Karen Bass (D) |
| 12. Fiona Ma (D) | 48. Mike Davis (D) |
| 13. Tom Ammiano (D) | 49. Mike Eng (D) |
| 14. Nancy Skinner (D) | 50. Hector De La Torre (D) |
| 15. Joan Buchanan (D) | 51. Curren Price (D) |
| 16. Sandre R. Swanson (D) | 52. Isadore Hall (D) |
| 17. Cathleen Galgiani (D) | 53. Ted Lieu (D) |
| 18. Mary Hayashi (D) | 54. Bonnie Lowenthal (D) |
| 20. Alberto Torrico (D) | 55. Warren Furutani (D) |
| 21. Ira Ruskin (D) | 56. Tony Mendoza (D) |
| 22. Paul Fong (D) | 57. Ed Hernandez (D) |
| 23. Joe Coto (D) | 58. Charles Calderon (D) |
| 24. Jim Beall (D) | 59. Don Williamson (D) |
| 25. Taylor White (D) | 61. Norma Torres (D) |
| 26. John Eisenhut (D) | 62. Wilmer Amina Carter (D) |
| 27. Bill Monning (D) | 65. Carl Wood (D) |
| 28. Anna Caballero (D) | 66. Grey Frandsen (D) |
| 30. Fran Florez (D) | 67. Steve Blount (D) |
| 31. Juan Arambula (D) | 69. Jose Solorio (D) |
| 33. Robert Cuthbert (D) | 72. John MacMurray (D) |
| 34. Desmond Farrelly (D) | 76. Lori Saldana (D) |
| 35. Pedro Nava (D) | 78. Marty Block (D) |
| 36. Linda Jones (D) | 80. Manuel Perez (D) |
| 37. Ferial Masry (D) | |

THE FOLLOWING COPE ENDORSEMENTS ON BALLOT MEASURES WERE SUCCESSFUL:

- | | | |
|-----------|--------------------------------------------------|------------|
| 98 | Eminent Domain. Limits on Government Authority | NO |
| 99 | Eminent Domain. Limits on Government Acquisition | YES |

III. Legislative Action



The middle class dream has become illusory for too many working families.

It's a dream dashed for truck drivers, misclassified as independent contractors, left with no worker protections, no social insurance coverage, and no right to bargain collectively.

It's a dream dashed for grocery clerks who continue to wait over a year on the job for health care coverage, and pay more for that health care once they get it.

It's a dream dashed for service workers whose wages haven't risen with the skyrocketing costs of food, gas, and housing.

It's a dream dashed for working families tricked into home loans they cannot afford and forced to pay massive fees to stave off foreclosure.

Eight years of Bush economics and four years of Schwarzenegger's partnership with the Chamber of Commerce have eroded the quality of life for our members and all California workers. Our lives have grown less affordable. Health care costs are up 78%, while monthly mortgage payments have doubled and tripled with the foreclosure crisis. While we are more productive than ever before in the history of this country, our wages are lower today than when Bush took office.

Meanwhile, the Schwarzenegger Administration continues to threaten the workplace standards we've worked so hard for. Renewed assaults on our meal periods, our daily overtime pay, and our disability benefits force us into a defensive position to protect what we've earned. Each year, the Governor has offered band-aids and gimmicks to mask our structural budget problem. There are none left. We must face the reality that budget cuts alone won't solve our crisis. We need to create new revenue sources that match today's economy.

Over the past two years, we have focused our energy on securing the middle class. We've worked tirelessly to help craft an affordable and accessible universal health care plan. While our collective efforts ultimately fell short this time, we continue to push for universal and affordable health care for all. We've prioritized fighting the misclassification of independent contractors and curbing the underground economy. We continue the struggle to restore permanent disability benefits for the most severely disabled workers.

The following are the bills the Federation sponsored in 2007-2008.

2007 Legislative Agenda

Working for a Healthy California

Union members agreed that health care reform belonged at the top of the year's legislative agenda. Over the past five years, employment-based coverage had dropped 5% and the number of uninsured Californians had grown by 3%.

California's unions responded to this crisis in 2003 when we took on health care reform and sponsored SB 2 (Burton/Speier). In the last five years, we have done extensive research into other reform possibilities and previously helped enact a prescription drug plan. But 2007 promised to be *the* year for health care reform.

In addition to health care reform, in 2007 California's unions worked to restore fairness for injured workers in the Workers' Compensation system and to strengthen the rights of workers to organize and form a union.

HEALTH CARE REFORM

As employer-based coverage declines, we all pay the price for the 6.7 million – nearly one in five – uninsured Californians. Union members with coverage pay a portion of their premiums to subsidize the cost of the uninsured. We are subsidizing profitable companies like Wal-Mart that refuse to provide healthcare coverage to their workers.

And more union members themselves are joining the ranks of the uninsured. Our members are being forced into part-time status so that they won't be eligible for health insurance. This is an unsustainable situation. It is clear that we cannot solve the health care crisis at the bargaining table.

The Executive Council of the California Labor Federation adopted five guiding principles for health care reform in December 2006. These principles are built on the values that union members and health care trustees have fought for in our own contracts.

1. Guaranteeing affordable and universal coverage,
2. Containing health care costs,
3. Requiring employers to pay their fair share,
4. Choosing our own doctors, and
5. Improving the quality of care.

Every health care reform proposal was judged against these five guiding principles. Although health care reform never materialized in 2007, we came close in early 2008.

WORKERS' COMPENSATION FIXES

California's workers' compensation system has undergone dramatic changes over the past five years. Employers have enjoyed significant savings to the tune of \$11 billion. Insurance companies are reaping historic profits. And injured workers are suffering.

Permanently injured workers have had their benefits slashed by over 50%. Temporarily disabled workers face steep limits on their benefits. Medical treatment is delayed and denied and injured workers aren't being allowed to return even after they have fully recovered.

Cost savings were supposed to come from fewer disputes and less litigation in the system. Instead, savings have come off the backs of injured workers. The pendulum has swung too far. California's unions are committed to restoring fairness for injured workers by pursuing the following legislation:

- ~ **Restore Permanent Disability (PD) Benefits.** Injured workers are now struggling just to get by. **SB 936 (Perata) and AB 1212 (Nuñez)** would have restored some permanent disability benefits.
- ~ **Adjust two-year Temporary Disability (TD) benefit cap.** Some injured workers have run out of time to use their temporary disability benefits and are forced to rely on worker-funded State Disability Insurance (SDI) benefits or go without. **AB 338 (Coto)** would have given injured workers a longer window of time to use these benefits.
- ~ **Fix the return to work process.** **SB 942 (Migden)** would have provided new incentives for employers to return injured workers back to work and penalties if they fail to do so.
- ~ **Proof of insurance coverage.** This database would have allowed injured workers, medical providers, and contractors to determine if an employer has workers' comp insurance. **AB 507 (DeLaTorre)** was reintroduced after being vetoed in 2006 by Governor Schwarzenegger.

THE FREEDOM TO JOIN A UNION

For many American workers, the right to organize exists only on paper. While 58% of eligible workers say they would like to join a union, only 7.4% of private sector workers were in a union in 2006. This disparity reflects the shortcomings of current laws meant to protect workers who assert their right to organize.

The federal Employee Free Choice Act (EFCA) would reform the National Labor Relations Act by providing for:

1. Union recognition when a majority of workers signs union authorization cards;
2. First contract mediation and arbitration to ensure good faith bargaining; and
3. Meaningful penalties for violations of the Act.

These provisions would make it possible for workers to decide whether to join a union free from employer harassment and intimidation. Passage of the EFCA is the top priority for the national labor movement.

Last year, the National Labor Relations Board issued a series of decisions called "Kentucky River," ruling that charge nurses were supervisors and that the National Labor Relations Act did not apply to them. Nearly 80,000 Registered Nurses in California could lose union protection if this decision is allowed to stand. In fact, under Kentucky River, just about any lead worker, whether a charge nurse or a foreman could be deemed a supervisor and taken out of the bargaining unit. This ruling could potentially impact eight million workers across the country and over 250,000 in California alone.

LEGISLATIVE ACTION, CONTINUED

The Labor Federation sponsored a resolution calling on Congress to amend the National Labor Relations Act to overturn the decision in *Kentucky River* and protect union members from losing their collective bargaining rights.

2008 Legislative Agenda

Securing the Middle Class

California's working families face tremendous risk in 2008 – risk of rising health care costs, risk of losing their jobs, their retirement benefits and their homes, and risk of eroded working conditions from a growing underground economy. The economy is on the brink of a major recession and our state budget faces a \$16 billion deficit.

ENFORCING WORKER PROTECTIONS

As our workforce has grown, labor law enforcement resources have steadily declined, leaving more and more workers vulnerable and allowing unscrupulous employers to compete unfairly. We must vigorously enforce our state's strong labor protections.

- ~ **Tax audits for scofflaw employers. (AB 2879 – Leno).** Scofflaw employers steal millions of dollars from our state treasury by cheating on payroll, unemployment, workers' comp, and business taxes. This bill would require state agencies to coordinate enforcement efforts.
- ~ **Know your rights – independent contractors. (SB 1490 – Padilla).** This bill would require employers to provide information to their independent contractors about what it means to be an independent contractor and what to do if they think they are misclassified.
- ~ **Joint liability for misclassification of independent contractors. (SB 1583 – Corbett).** When consultants advise employers on how to skirt the law and misclassify workers, they should be held liable too and SB 1583 would extend joint liability to those consultants .
- ~ **Safety and security for California telephone customers. (AB 2232 – De La Torre).** Independent contractors and employees of subcontractors should undergo the same background checks required for workers. AB 2232 would require that for satellite video providers..
- ~ **Abatement of workplace hazards. (AB 1988 – Swanson).** Under current law, employers who are cited for health or safety violations can appeal and during that long process, they are not required to abate the violation. This bill would require employers to abate violations while their appeals are being deliberated.
- ~ **Fair meal period rules. (AB 1711 – Levine).** The right of workers to take a guaranteed lunch break is fundamental, but the Schwarzenegger administration and some employer groups continue trying to undermine meal period rights. This bill would provide some clarity and flexibility while protecting this basic right.

PROMOTING A FAIR ECONOMY

California's economy continues to grow in the shape of an hourglass, with jobs growing only at the highest and lowest ends of the wage spectrum. We must promote an economy where everyone gets a fair shake and a fair share.

- ~ **Relief from home foreclosures. (SB 926 – Perata, AB 1830 – Lieu).** These bills would protect working families today while imposing new standards on the industry to protect working families from predatory mortgage lending practices in the future.
- ~ **WARN Act modifications. (AB 1989 – Swanson).** During this time of increased layoffs, plant closures, and job insecurity, working families need information about pending layoffs as soon as possible. This bill would extend the required notice and provide additional protections.
- ~ **Sub-minimum wage oversight.** Current law allows employers to pay workers with disabilities less than the minimum wage. We will ensure that large corporate chains are not taking advantage of California's most vulnerable residents in order to avoid paying fair wages.

IMPROVING HEALTH AND CONTAINING COSTS

We must work to contain health care costs and keep our workers healthy.

- ~ **Paid sick days. (AB 2716 – Ma).** Over six million California workers, 40% of the state's workforce, have no paid sick days. This bill would set a minimum standard for all employees to be eligible for a specified number of sick days.
- ~ **Health insurance rate regulation. (AB 1554 – Jones).** The state must play a more active role in reviewing the cost of health insurance and guaranteeing that prices are fair. This bill would give the state more control to review and regulate the rates that health insurers charge.

A FAIR WORKER'S COMPENSATION SYSTEM

Schwarzenegger's reforms of the workers' compensation system have slashed injured workers' benefits by half and allowed insurance companies to reap record profits. Legislation must be pursued to rectify this injustice.

- ~ **Insurance rate oversight. (AB 2692 – Hernandez).** Workers' compensation insurance companies are currently paying out, on average, just 36 cents in benefits for every \$1 dollar they take in premiums. This bill would require the Insurance Commissioner to set a loss ratio for workers' comp insurers and, if a minimum loss ratio is not met, impose regulation.
- ~ **Workers' compensation coverage database. (AB 507 – De La Torre).** This bill would create a publicly accessible database with information on the workers' compensation coverage provided by employers.
- ~ **Pre-designation of treating physician. (SB 1338 – Migden).** Our right to see our own doctors if we get injured on the job will expire on December 31, 2009 unless a new law is signed. This bill would merely delete that sunset date and allow injured workers to see their own physicians.

- ~ Permanent disability benefits. Two bills to restore permanent disability (PD) benefits have been vetoed in previous years. We will continue to fight to restore benefits to the most severely injured workers.

THE FREEDOM TO JOIN A UNION

Protecting and expanding the right to organize remains our most important legislative objective. While we are limited in what we can do at the state level, we will continue our efforts to educate our allies and policymakers about the broken National Labor Relations Act and the need for majority sign-up. We will do whatever we can to enact the Employee Free Choice Act, labor's top national priority, to grant workers the freedom to choose a union through majority sign-up. While we push for federal labor law reform, we will continue to fight for a real right to organize for California workers at every opportunity.

IV. Organizational Initiatives



A. Million More Voters

This is one of the most innovative and exciting programs developed over the last two years. *For more information see Section I Building Our Power, earlier in this Report.*

B. California Alliance for Retired Americans

The California Alliance for Retired Americans (CARA) continues to grow as California's largest, progressive, grassroots senior advocacy organization. Representing over 800,000 members through more than 150 affiliated labor and community organizations, CARA has become a force at both the state and local levels. CARA has devoted its resources to educating, training, and organizing its members on key issues from Social Security and pension protection, to advocating for health care reform, protecting Medicare from further efforts to privatize, fighting for the rights of homeowners and renters, and working in coalition to oppose a cuts only budget at the state level. In 2008, CARA dedicated much of their statewide efforts to defeat Proposition 98 and pass Proposition 99. These victories proved that seniors, when organized and educated, could influence the outcome of an election, even against extremely well financed opponents.

CARA continues to develop their organizational structure and capacity to activate its members locally, statewide, and nationally (through the national Alliance for Retired Americans founded by the AFL-CIO) on important legislative and political causes. Through programs like the 12 Local CARA Action Teams (CATs), the monthly CARA Alert e-newsletter and quarterly magazine, the CARA Leadership Academy training program, and an engaged 26 member Board of Directors, this organization has been able to sponsor and advance key legislation. CARA and its stellar Legislative Committee continues to take a leadership role in sponsoring and supporting bills to expand access to health care, control the costs of prescription drugs, protect pensions and retirement security, advocate for affordable housing preservation and expansion, fight for long term care options, and work toward a state budget that is fair and balanced. CARA hopes to expand their capacity to embrace and organize the exponential number of retirees expected over the next 10 years, through an expanded relationship with labor through a Sustaining Sponsor program.

C. UC Labor Centers - Miguel Contreras Labor Program

In January 2007, the University of California Board of Regents officially renamed the UC Institute for Research on Labor and Employment in memory of the late Miguel Contreras, former head of the Los Angeles County Federation of Labor. The newly named **Miguel Contreras Labor Program** was originally created from Federation lobby efforts in 2000 to support labor research and education across the UC system. Through the efforts of the Federation, the Institute survived numerous budget cuts and targeted political attacks on its state funding, starting in 2004. Funds for the \$6 million program were fully restored in July 2006.

After once again targeting the program for elimination in the 2007-2008 budget, Governor Schwarzenegger proposed no targeted cuts to the Miguel Contreras Labor Program in FY 2008-2009, although the program is subject to the 10% across-the-board budget cuts that are affecting the entire UC system. However, the non-union Association of Building Contractors and several Senate Republicans continue to make an issue of the Labor Program's funding.

The Miguel Contreras Labor Program funds the Labor Centers at UC Berkeley and UCLA and provides grants for labor and employment research and labor education across the UC system. The Program is currently carrying out research and providing technical assistance to unions on a wide range of issues, including health care reform, green jobs, the underground economy, sick leave, and immigration reform. The Program's research has been and will continue to be used for policy development and advancement. The Miguel Contreras Labor Program also hosts important dialogues and convenings, and leads the California Union Leadership School, labor-related summer internships, and a wide range of leadership development programs for unions and community groups.

V. Workforce & Economic Development



California's infrastructure of worker and community supports has not kept pace with change. The purpose of the California Labor Federation's **Workforce & Economic Development Program (WED)** is to serve as an intermediary and resource for unions and their members in responding to economic and labor-market change. Below are major areas of WED's work.

Green Economic Development & Green Jobs

The Global Warming Solutions Act (AB32), California's landmark climate change legislation, substantially accelerates the state's transition to a green economy. Implementation will require the retooling of both industry and workers. Most directly impacted are private sector industries with the highest union density – goods movement, transportation, construction, manufacturing, agriculture, energy, etc. This transition also presents opportunities for labor, including union jobs in the emerging green or “clean tech” sector – including solar, wind, biofuels, and building retrofitting.

In April, the Executive Council adopted broad principles for addressing climate change and the implementation of AB32. Guided by these principles, WED is engaging on several fronts: brokering conversations among unions and the California Air Resources Board, which is principally responsible for AB32 implementation; educating unions on climate change and the impact of AB32 implementation; coordinating with labor federations of the Western states and Canada; providing technical assistance on green jobs legislation; connecting unions with resources for job training and retraining; highlighting best practices in training and local policy to ensure green jobs are union jobs.

Brokering Workforce Training Partnerships

A main focus of WED is brokering labor-management-government training partnerships and helping unions access public training dollars.

Since April of 2007, WED helped secure over **\$3 million in grants from the State Employment Training Panel (ETP)** for high road union-employer training initiatives. The funds were for 14 separate projects and several unions, including SEIU, Teamsters, IBEW, Glaziers, Painters and Allied Trades, Tradeshow & Sign Crafts, Sailors Union of the Pacific, Operating Engineers, Sheet Metal Workers, and CWA-IUE. WED continues to work to ensure that unions successfully utilize ETP funds to keep members competitive in a changing economy.

Another important source of funds for high road partnerships is state-level federal Workforce Investment Act dollars (or WIA Discretionary). Last year, WED developed a successful grant proposal that provided **\$600,000** to build career pathways in transit. The funds were for two transit training partnerships – Sacramento Regional Transit District (with IBEW Local 1245) and the San Jose Valley Transit Authority (with ATU Local 265). Most recently, WED secured a \$500,000 WIA Discretionary grant for the No. CA Teamsters Apprentice and Education Trust

Fund and a \$500,000 grant for the Painters District Council 16 to retrain residential construction workers for union construction jobs.

WED also helped UNITE HERE Local 19 secure local WIA funds through the City of San Jose's Workforce Investment Board. These resources helped build a successful training partnership among the union, the San Jose Hilton, and the City.

State and Local Workforce Investment Boards

Two years ago, the California Labor Federation helped change state law to increase labor representation on federal-funded local Workforce Investment Boards (WIBs). These WIBs administer federal, state, and local job training, worker assistance, and community development resources. The WED program works with labor councils to recruit labor representatives to serve on these local boards. WED also holds several regional trainings each year for new and existing labor representatives. WED's goal is to work with labor councils, unions, and labor representatives on local WIBs to direct regional policy and resources to support and create union jobs, bring more workers into union jobs through training, and to upgrade worker skills for a changing economy.

Layoff Aversion and Serving Dislocated Workers

A critical part of WED's work is helping unions respond when their members face layoff. The first response is to avert or stop the layoff. For example, early this year WED worked with the United Steelworkers to save a paper mill in Pomona and over 500 union jobs. When aversion is not possible, WED connects unions with public services and resources for dislocated workers, including retraining resources to assist with reemployment.

In response to the current economic downturn, WED convened three regional Dislocated Worker Summits in April and May of this year. The purpose was to ensure that in the event of a layoff, unions have the right information to access public resources for their members. WED also produced the *Layoff and Rapid Response Tool Kit* for union leaders and WIB representatives. The tool kit provides descriptions of resources for averting layoffs and resources and programs for unemployed and dislocated workers.

Building Workforce Partnerships Conference

WED's annual Building Workforce Partnerships conference brings together powerful groups of national economists, writers, academics, labor leaders, business leaders, and others. The purpose is to better understand the economy, the affect of economic policies and alternatives, and the state of the middle class. With that broad, macro perspective, attendees participate in 25 or more workshops that profile real-world examples that best demonstrate how to respond to real-world challenges. The event is unique in that it draws a diverse audience of union officials, educators, local and state government, community advocacy groups, environmentalists, and students. About 30 percent of the attendees are from outside California.

The 2007 Building Workforce Partnerships conference was titled *The Road to Good Jobs*. Inspired by a series in the American Prospect Magazine, The Road to Good Jobs tackled the disconnect between education and training, too often viewed as a silver bullet for worker success, and the subject of "good jobs." This year's event (2008) was *Adapting to Change*, which explored the convergence of climate change policy, economic transition, and growing economic insecurity.

VI. Business of the Executive Council



The Executive Council met on six occasions since July 2006, and convened once as the Standing Committee on Political Education.

The dates and locations of the regular meetings of the Executive Council are as follows:

January 9, 2007	Holiday Inn Capitol Plaza, Sacramento, CA
April 30, 2007	Wilshire Grand Hotel, Los Angeles, CA
August 30, 2007	Radisson Hotel, Sacramento, CA
October 25, 2007	Westin Bonaventure Hotel, Los Angeles, CA
January 22, 2008	Sheraton Grand Hotel, Sacramento, CA
April 7, 2008	Millennium Biltmore Hotel, Los Angeles, CA

In addition to its meetings, the Council held numerous conference calls to conduct the business of the Federation needing action between meetings.

Executive Council meetings develop strategies to address some of the most challenging problems faced by California's labor movement.

The Legislative Policy Committee of the Federation's Standing Committee on Legislation met to develop recommendations during the legislative seasons of 2007 and 2008. In this they were guided by the policy statements and resolutions adopted by the Federation's Convention of July, 2006.

Finance Committee

The Council has reviewed and approved the Federation's operational budgets over the past two years. Budgetary and financial issues are inherently complex and the Council commends the work of the Finance Committee for its insight and skill in contributing to the budget and fiscal review of Federation finances. Finance Committee Members: Dean Tipps and Marty Hittelman (appointed by President Leyva October 25, 2007).

Election of New Council Members

The following changes to the Executive Council occurred:

At the January 9, 2007 meeting:

- ~ The Executive Council regretfully accepted the resignation of Eddie Powell as Vice President At Large Seat A. Mike Miller, International Vice-President of IATSE from District 2 was elected to fill the vacancy of Vice President At Large Seat A.

- ~ The Executive Council regretfully accepted the resignation of Perry Zimmerman. Tom Dalzell, Business Manager of IBEW Local 1245 was elected to fill the vacancy as Vice President, District 12.
- ~ The Executive Council elected Rob Feckner of CSEA Chapter 184, Napa, as Vice President At Large Seat P.

At the April 30, 2007 meeting:

- ~ The Executive Council regretfully accepted the resignation of Wayne Clary of the Steelworkers from Vice President At Large Seat I. Dave Kins of the Steelworkers was elected to fill the vacant seat of Vice President At Large Seat I.
- ~ The Executive Council regretfully accepted the resignation of Don Hunsucker of UFCW 8 Golden State from the District 6 seat. Jacques Loveall of UFCW 8 Golden State was elected to fill the vacant seat of Vice President, District 6.
- ~ The Executive Council regretfully accepted the resignation of Mary Bergan of the California Federation of Teachers from Vice President At Large Seat J. Marty Hittelman of the California Federation of Teachers was elected to fill the vacancy of Vice President At Large Seat J.
- ~ The Executive Council regretfully accepted the resignation of John Bonilla of Operating Engineers Local 3 Vice President At Large Seat L. Russ Burns of Operating Engineers Local 3 was elected to fill the vacancy of Vice President At Large Seat L.

At the August 30, 2007 meeting:

- ~ The Executive Council regretfully accepted the resignation of Joe Aredas of IATSE. Thom Davis of IATSE Local 80 was elected to fill the vacancy of Vice President, District 3A.

At the January 22, 2008 meeting:

- ~ The Executive Council elected Rose Ann DeMoro of CNA to fill the vacancy of Vice President, District 3D.

Resolutions

Between Conventions, the Executive Council is authorized to pass Resolutions on behalf of the Federation. Since the 2006 Convention, they have passed the following Resolutions:

- ~ Resolution to Cut Off Funding for the Iraq War – April 30, 2007
- ~ Resolution in Support of Panamanian Workers – July 30, 2007
- ~ Resolution to Support Costa Rican Opposition to CAFTA - August 30, 2007
- ~ Resolution to support the Woodside Natural Gas OceanWay Project/ LNG Woodside Project – January 22, 2008
- ~ Resolution supporting CFT National K-12 Labor Education Plan and Conference – January 22, 2008
- ~ Resolution in support of Stem Cell Research – January 22, 2008

2008 Convention Preparations

The Council's pre-Convention meeting began at 10:00 am Monday, July 21, 2008, at the Oakland Marriott City Center. It prepared recommendations for consideration by the delegates to the 27th Biennial convention of July 22 and July 23, 2008.

Throughout the spring, the Executive Council developed policy statements to be submitted to the Convention delegates for their consideration and attended to various other pre-Convention details. The statements were reviewed twice: the first conference call took place on June 19, 2008, and then again on June 27, 2008. They were adopted for recommendation to the Convention following the June 27 review.

VII. Support for Union Disputes



Do Not Patronize List

A well-waged consumer boycott is an effective means of pressure against an employer. Firms are placed on the list for a period of one year in response to written requests from affiliates through their central labor council, and only after approval by the Federation's Executive Council. It can be extended annually, provided the initiating union demonstrates that an active and viable Do Not Patronize campaign is being waged against the employer. Affiliates are urged to inform the Federation of any contract settlements or other developments that would warrant the removal of any firm from the list.

CURRENTLY UNDER BOYCOTT:

Restaurants and Hotels

Emeryville Woodfin Suites Hotel
Emeryville

Retailers

K-Mart
All locations statewide

Wal-Mart and Sam's Club
All locations statewide

Heavy Duty Repair Shop

Valley Power, Inc.
San Leandro

VIII. Legal Actions



1. *Martinez v. Combs* – CALIFORNIA SUPREME COURT

The Federation filed an amicus curiae brief in support of the proposition that agricultural workers should be able to recover unpaid wages not just from the labor contractor who hires them but also from those who retain the labor contractor. The case is pending.

2. *Fashion Valley Mall v. NLRB* – CALIFORNIA SUPREME COURT / U.S. COURT OF APPEALS, DISTRICT OF COLUMBIA

The Federation filed an amicus curiae brief in the California Supreme Court supporting the right of access under the California Constitution to a mall to urge customers to boycott a particular store. In a 4 – 3 ruling the Supreme Court agreed with the Federation's position.

3. *NLRB v. Macerich* – U.S. NINTH CIRCUIT COURT OF APPEALS

The Federation has filed an amicus curiae brief opposing the Bush Board's attempt to disregard California's unique law with respect to access to malls. The case is pending.

4. *Chamber of Commerce v. Brown (formerly Lockyer)* – U.S. SUPREME COURT

The National body representing the Federation was trying to uphold the Cedillo bill which prohibits employers receiving state funds from using those state funds to assist or deter union organizing. On June 19, 2008, the Supreme Court held (7 – 2) that the California law is pre-empted by the NLRA.

Financial Reports



Financial Statement

	General Fund	COPE Communications	Member	Combined
Checking Accounts	232,599	64,015	77,542	374,156
Deposit and Investment Accounts	1,864,950	1,775,000	1,506,226	5,146,176
Totals	2,097,548	1,839,015	1,583,768	5,520,332

Statement of Cash Receipts and Disbursements For the 24 Months Ending December 31, 2007

	General Fund	COPE Communications	Member	Combined
RECEIPTS				
1 Per Capita Tax - Local Unions	6,228,097	2,306,701	2,306,701	10,841,500
2 Membership Fees - Councils	1,931	0	0	1,931
3 Campaign Receipts	252,000	47,444	345,000	644,444
4 Interest Earned	127,801	135,786	71,436	335,023
5 Legislative Conference	99,989	0	0	99,989
6 Scholarship Receipts	187,500	0	0	187,500
7 Other Events & Programs	0	0	0	0
8 Reimbursed Exp & Other Income	123,611	83,961	0	207,572
9 TOTAL RECEIPTS	7,020,929	2,573,893	2,723,137	12,317,959

EXPENSES				
Personnel				
10 Staff Salaries	2,418,603	635,575	0	3,054,178
11 Benefits & Taxes	1,181,066	363,461	0	1,544,527
12 Expenses and Allowances	5,495	0	0	5,495
13 Automobile Expenses	35,002	4,802	0	39,804
14 Travel	166,869	65,507	1,301	233,677
15 Professional Services	255,914	34,081	129,347	419,342
16 Other Personnel	54,832	11,945	30	66,807
17 Total Personnel	4,117,782	1,115,371	130,677	5,363,830

(Continued)

	General Fund	COPE Communications	Member	Combined
18 Rents & Improvements	1,009,770	10,571	0	1,020,341
19 COPE Prorata Reimbursement	(267,472)	137,500	0	(129,972)
20 Furniture & Equipment	85,785	2,387	0	88,172
21 Computer Equip & Infrastructure	71,896	7,182	0	79,078
22 Printing	30,608	12,132	0	42,740
23 Equipment Lease	(2,781)	72,155	1,337,226	1,406,599
24 Postage & Delivery	16,004	42,535	1,039	59,578
25 Stationery & Supplies	37,706	2,522	324	40,552
26 Office Telephone	55,771	14,161	0	69,932
27 Cell phone & Pager	38,288	12,660	0	50,948
28 Fax, Modem & Internet	24,179	11,887	0	36,066
29 Library	275	0	0	275
30 Total Office	1,100,028	325,691	1,338,589	2,764,308
Projects & Events				
31 Convention	140,939	39,533	0	180,472
32 Executive Council	22,722	1,205	0	23,926
33 Support for Grant Programs	50	0	0	50
34 Other Events & Programs	33,668	8,297	0	41,965
35 Total Projects & Events	197,379	49,035	0	246,413
Legislative				
36 Legislative Conference	153,186	0	0	153,186
37 Legislative Information	19,284	0	0	19,284
38 Lobbyists	17,250	0	0	17,250
39 Total Legislative	189,720	0	0	189,720
Other Items				
40 Communications	3,424	1,580	15,546	20,550
41 Contributions	371,381	620,400	360,550	1,352,331
42 Coordinated Campaigns	134,754	54,400	490,341	679,494
43 Polling, Research & Data	0	118,227	0	118,227
44 CLC Support	0	0	0	0
45 Retiree Representative	7,201	0	0	7,201
46 Taxes	(1,388)	15,316	0	13,928
47 Dues, Subscriptions & Publications	18,178	5,122	0	23,300
48 Scholarship Program	0	0	0	0
49 Insurance	10,623	0	0	10,623
50 Auditing & Accounting	50,397	8,685	0	59,082
51 Legal	92,260	24,792	0	117,053
52 Other	3,954	13,248	8,151	25,353
53 Total Other Items	690,783	861,771	874,588	2,427,142
54 TOTAL EXPENSES	6,295,691	2,351,868	2,343,854	10,991,413
55 NET INCOME (LOSS)	725,238	222,025	379,283	1,326,546

Report on Per Capita Paid Membership-2008

International and Local Name	Per Capita Paid Membership
Actors & Artists of America, Associated	
Screen Actors' Guild 140	3,405
Actors' Equity Assn 20	325
AFTRA - LA Local 40	1,866
AFTRA - SF Local 80	354
Asbestos Wrkrs, Intl Assn of Heat & Frost Insulator	
Asbestos Workers Local 16	691
Asbestos Workers Local 5	762
Auto Aero & Agri Impl Wrks of America, United	
United Auto Workers Local 2865	2,063
Bakery, Confectionery, Tobacco Wrks Intl Union	
Bakers Union Local 125	500
Bakers Union Local 24	200
Bakers Union Local 315	119
Bakers Union Local 85	312
Boilermakers, International Brotherhood of	
Cement, Lime, Gypsum Workers Local D-46	70
Communications Wrkrs of America	
SoCA Allied Printing Trds 14904	125
Communications Wrkrs 14908	4
IUE-CWA Furniture Wrkrs Local 262	290
San Jose Newspaper Guild 39098	495
NoCA Media Wrks Guild/Typog 39521	1,113
Communications Wrkrs 59053, NABET	1,760
IUE-CWA Electrical Wrkrs 850	147
Communications Wrkrs 9000	719
Univ Prof & Tech Empls 9119	5,342
Communications Wrkrs 9333	1,337
Communications Wrkrs 9400	3,534
Communications Wrkrs 9404	608
Communications Wrkrs 9408	850
Communications Wrkrs 9410	763
Communications Wrkrs 9412	889
Communications Wrkrs 9415	1,262
Communications Wrkrs 9416	270
Communications Wrkrs 9417	450
Communications Wrkrs 9419	141
Communications Wrkrs 9421	3,001
Communications Wrkrs 9423	1,325
Communications Wrkrs 9430	296

International and Local Name	Per Capita Paid Membership
Communications Wrkrs 9431	96
Communications Wrkrs 9477	34
Communications Wrkrs 9503	240
Communications Wrkrs 9505	2,577
Communications Wrkrs 9509	2,047
Communications Wrkrs 9510	2,636
Communications Wrkrs 9511	401
Communications Wrkrs 9573	478
Communications Wrkrs 9575	886
Communications Wrkrs 9586	96
Communications Wrkrs 9588	215
Assn Flight Attendants Cncl 11	1,743
Assn Flight Attendants Cncl 12	1,098
Assn Flight Attendants Cncl 47	80
Electrical Wrkrs, Intl Brotherhood of	
Electrical Workers Local 100	166
Electrical Workers Local 1023	140
Electrical Workers Local 11	6,728
Electrical Workers Local 1245	14,373
Electrical Workers Local 1269	266
Electrical Workers Local 1436	124
Electrical Workers Local 1682	86
Electrical Workers Local 1710	567
Electrical Workers Local 18	6,767
Electrical Workers Local 180	598
Electrical Workers Local 2139	104
Electrical Workers Local 234	274
Electrical Workers Local 2376	65
Electrical Workers Local 302	719
Electrical Workers Local 332	1,219
Electrical Workers Local 340	575
Studio Electricians Local 40	474
Electrical Workers Local 413	259
Electrical Workers Local 428	251
Electrical Workers Local 440	374
Electrical Workers Local 441	1,890
Electrical Workers Local 45	801
Electrical Workers Local 465	1,227
Electrical Workers Local 47	5,422
Electrical Workers Local 477	623
Electrical Workers Local 543	192
Electrical Workers Local 551	579
Electrical Workers Local 569	1,724
Electrical Workers Local 595	1,224

International and Local Name	Per Capita Paid Membership
Electrical Workers Local 6	1,406
Electrical Workers Local 617	593
Electrical Workers Local 639	109
Electrical Workers Local 659	66
Electrical Workers Local 684	233
Electrical Workers Local 800	9
Electrical Workers Local 889	34
Electrical Workers Local 946	32
Electrical Workers Local 952	413

Fire Fighters, International Assn of

Los Angeles County Fire Fighters 1014	3,102
Riverside City FF 1067	202
Santa Monica Fire Fighters 1109	107
Los Angeles City Firefighters 112	4,004
Torrance Firefighters 1138	159
Santa Clara Co Firefighters 1165	254
Santa Clara City Firefighters 1171	151
Vallejo Fire Fighters 1186	191
United Fire Fighters of Lodi 1225	59
Berkeley Fire Fighters 1227	124
Contra Costa Co Prof Firefighters 1230	495
San Joaquin Cnty Fire Fighters 1243	60
Salinas Fire Fighters 1270	83
Watsonville Professional Firefighters 1272	30
Modesto City Firefighters 1289	174
Kern County Fire Fighters 1301	492
Palo Alto Prof Fire Fighters 1319	116
Redlands Professional Fire Fighters 1354	65
Ventura County Fire Fighters 1364	426
Santa Rosa Fire Fighters 1401	161
Petaluma Firefighters 1415	49
Ontario Professional Fire Fighters 1430	131
San Miguel Fire Fighters 1434	86
San Diego City Fire Fighters 145	1,285
Costa Mesa Firefighters, Inc 1465	43
Merced City Fire Fighters 1479	59
Newark Firefighters 1483	39
So San Francisco Firefighters 1507	82
Alhambra Fire Fighters 1578	62
Roseville Fire Fighters 1592	98
Fallbrook Firefighters 1622	45
Oxnard Fire Fighters 1684	93
Fremont Fire Fighters 1689	128
Milpitas Firefighters 1699	62
Santa Cruz City Fire Fighters 1716	45

International and Local Name	Per Capita Paid Membership
Humboldt Fire Fighters 1770	18
Marin Professional Fire Fighters 1775	410
Bonita Fire Fighters 1827	11
Paradise Firefighters 1829	9
Daly City Fire Fighters 1879	63
Richmond Intl Firefighters 188	80
Lompoc City Firefighters 1906	21
Hayward Fire Fighters 1909	117
Culver City Fire Fighters 1927	58
Redding Firefighters 1934	36
Union City Fire Fighters 1946	42
Mountain View Prof Firefighters 1965	65
Livermore/Pleasanton Firefighters 1974	108
Garden Grove Fire Fighters 2005	92
Santa Maria Fire Fighters 2020	62
Santa Barbara County Fire Fighters 2046	229
Chula Vista Fire Fighters 2180	111
San Gabriel City Firemen's 2197	35
Compton Fire Fighters 2216	70
Rancho Cucamonga Fire Fighters 2274	68
Avalon Fire Fighters Local 2295	10
San Jose Fire Fighters 230	711
Hemet Firefighters 2342	57
Orange City Fire Fighters 2384	129
San Mateo Co Firefighters 2400	486
United Professional Fire Fighters 2415	37
Turlock Fire Fighters 2434	34
Bakersfield Firefighters 246	50
Healdsburg Fire Fighters 2604	6
Salinas Rural Fire Fighters 2606	43
Alpine Fire Fighters 2638	13
Piedmont Fire Fighters 2683	25
National City Fire Fighters 2744	40
Redondo Beach Fire 2787	63
Gilroy Fire Fighters 2805	36
CA Dept of Forestry Firefighters 2881	4,606
Anaheim Fire Fighters 2899	222
Russian River & Bodega Bay Fire Fighters 3051	17
North Monterey Cnty Fire Fighters 3058	30
Napa City Fire Fighters 3124	54
West Covina Firemen's 3226	68
Huntington Beach Firemen 3354	120
Tracy City Fire Fighters 3355	69
Hermosa Beach Fire Fighters 3371	19
Oakdale Fire Fighters 3379	19
Stanislaus Consolidated Fire Fighters 3399	38

Fullerton Fire Fighters 3421	88	South Placer Firefighters 3809	34
Ventura City Fire Fighters 3431	70	Montebello Firefighters 3821	62
Arcadia Fire Fighters 3440	49	Escondido Firefighters 3842	84
Downey Firemen's 3473	62	Calif City Firefighters 3903	10
Upland Fire Fighters 3477	37	Woodland Firefighters 4029	50
Davis Professional Fire Fighters 3494	51	Carmel Valley Professional Firefighters 4096	16
Vacaville Firefighters 3501	70	Crest Forest Prof Fire Fighters 4105	23
Santa Fe Springs Firemen 3507	59	Vista Firefighters 4107	70
Chino Firemen's 3522	103	Paso Robles Fire Fighters 4148	22
San Luis Obispo Fire Fighters 3523	45	Del Mar Firefighters 4163	9
Aptos/La Selva Fire Fighters 3535	31	San Marcos Firefighters	27
Murrieta Fire Fighters 3540	39	Lathrop Manteca Firefighters 4317	32
San Ramon Valley Firefighters 3546	162	Rancho Santa Fe Firefighters 4349	40
Scotts Valley Fire Fighters 3577	23	Atwater Firefighters 4398	12
Sonoma Valley Prof Fire Fighters 3593	14	Arroyo Grande Firefighers 4403	12
Atascadero Firefighters 3600	20	Windsor Firefighters 4407	5
Palm Springs Firefighters 3601	35	UC Firefighters 4437	47
Loma Linda Professional Fire Fighters 3603	18	Oakdale Rural Fire 4451	16
El Dorado Hills Assoc of Firefighters 3604	5	Lakeside Firefighters 4488	50
Central Fire Protect Dist Of Santa Cruz Co 3605 ..	52	Fountain Valley Firefighters 4530	15
Montclair Fire Fighters 3608	23	Stockton Professioal Firefighters 456	277
Monterey Park Fire Fighters 3625	52	Sacramento Area Fire Fighters 522	1,582
San Marino Fire Fighters 3626	21	Santa Barbara City Fire Fighters 525	99
Ceres DPS Fire Fighters 3636	21	Alameda Cnty/Oakland/Emeryville Fire Ftrs 55 ..	749
Cathedral City Fire Fighters 3654	37	Eureka Fire Fighters 652	39
South Pasadena Firefighters 3657	19	Alameda City Int'l Firefighters 689	97
El Segundo Fire Fighters 3682	51	Fresno Fire Fighters 753	317
Laguna Beach Fire Fighters 3684	39	Glendale Fire Fighters 776	186
Ukiah Professional Firefighters 3686	14	Burbank Fire Fighters 778	120
Rialto Professional Fire Fighters 3688	70	SF Fire Fighters 798	1,390
Monterey Fire Fighters 3707	44	Pasadena Fire Fighters 809	147
Victorville Professional Fire Fighters 3710	56	San Bernardino City Fire Fighters 891	160
Long Beach Fire Fighters 372	428	San Bernardino County Fire Fighters 935	329
Pacific Grove Fire Fighters 3723	16	Vandenberg Prof Firefighters F-116	60
Morro Bay Firefighters 3725	10	Presidio Fire Department F-146	32
Carlsbad Fire Fighters 3730	78	Monterey Bay Firefighter F-166	4
Newport Beach Fire Fighters 3734	110	Miramar Prof Firerfighters F-289	43
Oceanside Firefighters 3736	93	Presidio of Monterey Fire F-300	15
Kings County Firefighters 3747	64	Concord Fed Prof Firefighters F-309	20
Corona Fire Employees 3757	115	Federal Fire Fighters San Diego F-33	176
Brea Prof Firefighters 3776	44	Edwards Air Force Base Firefighters F-53	93
Solano Beach Fire Fighters 3779	19	Federal Firefighters F-85	97
Encinitas Fire Fighers 3787	47		
Yuba City Firefighters 3793	42		
Nevada Co Consol Firefighters 3800	57		
Norco Firefighters 3806	26		
		Food & Commercial Wkrs Intl Union, United	
		Chemical Wkrs Union 1-C	137
		United Food & Comm Wrks 101	7,116

International and Local Name	Per Capita Paid Membership
United Food & Comm Wrks 1167	7,692
United Food & Comm Wrks 135	5,469
United Food & Comm Wrks 1428	5,417
United Food & Comm Wrks 1442	5,126
Chemical Wrks Union 146-C	264
Whsl Wine, Liquor Slsmn 151-D	35
Chemical Wrks Union 25-C	35
United Food & Comm Wrks 324	10,000
Chemical Wrks Union 350-C	150
Wine & Allied Workers 45-D	120
United Food & Comm Wrks 5	20,764
Retail Clerks 648	1,603
United Food & Comm Wrks 8	28,537
Chemical Wrks Union 995-C	206

Glass, Molders, Pottery, Plastics & Allied Wrks

Glass, Molders, Pottery 141	142
Glass, Molders, Pottery 164-B	288
Glass, Molders, Pottery 177	316
Glass, Molders, Pottery 2	102
Glass, Molders, Pottery 52	266
Glass, Molders, Pottery 81	78

Government Employees, American Federation of

AFGE/TSA Local 01	135
AFGE/VA Local 1061	1,316
AFGE/USDA Local 1106	503
AFGE Local 1122	743
AFGE Local 1159	253
AFGE Local 1200	228
AFGE Local 1202	296
AFGE/VA Local 1203	447
AFGE Local 1206	381
AFGE Local 1208	288
AFGE Local 1216	335
AFGE Local 1217	56
AFGE Local 1221	54
AFGE Local 1223	165
AFGE Local 1227	51
AFGE Local 1233	105
AFGE/TSA Local 1234	180
AFGE Local 1242	330
AFGE Local 1263	272
AFGE Local 1278	24
AFGE Local 1399	359
AFGE Local 1406	454

International and Local Name	Per Capita Paid Membership
AFGE Local 1482	1,188
AFGE Local 1533	48
AFGE Local 1546	1,621
AFGE/NBPC Local 1613	2,009
AFGE/NBP/INS Local 1616	166
AFGE Local 1620	236
AFGE/USDA Local 1657	19
AFGE Local 1680	310
AFGE/VA Local 1697	244
AFGE Local 1764	1,065
AFGE Local 1808	242
AFGE Local 1857	72
AFGE Local 1881	135
AFGE/USDA Local 1918	28
AFGE 1923 HealthCare Financial Adm	89
AFGE Local 2003	359
AFGE Local 2018	530
AFGE/DOD Local 2025	79
AFGE Local 2029	112
AFGE Local 2060	101
AFGE Local 2110	1,557
AFGE/DOD Local 2111	284
AFGE/VA Local 2152	173
AFGE/DOD Local 2161	83
AFGE GSA Local 2275	183
AFGE Local 2297	360
AFGE Local 2391	413
AFGE Local 2429	379
AFGE Local 2433	598
AFGE Local 2452	550
AFGE/NBP Local 2544	552
AFGE/NBP Local 2554	978
AFGE Local 2654	174
AFGE Local 2723	69
AFGE Local 2776	88
AFGE/NINSC/INS Local 2805	558
AFGE Local 2879	441
AFGE Local 2947	268
AFGE/BOP Local 3048	767
AFGE Local 3172	827
AFGE/EEOC Local 3230	837
AFGE Local 3584	289
AFGE Local 3619	553
AFGE Local 3723	726
AFGE Local 3854	531
AFGE Local 3899	402

AFGE Local 3943	422
AFGE Local 3969	475
AFGE/BOP/INS Local 4038	231
AFGE Local 4048	137
AFGE Local 490	306
AFGE Local 505	763
AFGE Local 51	256
AFGE/INS Local 511	84
AFGE Local 63	79
AFGE Local 702	144
AFGE USDA Food Inspectors 926	147
AFGE Local 988	1,142

Iron Wkrs, Intl Assn of Bridge, Structural

Iron Workers Union 118	1,074
Iron Workers Union 155	407
Iron Workers Union 229	1,128
Iron Workers Union 377	2,102
Iron Workers Union 378	1,951
Reinforcing Iron Workers 416	2,128
Structural Iron Workers 433	3,933
Shopmen's Local Union 509	479
Iron Workers Union 624	113
Iron Workers Union 75	11

Electrical Contractors, Intl Union of

Elevator Constructors Local 18	144
Elevator Constructors Local 8	150

Laborers' Intl Union of North America

Laborers Union Local 1130	500
Laborers Union Local 1184	4,117
Fed of School Empls 1200	220
Hod Carriers & Laborers 139	550
Hod Carriers Union Local 166	227
Construction & General Laborers 261	1,302
Laborers Union Local 291	524
Hod Carriers & Laborers 294	667
Laborers Union Local 300	3,250
Construction & General Laborers 304	1,132
Laborers Union Local 507	375
Laborers Union Local 585	975
Laborers Union Local 67	350
Studio Utility Employees 724	335
Laborers Union Local 777	1,671
Hod Carriers & Laborers 783	560
Shipyard & Marine Laborers 886	386

Letter Carriers, Natl Assn of

Letter Carriers Branch 0133	400
Letter Carriers Branch 183	423
Letter Carriers Branch 3275	6

Longshore & Warehouse Union, Intl

Longshore & Warehouse 10	796
SF Inlandboatmen-Marine Div 20	148
Ship Clerks Assn, ILWU 34	208
Longshore & Warehouse 6	958

Machinists & Aerospace Wkrs, Intl Assn of

Machinists Local 1101	1,026
Machinists Local 1125	157
Machinists Local 1173	572
Machinists Union Local 1186	1,162
Peninsula Auto Machinists 1414	2,212
Machinists Local 1484	493
Machinists Local 1528	670
East Bay Auto Machinists 1546	1,733
Electronic Journeyman & Production 1584	523
Machinists Local 1596	473
Air Transport Empls 1781	215
Sierra Pacific Air Transport 1782	931
Machinists Local 1910	157
Machinists Local 1930	1,452
LA Air Transport 1932	2,042
Machinists Local 1957	252
Machinists Local 1980	34
Machinists Local 201	45
Machinists Local 2023	31
Machinists Local 2024	132
Machinists Local 2182	594
Machinists Local 2228	243
Machinists Local 2230	11
Machinists Local 2231	22
Machinists Local 25	33
Machinists Local 2786	239
Machinists Local 311	1,237
Machinists Local 389	886
Machinists Local 575	124
Machinists Local 620	20
Machinists Local 653	256
Machinists Local 706	251
Machinists Local 720-E	45
Machinists Local 720-J	30
Machinists Local 726	136

International and Local Name	Per Capita Paid Membership
Machinists Local 727-N	197
Machinists Local 727-P	390
Machinists Local 755	204
Machinists Local 812	11
Machinists Local 821	7
Machinists Local 906	57
Machinists Local 93	833
Machinists Local 946	196
Machinists Local 964	94
Woodworkers W-12	163
Woodworkers W-98	104
Maintenance of Way Empls, Brotherhood of	
Maint of Way Empls 1196	67
Marine Engineers' Beneficial Assn	
District 1, MEBA/NMU 20	479
CA Assn Professional Empls 80	958
Masters, Mates & Pilots, Intl Org of	
Masters, Mates & Pilots 20	42
Masters, Mates, Pilots 40 Pacific Maritime	214
SF Bar Pilots 60	59
Musicians of the US & Canada, American Fed of	
San Jose Federation of Musicians 153	46
Musicians Union 292	54
Professional Musicians 47	1,667
Musicians Union 6	500
Office & Professional Empls, Intl Union	
Office & Prof Empls Local 277	172
Office & Prof Empls Local 29	3,122
Office & Prof Empls Local 3	1,529
Office & Prof Empls Local 30	3,176
Office & Prof Empls Local 45	1,085
Hypnotherapists' Union Local 472	225
ITPEU/OPEIU Local 4873	1,393
Operating Engineers, Intl Assn of	
Operating Engineers 12	9,583
Operating Engineers 3	17,930
Stationary Engineers 39	1,438
Operating Engineers 501	1,500

International and Local Name	Per Capita Paid Membership
Painters & Allied Trds of the US & Canada	
Paint & Lacquer Wrks 1053	309
Auto, Marine & Specialty Painters 1176	581
Carpet, Linoleum, Soft Tile Wrks 12	1,345
Carpet, Resil Flr Cvrng Wrks 1237	388
Resil Flr & Dec Cov Wrks 1247	800
Glaziers/Floor Coverers 1399	390
Painters Union Local 1595	1,077
Painters Union Local 1621	750
Glaziers Union Local 169	939
Painters Union Local 1798	550
Painters Union Local 1991	620
Painters Union Local 2345	935
Painters and Drywall Finishers 256	1,735
Painters Union Local 272	100
Painters Union Local 294	269
Painters Union Local 3	1,035
Painters Union Local 333	320
Painters Union Local 376	332
Painters Union Local 487	682
Painters Union Local 507	1,034
Sign & Display Union 510	1,097
Painters & Tapers Local 52	227
Glaziers & Glass Wrks 636	1,431
Glaziers, Architectural Metal & Glass Wrks 718	560
Painters Union Local 741	516
Glaziers Local 767	285
Painters & Tapers Local 775	450
Painters Union Local 83	415
Tradeshow and Signcrafts 831	2,470
Painters & Tapers 913	541
Painters Union Local 95	1,105
Roofers Union Local 36	440
Roofers Union Local 40	379
Roofers Union Local 95	192
Plasterers' & Cement Masons Intl Assn of the US	
Plasterers & Cement Masons 300	300
Cement Masons 400	126
Cement Masons 600	748
Plumbing & Pipefitting Ind of the US & Canada	
Plumbers & Pipefitters 114	276
Plumbers Union Local 159	513
Plumbers & Steamfitters 228	257
Plumbers Union Local 230	1,131

International and Local Name	Per Capita Paid Membership
Pipefitters Local 250	2,150
Steamfitters Union Local 342	40
Plumbers & Fitters 343	521
UA Local 345	279
Plumbers & Pipefitters 38	1,240
Plumbers & Steamfitters 393	240
Plumbers & Steamfitters 398	319
Plumbers & Fitters 442	248
Plumbers & Fitters 447	958
Plumbers & Steamfitters 467	986
Sprinkler Fitters Local 483	400
Plumbers & Steamfitters 484	285
Plumbers & Steamfitters 494	134
Plumbers & Pipefitters 62	211
Sprinkler Fitters U A Local 709	549
Plumbers Local Union 78	1,048
Professional & Technical Engineers, Intl Fed of	
Engineers & Scientists of CA 20	2,000
Professional & Tech Engineers 21	5,040
School Employees Association, California	
CA School Employees	53,213
Seafarers' International Union of North America	
Sugar Workers 1	292
Sailors Union of the Pacific 240	2,250
Pacific Coast Marine Firemen	500
Sheet Metal Workers 104	2,200
Sheet Metal Workers 105	800
Sheet Metal Workers 162	1,290
Sheet Metal Workers 206	323
Sheet Metal Workers 273	233
Service Employees International Union	
Service Employees 1000	4,129
Service Employees 1021	49,463
Service Employees 1877	15,055
CA Faculty Assn 1983	2,000
Service Employees 221	5,929
Pari-Mutuel Empls Guild 280	1,500
Service Employees 521	11,245
Service Employees 721	46,890
LA City & County Schl Empls 99	19,131
SEIU United Healthcare Workers-West	50,053

International and Local Name	Per Capita Paid Membership
Stage Empls & Moving Picture Tech, Intl US & Can	
IATSE District 2 Council	5,319
Theatrical Stage Empls 107	123
IATSE Union Local 122	184
IATSE Union Local 134	125
MP & Video Projectionists 150	79
IATSE Stagehands Local 158	31
Theatrical Stage Empls 16	671
IATSE Union Local 166	13
MP Machine Operators 169	37
IATSE Union Local 33	1,222
Property Craftspersons 44	4,966
IATSE Union Local 50	67
Theatrical Stage Empls 504	287
Int'l Cinematographers Guild,	
IATSE Local 600	3,162
IATSE Union Local 611	48
Stage Hands Union Local 614	57
Lab Film/Video Technicians 683	1,183
MP Sound Technicians 695	1,544
IATSE 700 Motion Picture Editors	5,340
MP Costumers Local 705	1,552
Make-Up Artists and Hair Stylists	
Guild Local 706	1,466
Studio Elect Lighting Technicians 728	2,159
MP Set Painters & Sign Writers Local 729	1,072
MP First Aid Employees 767	282
Theatrical Wardrobe Local 768	128
Theatrical Wardrobe Local 784	106
Studio Art Craftsmen Local 790	154
MP Grips 80	2,170
Art Dir Guild & Scenic, Title & Grphc Art 800	871
The Animation Guild Local 839	1,740
Set Designers Local 847	294
IATSE Treasurer and Ticket Sellers Local 857	202
IATSE Script Supervisors 871	1,304
Theatrical Wardrobe Local 874	18
IATSE Studio Teachers 884	101
Costume Designers Guild 892	674
Theatrical Wardrobe Local 905	23
IATSE Union Local 923	107
Theatrical Empls Local B-18	92
Amusement Area Empls B-192	600
Theatrical Empls Local B-66	161
Theatrical Press Agents 18032	84

International and Local Name	Per Capita Paid Membership
State, County & Municipal Employees, American Federation of	
Stanislaus Cnty Employees 10.....	1,974
San Jose AFSCME 101	5,554
Torrance Municipal Employees 1117.....	597
LA County Employees 119.....	215
UNAC Health Care Workers 1199.....	14,032
San Diego Area Municipal Empls 127.....	2,494
LA Housing Authority 143	543
Sacramento Employees 146	1,789
Artesia Municipal Empls 1520	39
Probation Peace Officers' of Santa Clara Co 1587	589
Comm Redev Agency of LA 164	67
Humboldt County Public Empls 1684	683
Westminster City Empls 1734.....	61
LA Community Redevelopment Agency	
Mgmt Emps 1890	106
City of Lawndale 1895	33
AFSCME Local 1902.....	2,086
LA Professional Medical Empls 2006	121
AFSCME Local 2019	924
AFSCME Local 206 UAPD	
(Physicians and Dentists).....	3,623
Orange County Eligibility Workers 2076.....	925
AFSCME Local 2167	64
City of Burlingame Empls 2190	60
Community Redev Agency, LA Supv	
Empls 2204	27
ABC BOARD OF EDUC EMPLS 2229.....	346
Compton Management Empls 2325	76
East Bay Regional Parks Empls 2428.....	890
Oakland Unified School Empls 257	784
Sacto CC School Empls 258	1,384
AFSCME Local 2620.....	5,217
Librarians' Guild Local 2626	591
Contra Costa Cnty Clerical Employees 2700 ..	2,264
Merced Cnty Empls 2703	1,750
LA Assn Psych Soc Workers 2712	555
LA Sup Court Professional Employees 276	59
United Administrators of SF Local 3	221
United Domestic Workers of America 30	54,466
Ontario City Employees 3061.....	472
All City Employees 3090.....	6,814
Anaheim Union HSDist Empls 3112	591
Burbank City Employees 3143	674
Inyo County Employees 315.....	210

International and Local Name	Per Capita Paid Membership
LA Metropolitan Transit Authority, Sr Sup 3150 ...	7
LA CA Superior Court Tech Employees 3271	19
Mammoth Lake Employees 3291	28
AFSCME Local 3299.....	21,169
LA Sup Court Empls Local 3302	250
Covina City Employees Local 3325	40
West Hollywood City Empls 3339	182
LA County Supervising Social Workers 3511	75
Hawaiian Gardens City Employees 3624	133
LA Metropolitan Transit Authority,	
Suprvsrs 3634	715
LA City Executive Secretaries 3672.....	38
Bellflower City Empls 3745	70
Siskiyou County Employees 3899	332
Town of Windsor Employees 3910	46
AFSCME Local 3916 (AC Transit)	289
IUOPTE 3947	97
Cathedral City Employees 3961	85
BART Superv & Professional Union 3993	263
East Bay Muni Util Dist Empls 444	863
Contra Costa CntyProfTechEmpls 512	524
LA Superior Court Clerks 575	860
Community Redev Agency LA	
Prof Employees 585	84
Cerritos City Employees 619	122
AFSCME Local 675	137
LA County Probation Officers 685	4,216
AFSCME Local 741.....	1,528
LA Soc Serv Prof Tech Empls 800	671
Carson City Employees 809	448
San Mateo County Empls 829	3,560
LA County Health Dept Empls 830	177
San Joaquin CntyTransp Workers 847	198
Pasadena Municipal Employees 858.....	404
LA City Recr Employees Union 901	564
LA CA Sup Court Legal Professionals Local 910 ..	71
Pleasanton City Empls Association 955	201
Steelworkers of America, United	
United Steelworkers Local 1304.....	210
United Steelworkers Local 139T	12
United Steelworkers Local 1440.....	621
United Steelworkers Local 18.....	63
United Steelworkers Local 1981.....	63
United Steelworkers Local 2018.....	137
United Steelworkers Local 2571.....	56

International and Local Name	Per Capita Paid Membership	International and Local Name	Per Capita Paid Membership
United Steelworkers Local 2801	845	San Mateo CC Fed Of Teachers, AFT Local 1493	1,225
United Steelworkers Local 418	204	Sunol Federation of Teachers	17
United Steelworkers Local 44	47	Los Angeles College Faculty Guild, AFT 1521	5,414
United Steelworkers Local 458	21	College Staff Guild, AFT Local 1521A	1,153
Aluminum, Brick & Glass Wkrs 474	96	State Center Fed of Teachers 1533	1,702
United Steelworkers Local 4997	366	Peralta Federation of Teachers 1603	1,150
United Steelworkers Local 515-U	393	United Professors of Marin 1610	348
United Steelworkers Local 555	333	Antelope Valley Fed of Teachers Local 1793	14
United Steelworkers Local 560	462	Newport/Mesa Fed Of Teachers 1794	1,232
United Steelworkers Local 5632	236	Ventura CC Fed of Teachers 1828	1,725
United Steelworkers Local 565	173	Bakersfield Fed of Tchrs Local 1866	16
United Steelworkers Local 66	15	Petaluma Federation of Teachers 1881	584
United Steelworkers Local 6703	136	Diablo Valley Psychologist Chapter 1902	41
United Steelworkers Local 6966	98	Coast Federation of Educators 1911	517
United Steelworkers Local 705	33	Gilroy Fed of Teachers & Paraprofls 1921	101
United Steelworkers Local 7600	6,905	San Diego Community Colleges 1931	2,490
United Rubber Workers 766	102	Pajaro Valley Fed of Teachers 1936	1,550
United Steelworkers Local 8049	2	Santa Rosa Junior College Teachers 1946	50
United Steelworkers Local 8065	431	UC Riverside Teachers 1966	142
Aluminum, Brick & Glass Wkrs 843	213	Tamalpais Fed of Teachers 1985	239
United Steelworkers Local 8433	116	Novato Fed of Teachers 1986	512
United Steelworkers Local 8599	1,656	UCLA Faculty Union 1990	308
United Steelworkers Local 8844	313	Pittsburg/Antioch Fed Teachers 2001	1
United Steelworkers Local 8957	237	Morgan Hill Fed of Teachers 2022	555
United Steelworkers Local 9440	194	UC Davis Teachers 2023	198
United Steelworkers Local 9518	1,531	Greater Santa Cruz Fed of Tchrs 2030	629
United Steelworkers Local 9600	197	University Council: San Diego, AFT Local 2034	133
PACE 8-1876	90	Santa Paula Fed Of Teachers 2071	229
PACE 8-471	38	Ojai Fed of Teachers Local 2119	219
PACE 8-5	1,630	SF Community College Fed of Teachers 2121	2,296
PACE 8-534	72	UC Santa Barbara Teachers 2141	178
PACE 8-675	2,779	UC Santa Cruz Teachers 2199	218
Teachers, American Federation of		Carpinteria Fed of Teachers 2216	314
Salinas Valley Fed Of Teachers 1020	951	Galt Fed Of Certificated & Classified Empls 2219	87
United Teachers of Los Angeles 1021	14,499	UC Irvine Teachers 2226	159
San Rafael Fed Of Teachers 1077	135	SF Archdiocesan Fed Teachers 2240	194
Berkeley Fed of Teachers 1078	912	Coachella Valley Fedof Teachers 2247	3
Oxnard Federation of Teachers 1273	1,577	Placer-Nevada Teachers 2267	31
Escondido Fed Of Teachers 1278	3	Glendale CC Fed Of Teachers 2276	1,095
Culver City Fed Of Teachers 1343	456	Los Rios CC Fed of Teachers 2279	3,016
El Camino CC Fed Of Teachers Local 1388	674	AFT Fed of Tchrs 2317	1,520
Clovis Federation of Teachers 1463	4	Poway Federation of Teachers 2357	2,101
UC AFT Berkeley Local 1474	331		
Early Childhood Fed Teachers 1475	558		
Jefferson Fed of Teachers Local 1481	625		

International and Local Name	Per Capita Paid Membership
Turlock Federation of Teachers 2424	117
Lompoc Federation of Teachers 3151	694
Sonora HS Fed Of Teachers 3187	114
Ohlone College Fed of Teachers 3200	1
Lemoore Federation of Teachers 3219	109
Jefferson Elementary Federation 3267	319
Laton Federation of Teachers 3278	55
El Rancho Fed of Teachers 3467	653
Merced County Fed Of Educational Emp 3484	36
Compton Fed of Employees 3486	128
Paso Robles Fed of Teachers 3553	498
Rescue Federation of Teachers 3581	266
Evergreen Federation of Teachers 3688	68
Stony Creek Federation of Teachers 3873	15
N Monterey Cnty Fed Teachers 4008	306
Santa Paula High School District Federation 4044	94
Napa County Fed of Teachers 4067	82
Oakwood Faculty Assn 4128	45
Buckley Faculty Association 4163	37
University of SF Faculty 4269	465
San Diego Adult Educators 4289	612
Mendocino Cnty Fed Tchrs 4345	115
Cabrillo College Federation of Teachers 4400	760
Horicon Elem Fed of Teachers 4415	22
Ventura Cnty Fed Schl Empls 4434	300
Palomar CC Classified Empls 4522	172
Lawndale Fed Classified Empls 4529	230
Cuesta College Classified United Empls 4606	131
Feather River College Fed Teachers 4615	67
San Mateo Adult Fed of Tchrs 4681	55
Antelope Valley CC Class Empls Local 4683	336
Coast Federation of Classified Empls 4794	843
Shaffer Federation of Teachers 4812	24
Aromas/San Juan Fed of Tchrs 4830	70
Lemoore Fed Classif Empls 4870	94
Westridge Fed of Teachers 4886	15
Cuesta College Fed of Teachers 4909	627
Gold Trail Fed of Teachers 4911	45
Sonoma County Fed of Teachers 4915	39
Yuba College Teachers 4952	231
Fort Sage Fed of Teachers 4964	15
Sacto Job Corps Tchrs 4986	56
Summerville Fed of Teachers 6007	39
Tuolumne County Special Educators Federation 6029	38

International and Local Name	Per Capita Paid Membership
Hawthorne Fed Clsfd Emp Local 6041	225
Santa Cruz Council of Classified Employees 6084	327
Alta Loma Council of Classified Employees 6089	187
Solvang Federation of Teachers 6090	30
Tuolumne Cnty Cncl of Classified Employees 6097	36
Azusa Federation of Adult Education 6098	80
United Educators of San Francisco 61	8,449
Adjunct Faculty United 6106	1,590
Long Beach CC Cncl Of Classified Employees 6108	379
Menifee Council of Classified Employees 6109	435
Compton Council of Classified Employees 6119	545
Inglewood Federation of Teachers 6128	26
El Camino Classified Employees 6142	304
Twain Harte Federation of Teachers 6151	33
San Jose Evergreen Faculty Association 6157	850
Palomar Faculty Federation of Teachers 6161	319
Palmer College of Chiropractic West Faculty 6166	41
S San Francisco Adult Education Local 6179	34
Madera Adult Educators 6180	31
Allan Hancock College Part Time Faculty Assn 6185	174
Berkeley Council of Classified Employees 6192	467
Cerritos College Faculty Federation 6215	963
Alliant Int'l Univ Prof 6258	32
AFT 6262 - PT Fac United at College of the Canyons	239
Mendocino College Teachers 6322	32
Citrus College FoT 6352	160
United Child Care Ed SF	50
United Teachers of Oakland 771	328
CA Fed of Teachers 8004	198
San Jose Federation of Teachers 957	174
Teamsters, Intl Brotherhood of	
Locomotive Eng Trainmen 0001	236
Teamsters Local 137	280
Chauffeurs, Teamsters, Helpers 150	1,019
Teamsters, Chauffeurs, Warehousemen 166	1,246
Teamsters Local 186	338
Food Process Workers, Warehousemen 228	210
Retail Delivery Drivers 278	407
Teamsters Local 287	600

General Truck Drivers, Warehousemen 315	606
Sanitary Truck Drivers 350	396
Bldg Material, Constr Industry Teamsters 36	303
Teamsters, Warehousemen 381	289
Teamsters Local 386	436
Package & General Utility Drivers 396	2,271
Studio Transportation Drivers 399	1,001
Teamsters Local 431	336
Teamsters Local 439	528
Automotive Allied Industry Empls Local 481	826
Teamsters, Chauffeurs, Warehousemen 490	540
Teamsters Automotive Workers 495	1,774
Creamery Employees & Drivers 517	682
Teamsters, Chauffeurs, Warehousemen 542	1,599
Chauffeurs, Sales Drivers 572	2,421
Steel, Paper, House, Chemical Drivers 578	679
Cannery Workers, Processors, Warehousemen 601567	
General Truck Drivers, Warehousemen 624	509
Wholesale, Retail Food Dist Wkrs 63	3,667
Food Industry Beverage Warehouse Drivers 6301,431	
Teamsters, Automotive Employees 665	1,089
Sales Drivers, Helpers, Dairy Workers 683	414
Teamsters, Auto Truck Drivers 70	905
Cannery Workers, Food Processors, Drivers 746	2
Teamsters Automotive Employees 78	1,555
Wholesale Delivery Drivers 848	1,450
Teamsters, Auto Truck Drivers 85	307
Whse, Mail Order, Retail Empls 853	2,872
Freight Checkers, Clerical Employees 865	1,144
Teamsters and Food Processors 87	164
Teamsters, Warehousemen 890	819
Brewery, Soda, Mineral Water Bottlers 896	646
Telegraph Empls Local 9	17
Teamsters, Public, Prof Medical Employees 9111,562	
Teamsters, Packers 912	278
Teamsters Local 948	608
General Truck Drivers 952	2,306
Misc Warehousemen, Drivers 986	2,323
GCIU Paper Handlers 24-H	19
GCIU SF Pressmen & Platemakers 4-N	423
GCIU Graphic Comm 432-M	49

Transit Union, Amalgamated

Amalgamated Transit Union 1027	268
Amalgamated Transit Union 1225	324
Amalgamated Transit Union 1277	2,097

Amalgamated Transit Union 1309	1,002
Amalgamated Transit Union 1555	942
Amalgamated Transit Union 1574	515
Amalgamated Transit Union 1575	254
Amalgamated Transit Union 1589	518
Amalgamated Transit Union 1605	250
Amalgamated Transit Union 1704	479
Amalgamated Transit Union 192	2,041
Amalgamated Transit Union 256	613
Amalgamated Transit Union 265	1,440
Amalgamated Transit Union 276	198

Transport Wkrs Union of America

Transport Workers Local 200	192
Transport Workers Union 250-A	1,533
Air Transport Workers 502	964
Transport Workers Local 505	383
Transport Workers Local 556	675

UNITE-HERE!

UNITE HERE Local 11	7,923
UNITE HERE Local 19	2,794
UNITE HERE Local 2	5,500
UNITE HERE Local 2850	2,000
UNITE HERE Local 49	2,498

Utility Wkrs Union of America

Utility Workers Local 132	3,279
Utility Workers Local 160	48
Utility Workers Local 246	736
Utility Workers Local 259	203

Regional Councils

Bay Cities Metal Trds Cncl	
CWA Coastal Valley Cncl	
CWA Northern California/Nevada Cncl	
CWA S California Cncl	
Hollywood Entertainment Labor Cncl	
Los Angeles Union Label Cncl	
N CA Allied Printing Trds Cncl	
S CA Maritime Ports Council	
SF Maritime Trds Port Council	
UFCW Region 8 States Council	
W Reg Dst Council Roofers (CA, HI, NV)	

International and Local Name	Per Capita Paid Membership
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Building & Construction Trade Councils

Alameda Bldg & Const Trds Cncl
 Contra Costa Bldg Trds Cncl
 Fresno/Madera Bldg Trds Cncl
 Humboldt/Del Norte Bldg Trds Cncl
 Imperial Bldg Const Trds Cncl
 Kern/Inyo/Mono Bldg Trds Cncl
 LA/Orange Bldg ConstTrds Cncl
 Marin Bldg Const Trds Cncl
 Monterey/S Cruz Bldg Trds Cncl
 Napa/Solano Bldg Trds Cncl
 North Eastern CA Bldg Const Trds Cncl
 Pacific Coast Metal Trds District Cncl
 Sac/Sierra Bldg ConstTrds Cncl
 San Bernardino/Riverside Bldg Trds Cncl
 San Diego Bldg ConstTrds Cncl
 San Joaquin Bldg Trds Cncl
 San Mateo Bldg & ConstTrds Cncl
 Santa Clara/Santa Benito Bldg Trds Cncl
 SF Bldg & Const Trds Cncl
 Sonoma/Mendo/Lake Bldg Trds Cncl
 Stan/Merc/Tuol Bldg Trds Cncl
 Tri-Counties Bldg Trds Cncl
 Ventura Bldg Const Trds Cncl

California State Councils

CA American Postal Wkrs Union
 CA Conference Of Machinists
 CA Federation of Teachers
 CA Professional Firefighters
 CA State Assn Letter Carriers
 CA State Association of Electrical Workers
 CA State Cncl of UNITE HERE
 CA State Conf of Plaster & Cement Masons
 CA State Conf Transport Wkrs
 CA State Retiree Council
 CA State Theatrical Fed
 Cal/Nev Conf Oper Engineers
 Professional Musicians Of Central California
 SEIU California State Council
 State Bldg & Const Trds Cncl of California
 Teamsters, California Public Affairs Councils
 Western States Council of Sheet Metal Workers

International and Local Name	Per Capita Paid Membership
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Central Labor Councils

Alameda Labor Council, AFL-CIO
 Butte-Glenn CLC
 Contra Costa CLC
 Five Counties CLC
 Fresno/Madera/Tulare/Kings CLC
 Humboldt/Del Norte CLC
 Kern/Inyo/Mono CLC
 Los Angeles County Fed of Labor
 Marysville Central Labor Council
 Merced/Mariposa CLC
 Monterey Bay CLC
 Napa/Solano CLC
 North Bay Labor Council
 Orange County CLC
 Sacramento CLC
 San Bernardino/Riverside CLC
 San Diego/Imperial CLC
 San Francisco Labor Council
 San Joaquin/Calaveras CLC
 San Mateo CLC
 South Bay AFL-CIO Labor Cncl
 Stanislaus/Tuolumne CLC
 Tri-Counties Central Labor Cncl

District & Joint Councils

AFSCME District Council 36
 AFSCME District Council 57
 CA Conf Board of ATU
 CWA District 9
 District Council of Iron Workers
 Fire Fighters 10th District Cncl
 IAM District Council
 IAM District Council 725
 IAM District Council 947
 IATSE District 2 Council
 Joint Cncl of Teamsters 38
 Joint Cncl of Teamsters 42
 Joint Council of Teamsters 7
 Longshore & Warehouse N CA Dist Cncl
 N CA Dist Cncl of Plasterers
 N Joint Board Electrical Wkrs
 NCA Dst Cncl of Laborers
 Painters and Allied Trds District Council 36
 Painters Dist Council 16
 Pipe Trds District Cncl 16

S CA Dist Cncl ILWU
 S CA Dist Cncl of Plasterers
 SCA Dist Cncl of Laborers

Constituency Groups

A Phillip Randolph Institute CA St Chapter
 California Alliance for Retired Americans
 Coalition of Black Trade Unionists - N CA
 Coalition of Black Trade Unionists - S CA
 Coalition of Labor Union Women - LA
 Labor Council for Latin American Advancement - LA

New Affiliates

Local Unions:

Boilermakers Local 549 4/1/06
 United Transportation Union Locals 23, 31,
 32, 84, 98, 100, 239, 240, 492, 694, 771, 811,
 835, 1200, 1201, 1241, 1252, 1422, 1544, 1563,
 1564, 1565, 1570, 1581, 1584, 1607, 1608,
 1674, 1694, 1730, 1732, 1741, 1770, 1785,
 1801, 1813, 1846 5/1/06
 Professional Airways Systems Spec Chap 1... 6/1/06
 American Postal Workers Union 917 9/1/06
 American Postal Workers Union 1291 11/1/06
 CA Federation of Teachers Treas Is Job Corps. 7/1/07
 CA Nurses Association 9/1/07
 International Longshoremen's Warehouse
 Union Local 54 1/1/08
 Air Line Pilots Association 1/1/08

Councils, Retiree Organizations, &

Constituency Groups:

IAM Dist Cncl 190

Reinstatements

SEIU 715 (Later merged in 3/07) 1/1/07
 NALC Branch 214 5/1/07
 LIUNA 270 5/1/07
 UNITE HERE 30 7/1/07
 LIUNA 220 2/1/07
 LIUNA 652 2/1/07

Exonerations

UNITE HERE 681

Disbanded

Glass Molders Pottery 39 9/1/06

Withdrawals

LIUNA 73, 324, 839 Various

Mergers

CWA 9414 into 9421 3/1/06
 CWA 9587 into 9000 6/6/06
 UFCW 120, 373R, 428, 839, 870, 1179
 merged into 5 1/1/06
 UFCW 588 and 1288 merged into 8 1/1/06
 LIUNA Local 326 merged into 324 1/6/06
 IASTE Local 564 merged into 158 4/1/06
 SEIU 2028 merged into 221 3/1/07
 SEIU 415, 535, 700, 715 merged into 521 ... 3/1/07
 SEIU 347, 535, 700, 998 merged into 721 ... 3/1/07
 SEIU 535, 707, 790, 949, 1280 merged
 into 1021 3/1/07

SUMMARY OF MEMBERSHIP

Total Current Affiliates 1049